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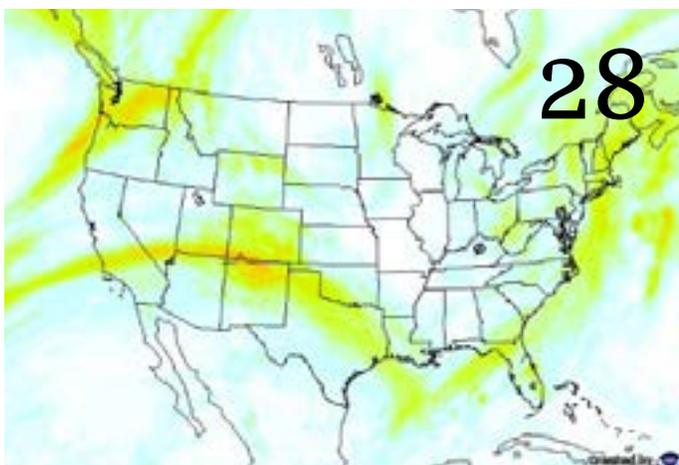
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contents

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JUMP TO EACH SECTION BELOW
BY CLICKING ON THE TITLE OR PHOTO.



Also Featuring:

Letter from the Publisher	8
Aviator Bulletins	10
Grey Matter - Searching for Safety in the Airline Industry	30
Business Vector - Comp Structures, Pay Bands, and other Perplexing Topics	37
Mortgage - Navigating Home Financing	40
SkyLaw- Consular Processing vs. Adjustment of Status	42
RTAG- Photo Gallery	51

the grid



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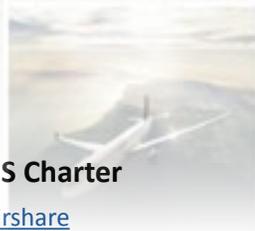
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[Key Lime Air](#)

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Please contact Tim Knutson at info@christmasepaulets.com



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Dear readers,

Last month we attended the annual RTAG National Convention in Fort Worth, Texas. As usual it was an amazing and fun event. Saturday night's western theme did not disappoint either. The Aero Crew team attempted to show up as The Three Amigos, but we were one amigo short. Be sure to check out the photo gallery of this year's show on [page 51](#).

During the event, American Airlines made 97 conditional job offers (CJO) and every other airline interviewed pilots, some on the spot. Over 5,000 pilots attended the two-day event. If you missed it this year, there is always next year. RTAG plans to be at the same location again in 2024.

As always, we appreciate your feedback and comments. Please email me 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.

October 2023

What you may have missed in October

Feature – A touching tribute and remembrance of Nick Meier.

Baggage – Reini was back to tell us how to say no effectively.

Fitness – Good news from Eric about walking for cardio.

Grey Matter – Part 4 of the five-part series on safety continued.

Knowledge Base – The finer points of IFR clearances explained.

Love Flying – Exploring the Great Wall of China.

Money – Charlie shared what he would tell his younger self about the topic.

Mortgage – Spencer demystified the complex pre-qualification process.

Perspectives – Flying GA can make you a better flying pro.

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airBaltic Celebrates the 28th Anniversary

October 2023 marks the 28th anniversary of the Latvian airline airBaltic, therefore the company highlights that the best gift for celebrations and throughout life is the invaluable opportunity of being and flying together. [Read More](#)



airBaltic's Revenue Exceeds EUR 500 Million in Nine Months

The Latvian airline airBaltic is set to release its 2023 Q3 financial results on November 8. Following the record-breaking half-year results and based on preliminary figures, airBaltic maintains strong and positive business indicators, with a total revenue of EUR 502 million, representing a 39% year-over-year increase. [Read More](#)



airBaltic Suspends Flights to and from Tel Aviv

The Latvian airline airBaltic announces that due to the uncertainty related to the current situation in Israel, all airBaltic flights to and from Tel Aviv has been canceled until January 1, 2024. [Read More](#)



Alaska Air Group reports third quarter 2023 results

Alaska Air Group (NYSE: ALK) today reported financial results for the third quarter ending September 30, 2023, and provided outlook for the fourth quarter ending December 31, 2023.

[Read More](#)



Alaska Airlines adds new nonstops from Anchorage to New York City and San Diego

Alaska Airlines is connecting Anchorage to both New York City and San Diego with seasonal nonstop service this summer.

[Read More](#)



ATI Pilots Deliver; It's Time for Management to Deliver for Us

For nearly three and half years, Air Transport International (ATI) pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have been in contract negotiations with management. [Read More](#)



American Airlines customers raise record total for Stand Up To Cancer campaign

Through this year's annual fundraising campaign with Stand Up To Cancer® (SU2C), American Airlines raised nearly \$4 million for innovative and life-saving cancer research, the most successful fundraising campaign the airline has contributed to since joining forces with SU2C in 2016. [Read More](#)



American Airlines adds more ways to escape to the Cape and coves of New England in 2024

American Airlines is adding seven new routes next summer to give customers more ways to plan trips to hike rugged coastal mountains, watch whales breach in Canadian waters or feel the sea breeze blow in on the shores of Cape Cod. . [Read More](#)



American Airlines reports third-quarter 2023 financial results

“The American Airlines team continues to produce strong results,” said American’s CEO Robert Isom. [Read More](#)



ATI Pilots Announce Strike Authorization Vote

Nearing three and a half years in negotiations with no agreement, the Air Transport International (ATI) pilots have grown increasingly impatient with a management that has failed to seriously engage on a market-based contract. [Read More](#)



Breeze Boards Two Million Guests This Year

Breeze Airways, the U.S.' only NLCC, or 'Nice Low Cost Carrier,' today announced it has flown two million Guests so far this year and is on track to board another million travelers by the end of 2023. [Read More](#)



Delta Air Lines announces September quarter 2023 financial results

Delta Air Lines (NYSE: DAL) today reported financial results for the September quarter and provided its outlook for the December quarter 2023. [Read More](#)



Embraer announces new autothrottle feature for Phenom 300E

Embraer today announced a new autothrottle feature that will be available for the Phenom 300E aircraft. [Read More](#)



Embraer and Marathon Airlines Expand Pool Program Agreement for seven E-Jets

Embraer announced that it has signed a contract amendment with Marathon Airlines for the Pool Program to include additional two E195s. [Read More](#)



Czech Republic selects the Embraer C-390 Millennium as its next medium military transport aircraft

The Ministry of Defense and Armed Forces of the Czech Republic announced today the start of negotiations on potential acquisition of the new-generation multi-mission Embraer C-390 Millennium, a military transport aircraft. [Read More](#)



SkyWest Orders 19 Embraer E175 Aircraft for Operation with United Airlines

Embraer (NYSE: ERJ; B3: EMBR3) has agreed to the sale of 19 new E175 jets to SkyWest, Inc. [Read More](#)



Frontier Airlines Partners with Code 1 Maintenance School to Help Military Veterans Become Commercial Airline Mechanics easyJet Launches Four New Winter Routes From The UK to the ALPS

Frontier Airlines (NASDAQ: ULCC) is partnering with aviation maintenance school Code 1 Maintenance in Tucson, Arizona to create a fast-track program for military veterans with experience in aviation maintenance to obtain necessary certifications to become Frontier Airlines maintenance technicians. [Read More](#)



Frontier Airlines Names James G. Dempsey President and Mark C. Mitchell as CFO

Frontier Airlines, Inc., a subsidiary of Frontier Group Holdings, Inc. (NASDAQ: ULCC), today announced the promotion of James G. Dempsey to President, and Mark C. Mitchell to Senior Vice President and Chief Financial Officer, both reporting to CEO Barry Biffle. [Read More](#)



Hawaiian Airlines' Holoholo Challenge Raises Funds for Kaua'i's Historic McBryde Garden

Hawaiian Airlines is bringing its Holoholo Challenge virtual race series to Kaua'i with proceeds benefiting conservation on the Garden Isle as well as wildfire recovery in West Maui. [Read More](#)



Frontier Airlines Reports Third Quarter 2023 Financial Results

Frontier Group Holdings, Inc. (Nasdaq: ULCC), parent company of Frontier Airlines, Inc., today reported financial results for the third quarter of 2023 and issued guidance for the fourth quarter. [Read More](#)



Aviation Education Leaders Shared Ideas at King School's Inaugural Envision Flight Edu-Con

Aviation leaders from flight schools and aeronautical universities converged in San Diego late September for the inaugural Envision Flight Edu-Con symposium. [Read More](#)



Material Specialist at Southwest Airlines Ratify Teamster Contract

Material Specialists at Southwest Airlines have ratified their most recent collective bargaining agreement with the Teamsters.
[Read More](#)



United Raises Airline Miles for Special Olympics During National Disabilities Employment Awareness Month

United is raising airline miles for Special Olympics during National Disabilities Employment Awareness Month to help athletes fly to trainings and competitions across the country and around the world.
[Read More](#)



United Orders 110 New Aircraft with Deliveries Starting in 2028

United Airlines today announced orders for 110 more aircraft for delivery beginning in 2028, building on the early success of United Next and adding additional flexibility for its long-term fleet. [Read More](#)



United Upgrades Customer Experience with New Amenities from Therabody and Saks Fifth Avenue

United today announced the largest upgrade to its United Polaris international business class experience in seven years, debuting new in-airport and onboard amenities from Therabody® and Saks Fifth Avenue that are designed to give customers “the best sleep in the sky.” [Read More](#)



United Promotes Benefits of Bluetooth Enabled Planes

United today showed off the capabilities of its new Bluetooth-enabled planes, with an emphasis on new AirPods Pro features that make it easier for passengers and flight crews to connect and communicate. [Read More](#)



United Airlines Announces Third-Quarter Financial Results: Revenue Beats Consensus on Solid Domestic - and Record-Breaking International Performance

United Airlines (UAL) today reported third-quarter 2023 financial results. [Read More](#)



United Gives U.S. Army Reservists and Students Direct Path to Become Airline Maintenance Technicians

United today announced the launch of the Calibrate Technician Pathway Program giving U.S. Army reservists and students from three prominent aviation maintenance schools a direct pathway to lucrative careers as technicians at the airline. [Read More](#)



Summer 2024 Starts Early at United with Airline's Largest Transatlantic Schedule in its History

United builds on its leading transatlantic network with the debut of its largest-ever summer 2024 schedule – which includes the first and only non-stop flight between New York/Newark-Faro, Portugal* and new flights to Reykjavik*, Brussels, Rome and Malaga. [Read More](#)



Girls in Aviation Day 2023 Inspires Over 30,000 Participants

Girls around the world participated in the 9th Annual Girls in Aviation Day (GIAD) organized by Women in Aviation International (WAI) on September 23. [Read More](#)



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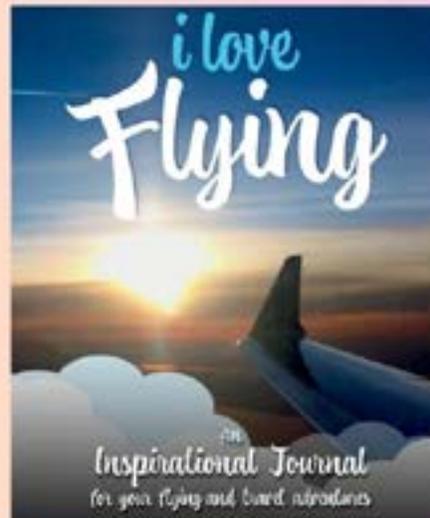
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Variation in Flight Training

Various scenarios to enhance real-life flying

WRITTEN BY: JOHN MCDERMOTT

I started my flight training in the Chicagoland area, and for about three years, did all of my flying out of the same two airports. After spending a while training out of Chicago Executive Airport, which is so close to O'Hare that there's a cutout in the Class B surface area to make room for Executive's Class D. I spent a year or so training at Waukegan National Airport, just a few miles south of Illinois' border with Wisconsin. Training at these airports provided me with great learning experience. As a young student pilot hopping in the cockpit for the first time, training at Executive especially helped me learn how to manage what felt like incredibly busy airspace without being overwhelmed. Waukegan had its benefits too, giving me more flexibility to meet the exact training requirements I needed for each checkride.

However, these two airports are incredibly close to each other – roughly 10 minutes of flying time from each other, even at the relatively-slow speeds of a Cessna Skyhawk. So, besides the differences between the two airports themselves, there was no practical difference between training at them. I was using the same practice area, managed the same airspace, had the same traffic volume, and visited the same secondary airports for pattern work. After a while, I could feel myself growing out of these airports that circumstance had placed me in.

I was lucky enough to move to Florida for a couple months to complete my CFI training. So far, in the time I have been training here, I have been exposed to a new airspace layout, new training techniques, and a completely different traffic volume. Flying into different airports that I'm not intimately familiar with, remembering just how critical traffic scans are, managing new airspace (including Class B and Class C airspaces remarkably close to my training airport), and being exposed to a different training method at a new flight school have helped flex my flying muscles and fine-tune my techniques in a way I might not have been able to had I stayed in Chicago.

Being challenged does wonders on focus and retention. There is a reason that complacency can be such a difficult nut to crack. When we get used to always flying in the same situations and in the same areas, we let our guards down. Being able to be in a new environment has helped me break away from that and has required that I reset my focus on something new.

But, moving hours and hours away does not need to be the only way to push yourself. Getting a new license or rating, learning to fly a new aircraft, using a new avionics suite, or even learning how to be a proficient pilot in the right seat instead of the left (or, if applicable, the front seat/back seat) can all be effective ways of giving yourself a new experience to grow your skills and keep your brain active. Plus, learning in new environments does not always demand a move to a new state. Flying a long cross country to a new airport with some friends could be a good way to experience a new area, as can flying with a new instructor for a while, or even training a maneuver that you

haven't flown in a while, perhaps one that you didn't care for during initial training.

Even changing airports is a good way to challenge yourself. If you cannot move around, challenge yourself to become more familiar with some of the airports in your area. Visit a new airport for landing practice instead of the few that you prefer, and fly there often. Make intentional stops at the FBO to become more familiar with the taxiway layout and standard procedures at the airport.

If you cannot pay much, there are also low-cost ways to expand your knowledge and skills. Many airports have chapters of the Civil Air Patrol or Experimental Aircraft Association. These organizations offer regular, informational, and community events; and the Civil Air Patrol will even give training in its fleet at a reduced rate. Community events, such as fly-ins and pancake breakfasts, give pilots the opportunity to meet with others and join in conversations to learn from others' experiences.

Think of enjoyable and creative ways to push yourself. Consider making progress towards a big goal that you have yet to undertake. Could that be renting or buying a faster, more advanced aircraft or adding a new category or class rating to your certificate? There are plenty of ways to push yourself out of your comfort zone, whether big or small. Ultimately, these methods will help you improve your airmanship and enhance your decision-making skills

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...](#)



Don't Put Off Your Fitness

Another new year is coming but start a routine now

WRITTEN BY: ERIC RAY | ERICRAY4470@GMAIL.COM

Well, it's November and the holiday season is about to kick in. Dare I ask, "Where did this year go?" I mean Turkey Day is right around the corner and then we're into Christmas and New Year's (which means resolutions!) and with holidays comes a potential for just a bit of over-indulgence. I am going to throw out some ideas for you to work on your fitness now and keep it up throughout the holidays versus waiting until the new year to start.

When it comes to the workout piece of fitness, you don't necessarily have to go to a gym, but it could be an option. If you don't have the space, money, or desire to build out your own home-gym, then a commercial gym (Planet Fitness, 24-hour Fitness, Golds, etc.) membership may be ideal. I personally have never been one for going to a commercial gym and spending a monthly fee for a "subscription" that I infrequently use. This has more to do with my situation

and having space for my own home-use equipment. Conversely, I would offer that going to a gym and paying the monthly fee could be an option to kick-start YOUR fitness regimen. The key here is to start now and even pay a personal trainer to create a program that can get you motivated and interested in health and fitness.

If you're like me and have the space for some equipment, think small scale first. You probably shouldn't spend thousands of dollars on a full home gym without knowing what you really need or want for your workout journey. Must haves include a multi-use bench with flat, incline, and decline settings, a set of dumbbells and a place to keep them. I have the BowFlex SelectTech® with weights ranging from 5 to 52.5 lbs. You would be surprised how many exercises you can accomplish with just a decent set of dumbbells. I think having the equipment in the house increases the odds of using it. It doesn't matter so much what you have, what matters is that you use it.

If you don't have the space or want bulky equipment, then think old-school calisthenics. Pushups, bodyweight squats or jumping jacks can be performed without equipment or much space. No room for cardio? You could also create a workout by walking up stairs. If you don't think walking upstairs 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. Another option for cardio is jump rope.

You'll be surprised the cardio output needed to jump rope for ten minutes! Yoga or barre-type workouts can be followed along with a video (e.g., YouTube bodyweight exercises) and require little to no equipment. You can use a chair for balance and who really needs a yoga mat?

What fitness comes down to is this -- GET STARTED. No matter what your options are (gym membership, home gym, bodyweight exercises) don't use the holidays as an excuse to push off your health and wellness and swear that you'll make that resolution for 2024. Get up, get moving, and prioritize your fitness today!

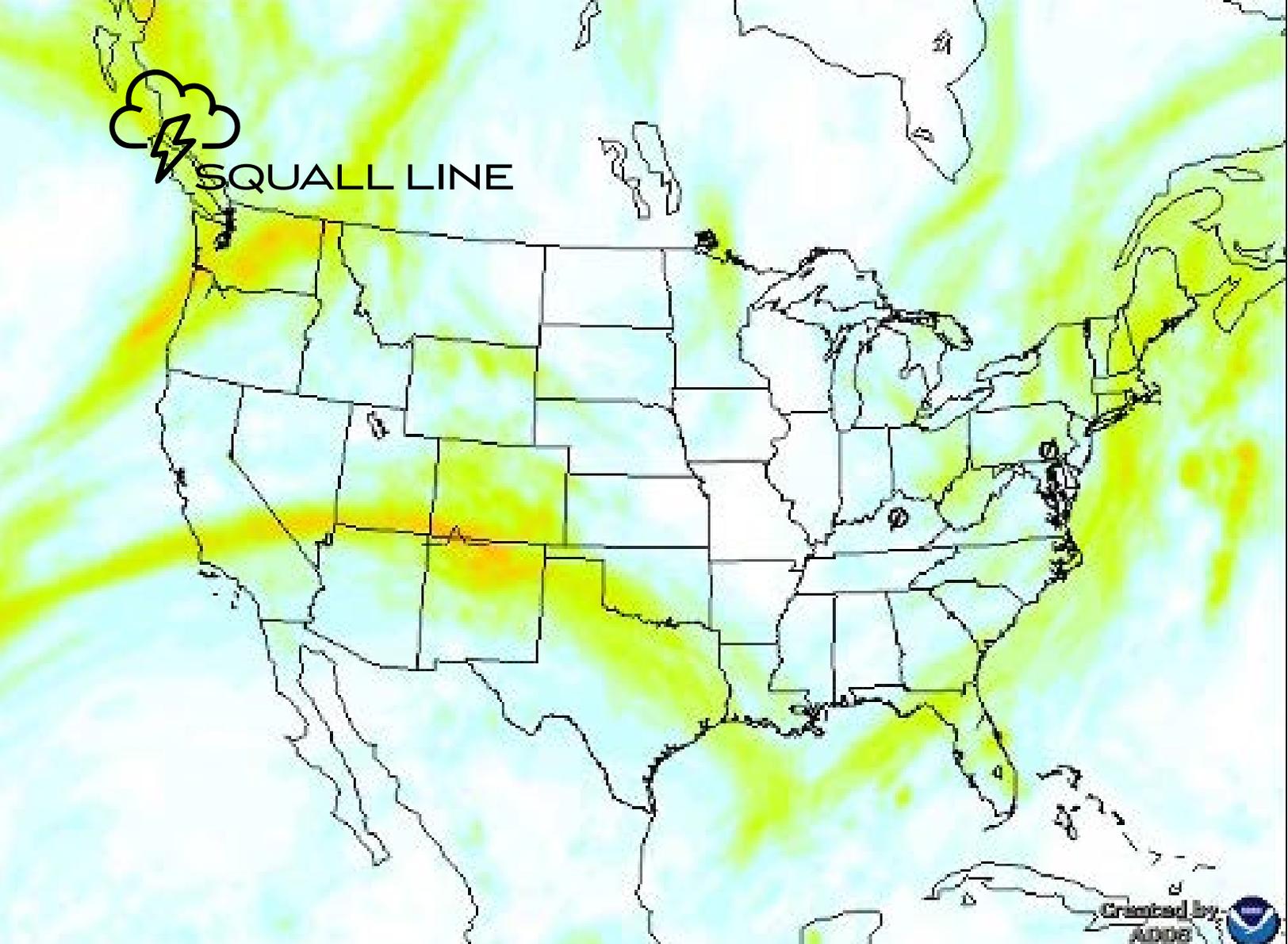
As always, I welcome your feedback, suggestions and ideas. Ericray4470@gmail.com



About the Author



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



Beautiful Mountains, but Turbulent Skies

WRITTEN BY: AJAY RAGHAVENDRA, PH.D.

You're flying your usual leg from Salt Lake City (SLC) to Dallas (DFW) for the hundredth time on another beautiful sunny day with blue skies. The airborne view of mountains is undeniably breathtaking for a hundredth time. However, you notice turbulence at varying intensities ranging from one of your smoothest flights to the most turbulent. Sometime this turbulence was expected, and necessary altitude/route changes were made to avoid turbulence resulting in minimal disruptions to the in-flight services. However, this is not always the case and while the marvels of flying have gripped humanity for centuries, passengers and crew members can relate to the discomfort and fear of flying brought about with turbulence. So, you ask yourself, why were some flights smoother than others, and what caused the turbulence?

What is Turbulence? A generic answer to this question may include the chaotic motion of air, but a detailed answer will require a solid understanding of college-level calculus and differential equations. In fluid dynamics, turbulence is the chaotic change in flow and is the opposite of laminar flow, the fancy name for smooth flow. As aviators, we often forget that the atmosphere we fly in is characterized as a fluid. Therefore, the dynamics of the atmosphere are forecasted and studied using mathematical equations.

The probable occurrence of mountain wave turbulence may be understood by invoking the Boussinesq equation, and the Scorer parameter helps us understand the potential for turbulence to exist. Qualitatively, the vertical stability of the atmosphere, wind-flow over the mountain, frontal activity, etc. determine the duration, intensity, location, and size of the turbulence.

Turbulence is one of the many aviation weather hazards, but in extreme cases, flying in turbulence could result in aircraft structural damage and injuries, sometimes with fatalities. As a professional pilot, you have heard of “mountain wave turbulence” and are familiar with forecast products such as the Graphical Turbulence Guidance (GTG). These products are useful to help you avoid altitudes or regions with the potential for clear air turbulence (CAT) and/or mountain wave turbulence (MWT). An overview of the GTG algorithm and product are available at

aviationweather.gov/turbulence/help. The greater your familiarity with these products, the more prepared you will be. Smarter pilots are better pilots. And remember, turbulence associated with convective activity, i.e., thunderstorms, are not included in this product since turbulence is one of the many expected hazards associated with a thunderstorm.

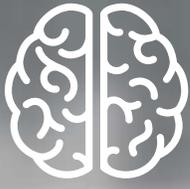


About the Author



Ajay Raghavendra is an Aviation Officer flying helicopters with the U.S. Army (New York National Guard). He holds a Ph.D. in Atmospheric Science from SUNY-Albany and graduated with honors from Embry-Riddle Aeronautical University with a B.S. in Meteorology and Computational Mathematics.

[Read More...](#)



Searching for Safety in the Airline Industry

Data mining the operation, Part 5

WRITTEN BY: RICHARD SWINDELL

In the initial installment of this safety data-mining series, we talked about required safety and occurrence reports, then moved on to the nature and value of voluntary safety reporting programs. In this final installment, we are looking at flight recorders and the essential data they provide in the wake of an accident for understanding the event and making operational and regulatory changes in order to improve operational safety. The two types of recorders are the Cockpit Voice Recorder (CVR) and the Flight Data Recorder (FDR), and regulations heavily restrict their access and usage.

The CVR and FDR are automatic data collectors and begin recording their respective parameters when certain flight deck conditions are met, such as turning on the aircraft's beacon and starting the engines. Moreover, they are critical components of the safety data system in that the information provided following an accident can help reconstruct what happened during the course of the flight, ultimately assisting in the prevention of future accidents.

The concept for FDRs and CVRs has been around since the late 1930s, with the first FDR being a French design that took pictures of airspeed, altitude, attitude, and heading utilizing a scrolling roll of film. During WWII, the Allies further developed CVR and FDR equipment for flight testing and post-crash investigation purposes (alongside other super-secret technology such as radio, radar, and electronic navigation). Still in use from this period is the term "black box" referring to the black, non-reflective metal boxes used to house these units. However, modern shockproof, fireproof, waterproof CVR/FDR units are of course bright orange for ease of identification within the vast debris field of a destroyed aircraft.

Required in the U.S. since 1965 and housed in the aircraft's tail section as the most crash survivable location, each recorder is equipped with an underwater beacon to aid in locating it in the event of a water accident. When immersed in water, a beacon transmits an acoustic signal on 37.5 KHz detectable down to 20,000 feet for up to 30-days. Once secured, whether on land or in water, recorders are immediately removed from the accident site and transported to National Safety Transportation Board (NTSB) headquarters in Washington D.C. for processing. The NTSB tightly controls access to these devices, with only a small group of technicians ever allowed to review the data, and each must sign a nondisclosure agreement beforehand.

CVR data provides contextual clues regarding the cause or contributing factors to an accident, providing transcripts of conversations, radio calls, as well as flight deck warning sounds and alerts that can assist in reconstructing what happened during the flight. Early CVRs were analog recordings, replaced later by magnetic tape. Modern CVR systems utilize a solid-state digital data disk recording system, and depending on system type, is over-written every two to 25 hours.

The FDR, much like FOQA data, records multiple channels of information, with a minimum of 88 specific ones required by the FAA – and some units can record more than 1,000 in-flight parameters. Similar to the CVR, coded information is stored on a retrievable disk providing investigators with environmental conditions and aircraft configuration, along flight automation and systems statuses up to the accident.

Future integrated CVR-FDR units (CVDRs) will not only include extended underwater depth and beacon detection time (up to 90-days as predicated on the disappearance of MH370), but also recording in real-time to the cloud – although data security must be guaranteed in order to maintain the trust, veracity and functionality of the present system.

I hope you have enjoyed this series' succinct review of required, voluntary, and automatic safety programs that provide data-mining opportunities for creating an even safer air transportation industry.

Editor's note: Grey Matter will bring you a new series starting with the January issue. Follow Andrew Ross' journey as he dealt with disaster while on the road. But don't skip the column next month with Andrew revisiting three type ratings.



About the Author

Richard Swindell left active-duty military service and transitioned to the airline industry where he flies and works as a line check airman for a major airline. [Read More...](#)



Do You Have a Wealthy Mindset?

Or are you setting yourself up for financial mediocrity?

WRITTEN BY: CHARLIE MATTINGLY

In the book *Atomic Habits* written by James Clear, he recalls that, “...over 15 percent of U.S. soldiers stationed there (Vietnam) were heroin addicts.” However, counter to current beliefs about addiction, “...only 5 percent of them became re-addicted within a year, and just 12 percent relapsed within three years. In other words, approximately nine out of ten soldiers who used heroin in Vietnam eliminated their addiction nearly overnight.”

The findings from this result contradicted traditional research about addiction and habit formation. Typically, when we think of breaking bad habits (addiction in this case) or creating good ones, we assume it takes discipline, excellent decision-making, and maybe even superior self-control.

While these are great character traits to have, the researchers in the case of the Vietnam heroin addicts realized that the drastic changes in the environment of the soldiers were the main reason for the different addiction results.

According to the book, “When scientists analyze people who appear to have tremendous self-control, it turns out those individuals aren’t all that different from those who are struggling. Instead, “disciplined” people are better at structuring their lives in a way that does not require heroic willpower and self-control.”

One of the questions we get occasionally is, what is the difference between financially successful people and those who struggle?

The key to financial prosperity and wealth building is intentionally creating a disciplined financial environment in your life.

It’s not about superior stock market smarts or budgeting self-control. It is about setting yourself up for success by taking control of your financial environment and structuring your life in a way that sets you up for financial success.

Six ways to structure your environment for financial success:

Set up a framework for successful financial decision-making.

Do you have your top financial priorities taken care of before you spend money on the “wants”? When deciding whether you can afford something or before making large purchases, run through this mental checklist: 1.) Is your high-interest debt paid off? 2.) Is your emergency fund complete? 3.) Are you maximizing your 401k? 4.) Are you funding the backdoor Roth IRA? 5.) Are you working on college funding for the kids?

If the answer is yes to all five of these, then spend away and feel good about it. If you only have three or four taken care of then use extreme caution before proceeding and consider putting the purchase on layaway!

Use the KISS Principle- Keep it Simple Stupid. Set up your savings monthly and automatically. Reduce the pain of savings by making it out of sight, out of mind. You will be amazed at how quickly you can adjust to living on less. Start saving small amounts if you have to and then slowly increase the saving amounts over time.

Think about how people in high-cost areas of living manage their finances. They spend twice as much as other people on their housing, gas and groceries, but they manage to do just fine. They spend less in other areas to make up for the higher costs. You can do the same.

Stay hungry, humble and smart

Organizational health and business management guru, Patrick Lencioni says that the key to the ideal team player is someone who is humble, hungry and smart. I believe it also makes for great financial success.

Often, people believe they can outsmart the stock market and figure out the magic potion that allows so much success in the markets that they don't have to save, spend less, and other difficult financial tasks akin to blocking and tackling in football.

This search for the magic potion is even more alluring for high-achieving, type-A personalities because they have accomplished so much personal success in other areas of their lives. We have seen very intelligent people fall prey to poor investment schemes or even financial scams because they falsely believe the stock market is a riddle to be solved and they have the answer.

Investing wisely is exactly like flying passengers safely from New York to Los Angeles. Airlines have been flying that route for a long time and trying to find a smarter path or flying a route too close to a thunderstorm to save time only introduces unrewarded risk.

Use caution for the Diderot effect

The Diderot effect is a phenomenon that occurs when acquiring a new possession leads to a spiral of consumption that results in the acquisition of even more possessions. In other words, it means that buying something new can cause a chain reaction of buying more and more things because that new item makes one feel like one needs other things to go with it or to keep up with it. As a result, we end up buying things that our previous selves never needed to feel happy or fulfilled.

For example, my daughter is eight years old and learning to ride horses competitively. This could lead to subsequent and costly purchases: Purchase a horse for my daughter. Add fencing to our property. Update and upgrade our barn. Purchase a new horse trailer to travel to horse shows, etc. ad infinitum. Ugh . . . she's never riding a horse again! Maybe I'll get her interested in flying!

Understand the difference between skill and luck

Corollary - Understand the difference between speculation and investing. My father has a large portion of his wealth in one stock. It may go up tremendously in the coming years and months. I have no idea. And unfortunately, neither does he. This is what speculation looks like. We can analyze a single stock until we know everything

about that company. Unfortunately, we cannot predict the next accounting scandal (Enron), we cannot predict when risk to a certain industry will cause a great company's stock price to collapse (Covid-19), we cannot predict, God forbid, the next airline that crashes an airplane causing their stock to collapse. This is called business risk, in financial jargon. The good news is that with a globally diversified portfolio, business risk can be diversified away. By the way, there is nothing inherently wrong with speculation, just don't speculate (e.g., Bitcoin) with your retirement funds or your children's college savings.

Treat all aspects of your life as an investment. This is a repeat principle but it's worth mentioning again. Being wealthy or rich, is much more than just a dollar amount in your bank account. I would even say someone who is rich in their health, relationships or other non-financial measurements might even be happier than someone who only has a large investment portfolio. So, invest in all the things that bring quality of life, peace of mind and real joy.

Simon Sinek's book, *The Infinite Game* reminds me to think differently about how I invest in all aspects of my life. I'm not trying to win a game but instead enjoy life by having purpose and meaning.

One of the main ideas in the book is that certain aspects of our lives are finite and others infinite. A finite game is something you can win or lose, like football. An infinite game can't be won or lost; the primary purpose is to survive, sustain and even enjoy our lives to the fullest by having a meaningful purpose or cause that brings true joy.

Do not neglect other areas of your life at the expense of gaining financial wealth. "I wish I would have flown more trips and made more money," said no one ever at the end of their life.



About the Author

Charlie Mattingly earned his Bachelor of Science degree in Mechanical Engineering from the University of Tennessee. He then entered the United States Air Force where he served for ten years as an officer and F-16 fighter pilot. [Read More...](#)



Comp Structures, Pay Bands, and Other Perplexing Topics.

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

A viation managers in corporate flight departments face a variety of challenges as they seek to retain their personnel in the perfect storm that is the current compensation environment. But as they battle to pay their personnel competitively, one of the most common and frustrating constructs aviation managers face is that of the fixed-compensation structure and its associated “pay bands.”

A little background is in order here. Compensation professionals are trained in the practice of building pay structures in organizations. Typically, the process starts with a look at the organization's values and total rewards philosophy for orientation, then the nuts-and-bolts work occurs. Building a pay structure requires individual job analysis, a process that can include deep dives into job descriptions, internal and market-based comparisons, and ranking within the organization. When the dust settles, a pay structure with clearly defined levels of responsibility and expertise has been produced and with it, appropriate levels of compensation based on two approaches: internal equity (inward focus) and market-based (outward focus). Companies that favor the inward focus assign similar compensation levels to personnel with similar levels of responsibility, regardless of functional area. In contrast, companies that favor an outward focus, look more at market levels of compensation for jobs in the individual functional areas and then try to resolve them across the pay structures they have designed. The result is a structure like the figure below, where the L1 – L6 are the various levels with their assigned compensation levels.

While this is a reasonable methodology and has been repeatedly proven over time, it can play havoc with compensation levels for members of corporate flight departments, particularly pilots. The problem lies in the concept of individual pay bands that



	Salary Min	Salary Midpoint	Salary Max
L1	\$20,000	\$30,000	\$40,000
L2	\$30,000	\$40,000	\$50,000
L3	\$40,000	\$50,000	\$60,000
L4	\$50,000	\$70,000	\$90,000
L5	\$80,000	\$100,000	\$120,000
L6	\$110,000	\$130,000	\$150,000

accompany the jobs at each level in the structure. And here, we have the cause of the compensation limitations mentioned above, those that aviation managers face across the entire country.

Let's say we're talking compensation – base salary – for a captain flying a premium, long-range aircraft, like a Global 7500 or a Gulfstream 650ER in a flight department located in the Midwest. According to 2023 data, a captain flying a jet like that should be making a base salary of about \$260,000, but her peers, who may be doing accounting or information technology chores, may only be making about \$180,000. So, our captain, who is paid \$260,000, is at the absolute ceiling of her pay band. She can't even be awarded a merit increase of three percent or so, because that would exceed the prescribed upper limit for that band. Her boss does some research (maybe even using the AirComp Calculator) and finds that he needs to target the 75th percentile for her compensation to keep her from taking a position with the airlines or with a company on the other side of the airport. He wants to increase her base salary to

\$290,000, but he can't, because her employee grade limits her compensation to \$260,000. The aviation manager has two options. He can try to gain approval for an exception to the pay structure, rarely successful in most corporations, or he can try to get the captain promoted to the next higher pay level, perhaps to senior captain. But, to get this option approved, he'll have to get authorization to change the staffing structure of his department which allocates so many personnel at the various grades in the organization. In many cases, the aviation manager can do neither. The employee may eventually depart for a position with the airlines or with another department, and the company ends up paying \$200,000 for recruiting and training her replacement when a \$30,000 pay raise would have saved it that cost.

At a recent conference I attended, an aviation manager related the following anecdote. "I had a pilot who showed me a job offer from another company where he would be paid \$30,000 more for flying the same jet at the same airport for approximately the same schedule. I went to HR to try to get him an increase and they told me he was at the top of his pay band and an increase wasn't possible. I then showed them the offer letter the pilot had forwarded me. The HR person said, 'Oh, that's okay then! We can pay him the additional \$30,000 because that comes out of the retention budget. It's different money.' I was astounded," the aviation manager said. "This guy had to have one foot out of the door to get a raise to stay with the company. What kind of message does that send?"

The rigid adherence to pay bands does benefit some organizations though. High net-worth individuals, whether they have their own flight departments or work through management companies, don't have any such limitations. They can buy aircraft and lure the necessary personnel away to operate them merely by throwing more money at the problem and have no concerns about pay bands or corporate policies. They're perfectly willing to pay what is necessary to get the flight organization they want – and it is actors like these – as much as the airlines, that lure personnel away to destinations beyond those attainable in the corporate world. Are such destinations risky? Certainly. Can high net-worth individuals change their minds arbitrarily and get out of the flying business? Absolutely. But there are some employees in corporate aviation who have become so fatigued with the rigidity of corporate policy and the unwillingness of compensation personnel to understand the current market that they're willing to take the risk. Some corporations are realizing this. Others are not – to their own peril.



About the Author

Dr. Chris Brodyhill 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...](#)



MORTGAGE



Navigating Home Financing

How to make the most of your airline-pilot pay

WRITTEN BY: SPENCER WARTMAN

Are you an airline pilot worrying about securing a home loan because of the uniqueness of airline-pilot pay? There are professionals who understand the uncommon financial landscape that pilots can face, and they're especially qualified to ensure that your journey to homeownership is smooth.

Understanding the Challenges

Airline pilots have a distinct pay structure that can be quite different from traditional salaried employees. Their income often involves various components, such as base salary, hourly pay, per diems, and bonuses. This intricacy can sometimes pose challenges when it comes to qualifying for a mortgage and finding the perfect home.

You can save yourself a lot of headaches and time if you find a partner in the mortgage lending business who has earned a reputation for expertise in working with airline pilots. They'll have the specialized skills to navigate the complexities of pilot pay to help you find your ideal home.

Here's how:

- 1. In-Depth Knowledge** Specialized teams will be well versed in the specifics of pilot-pay structures. They understand that pilots often receive different types of compensation, and they know how to accurately calculate and assess your income to determine your eligibility for a mortgage.
- 2. Holistic Financial Analysis** They won't just look at the numbers on paper; they'll take a comprehensive approach. They'll consider your total compensation, including base salary, minimum credit hours, and allowances, to take a complete picture of your financial stability and ability to make mortgage payments.
- 3. Customized Solutions** Every pilot's financial situation is unique. A company with the specialization pilots need will tailor their services to your specific requirements, ensuring that you're matched with the most suitable mortgage options and interest rates.
- 4. Strong Lender Relationships** Your chosen company should have cultivated strong relationships with lenders and borrowers because they understand the complexities of pilot income. These strengths will ensure you have access to loan programs that are designed to accommodate your financial circumstances.
- 5. Pre-Qualification Confidence** A mortgage group with the expertise to deal with the intricacies of pilot pay will allow you to earn pre-qualification based on accurate calculations and a deep understanding of your income. A high level of competence on their part will give you the confidence to shop for homes within your realistic budget range.

6. Guidance Throughout the Process From introductions to the moment you get the keys to your new home, your partner should be there for you. They'll offer guidance, accessibility, and keep you informed at every step of the mortgage process.

7. Smooth Transactions The right partner will have experience with pilot pay which will mean fewer hiccups along the way. They will be proactive in addressing potential challenges, which will lead to smoother and more efficient transactions.

Turning Dreams into Reality

Your journey as an airline pilot shouldn't be hindered by the complexities of mortgage financing. There are companies that are especially equipped to be the partner you need — one that understands that your career comes with unique financial complexities. The right company will be dedicated to using their expertise to make your dream of homeownership a reality. With a personalized approach and deep knowledge of pilot-pay structures, you can confidently embark on the exciting adventure to secure a place to call your own.

If you're ready to find a home that matches your soaring ambitions, contact Spencer Wartman (NMLS 2109932) at Trident Home Loans (NMLS 65716). Endorsed by Aero Crew News because Trident is the specialist pilots need. Trident should be your go-to in the world of home financing.

Trident Home Loans NMLS 65716, an Equal Housing Lender



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...](#)



SKYLAW



Consular Processing vs. Adjustment of Status

Which is the better option?

WRITTEN BY: KILLA MARTIN

Now that you have had your family petition approved, it's time to apply for the green card. The question here is whether your spouse is eligible to get their green card from within the U.S., or whether Consular Processing (applying from overseas) is the best option. Let me start by saying that, for some people, the choice is no longer theirs.

If your spouse has an immigration violation on their record, there is a big chance they will need the consular process. Some examples of these are people who: entered without a visa, presented false documentation or lied to an immigration officer to obtain an immigration benefit, certain criminal convictions, or aided in or actually helped bring people into the U.S. unlawfully (even if it was their own children). Other violations such as unlawful employment or overstaying a visa may apply if the petitioning spouse is a permanent resident, not a U.S. citizen. These violations are known in our field as “inadmissibilities” and they are extremely nuanced and very fact specific. If your partner has any kind of potential immigration violation on their record, I highly recommend you speak to an experienced immigration attorney who can give you the best advice for your situation.

An experienced attorney can screen your spouse for any violation; they can also request a copy of your spouse’s immigration record to verify whether certain penalties apply. In addition, they can also advise on the existence of potential waivers (or pardons) of the penalties of these violations. I cannot emphasize these enough. Whatever the cost of a consultation, having the peace of mind of knowing you are in the clear has no price. Sadly, I have, consulted with many individuals who trusted unlicensed individuals or “notarios” (Spanish for “notaries”) to file

petitions for their spouses who, unknowingly, had one of these inadmissibilities on their record. The consequences were catastrophic: arrests, imprisonment, and deportation. Even if after the consultation you decide to file on your own, have your case screened by a licensed attorney. Click here for my pointers on how to avoid being a victim of an unlicensed practitioner.

Assuming that your spouse is in the clear and no prior violations exist, the choice is yours on whether you want to get your green card in the U.S. or overseas. These are questions I ask my clients to determine the best option for them:

1. Where do you want to reside throughout the duration of the process?

This is an important question given the lengthy processing times for a green card (currently about twelve months). If your spouse is residing overseas, they have a stable job and cannot afford to wait for work authorization to come while they wait in the U.S., it might be best if you pursue consular processing. Leaving a lucrative job to come to the U.S. and wait four to six months for work authorization might be impossible for some. Also, if children are involved, parents may opt to do consular processing so that their children can finish the school year, or if you have children from a previous relationship,

you can work out custody agreements prior to departing your country.

2. Are you comfortable with not being able to leave the U.S. while your process is pending?

One negative side to adjustment of status is that you cannot leave the U.S. without authorization or you risk abandoning your green card (regardless of your intent, it's an automatic presumption). While you can file for a travel permit while you wait, the wait times for these permits are so lengthy that some have often received the green card before the actual permit. In other words, if you need to be able to travel outside the U.S. while your green card is pending, consular processing might be a better option.

3. In what country are you eligible for consular process?

The norm is that you attend your consular interview in the embassy of the country of which you are a national or citizen. In some cases, some embassies experience severe backlogs due to high demand of petitions for citizens of that country (e.g., India, China or Mexico), or some countries where there is civil strife or conflict (Ukraine, Syria, Israel). In those cases, if someone is eligible to adjust their status in the U.S., I advise against consular processing because of the difficulty

and the challenges in their local embassy. The opposite is also true. In some cases, certain embassies are a lot easier to work with and may even be more efficient than attempting to adjust in the U.S. In those cases, consular processing might be a better option.

Deciding between consular processing or adjustment of status may seem like an impossible choice. As I often tell my clients, "Every case is different; it depends." However, an experienced attorney can help you navigate your options and land successfully.



About the Author



Killa Marti is an award-winning attorney and founder of Martí Law Firm, LLC, a client-centered immigration practice. [Read More...](#)



Piedmont Airlines: Reserve Rules That Put Pilots First

In an industry full of uncertainty, stabilize your pilot career with Piedmont Airlines. As a wholly owned subsidiary of American Airlines, the largest airline in the world, Piedmont employs over 10,000 aviation professionals both on the ground and in the air across the United States. With the goal to double the size of the airline in the next five years, Piedmont Airlines plans to expand service to more airports, add more aircraft to its fleet and double its lines of flying, establishing itself as the leading regional airline in the industry.

Piedmont's story began in 1931 when Richard Henson founded Henson Flying Service, a fixed-based operator. In 1962, the airline started scheduled service under the name Hagerstown Commuter. Piedmont transitioned from the deHavilland Dash-8 to the Embraer 145 in 2016 and has been expanding their fleet ever since.

Piedmont is the sole wholly-owned operator of the Embraer 145 (ERJ-145) fleet for American Airlines. This iconic aircraft, also known as the "pilot's aircraft," provides regional service across the East Coast connecting customers to global destinations around the world.



World-Class Benefits

Quality of Life

The key to building a sustainable airline is prioritizing our skilled workforce by offering industry-leading benefits that align with your personal beliefs, values, and goals. We want you to feel valued and supported. Therefore, Piedmont provides Direct Entry Captains and High Time First Officers with high-quality

medical benefits and 401(k) match along with the following quality of life benefits:

- 1:1 longevity credit for compensation, sick leave and vacation
- 50% bonus on select holidays (including the "Big Football Game") for all Piedmont pilots
- Direct Entry Captains will go straight to upgrade training
- Commuting pilots in non-hub locations will receive four hotel nights per month
- Updated reserve rules:
 - Once a Piedmont Captain completes 250 hours, they are placed on long-call reserve (a minimum 12-hour call-out), offering more predictability and flexibility. No more sitting at the airport.
- All pilots will receive a minimum of 12 days off each month
- Contractual flow to American Airlines at five years or move to top of scale pay

Unmatched Bonus Structure

For a limited time, pilots with 500-949 hours of qualified Part 121, 135, or 91k time earn \$75,000 on their first paycheck, while those with 950 or more qualified hours earn \$100,000.

Direct Entry Captains (DEC) and High Time First Officers (HTFO) with type ratings for Embraer 135/140/145 can earn a \$50,000 bonus in addition to the \$100,000 DEC and \$75,000 HTFO experience bonuses.

Plus, pilots have the opportunity to bring their friends along and earn \$25,000 for each successful DEC referral and \$20,000 for each HTFO referral.

Captain Wage Scales		
	6/29/2023	6/29/2024
1	\$150.00	\$153.75
2	\$153.75	\$157.50
3	\$157.50	\$161.25
4	\$161.25	\$165.00
5	\$165.00	\$168.75
6	\$168.75	\$172.50
7	\$172.50	\$176.25
8	\$176.25	\$180.00
9	\$180.00	\$183.75
10	\$183.75	\$187.50
11	\$187.50	\$191.25
12	\$191.25	\$195.00
13	\$195.00	\$198.75
14	\$198.75	\$202.50
15	\$202.50	\$206.25
16	\$206.25	\$210.00
17	\$210.00	\$213.75
18	\$213.75	\$217.50
19	\$217.50	\$221.25
20	\$217.50	\$221.25

*DOS is 7/29/23

First Officer Wage Scale		
	6/29/2023	6/29/2024
1	\$93.00	\$96.00
2	\$100.50	\$103.50
3	\$108.00	\$111.00
4	\$111.75	\$114.75
5	\$111.75	\$114.75

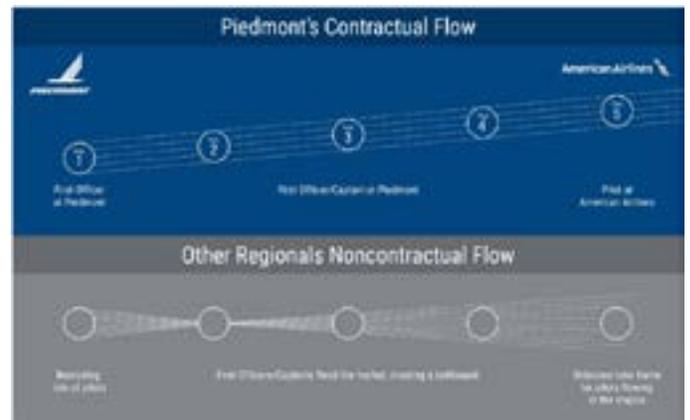
*DOS is 7/29/23

Industry-Leading Pay

Piedmont pilots are some of the highest-paid in the regional aviation industry, with Captains starting at \$150 per hour and First Officers starting at \$93 per hour. High Time First Officers start earning Captain pay at 750 hours.

Bring your longevity from your current airline and earn even more. For example, if you have three full years of service with a previous carrier, you will start on Step 4 of the Captain pay scale (\$161.25/hour).

[View our pilot pay calculator.](#)



Contractual Flow

Piedmont Pilots are on the fastest path to American Airlines. Eligible Captains are guaranteed a contractual flow to mainline within five years or receive top of scale pay (\$217.50/hour) until they do. No further interview required.

Hear firsthand from Piedmont Captain Donna Adamczak as to why Piedmont is leading the regional industry.



What made you want to fly with Piedmont?

I decided to fly with Piedmont due to their excellent reputation, the access to American Airlines, and the opportunity to flow if I choose to in five years. Anyone who has previously worked for Piedmont and moved on to a major has nothing but positive things to say. This is a testament to the fact that Piedmont is a great company to work for. Additionally, I love the pay and

benefits. Piedmont honored my experience as a longevity credit. It is rare for companies to offer this benefit, but Piedmont does. As a result, I was able to start at step 18 on the Captain pay scale.

Can you describe your training experience at Piedmont?

The training provided by Piedmont is stellar and top of the bar. You will receive all the tools and resources you need and the trainers, sim instructors, and line check airmen are all fantastic. Despite the high-stress levels that come with training, I have had a positive experience with no negative encounters. The training was smooth, and the quality exceeded my expectations.

What advice would you give to new Piedmont pilots?

It's important to apply yourself and study hard to gain the knowledge you need to excel as a First Officer and upgrade to Captain. Build new relationships and seek guidance from experienced pilots – a mentor can provide valuable insight, share their experiences, and offer advice.



With all of the instability in the industry, Piedmont offers a soft landing for pilots

Instability in the aviation industry is real and it's affecting pilot careers.

"In the past six months we have seen other regional airlines lose contracts, sell off airplanes, airline executives resign, and struggle to complete their existing schedules. It can be jarring for a pilot if you think your company isn't on stable ground," said Edward Leverton, Vice President of Piedmont Airlines Flight Department. "We ran a very successful distressed carrier pilot transition program last summer for ExpressJet pilots who lost their jobs, and we thought, why not do something similar for any pilot who feels like their current company may be in jeopardy?"

Piedmont's "soft landing" includes new hire bonuses and longevity pay credits for each year of experience. In addition, transitioning pilots are given a dedicated concierge coordinator to make sure the

transition goes smoothly and an opportunity to speak with a chief pilot to make sure Piedmont is a good fit. Lastly, Piedmont pilots go through one of the best AQP training programs in the country. "We are offering the best options for experienced pilots to come and join our team. And we know the biggest drawback for pilots changing companies is sitting on reserve forever," adds Leverton. "At Piedmont, that just won't happen with our new reserve rules."

The benefit to pilots is a lucrative, low risk job change. Piedmont benefits as well. "We need (these pilots') experience and their ability to provide leadership in the flight deck," says Chief Pilot John Pursell. "Even if they have been out of Part 121 flying for a while, we know our low-stress AQP training will provide all of the tools they need to return successfully."

Details of the soft-landing program include:

- Eligible pilots earn \$175,000 or more in bonuses in your first year
 - New \$50,000 Type Rating Bonus for experienced pilots type rated in E135/140/145
 - Experience Bonus \$100,000 for Direct Entry Captains (950+ hours)
 - Experience Bonus \$75,000 for High Time First Officers (500+ hours)
 - Unlimited DEC & HTFO Referral Bonuses \$25,000 (DEC) or \$20,000 (HTFO)
- Benefit from new reserve rules: once a Piedmont Captain completes 250 hours, they are placed on long-call reserve (a minimum 12-hour call-out), offering more predictability and flexibility. No more sitting at the airport.
- Industry leading medical benefits at affordable rates
- Expedited job offers
- Opportunity to speak with a chief pilot during the job offer stage to make sure Piedmont is a good fit
- Positive space travel to Piedmont's training center to complete or resolve any outstanding paperwork or background issues
- Preferential training date and AQP training support
- Assigned concierge coordinator to expedite the hiring process
- Longevity based pay, vacation and bonuses including captain pay starting at 750 Captain qualifying hours
- New contractual work rules including 12 days off per month and holiday pay
- Flow to American Airlines in five years or paid top of scale until flow

“As Piedmont continues to grow its fleet of aircraft, we are encouraged by the interest we are getting from pilots and other professionals who want to join us on this journey,” said Leverton. “Many on our Flight leadership team came from other airlines, so we know how important it is to offer as much support as possible during the transition and training.”

Pilots can reach out to Piedmont's flight recruiting team through [AirlineApps.com](https://www.airlineapps.com) or email FlyPiedmont@aa.com to begin the transition process. Leave the turbulence of your current carrier behind and stabilize your career with Piedmont Airlines. Questions? Check out our [FAQ page](#) or go ahead and **APPLY NOW.**

APPLY NOW





Air Wisconsin; Lauren Dail and Juan Serrato velandia
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Alpine Air; Brittney Steier and Kyle Ferrin
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Alaska Airline and Horizon Air; Dennis Rumpel,
Sean Tracy and Gretchen Persinger
Photo by Craig Pieper



AmberJack; Brett Oldfather, Ashleigh Oldfather
and Jim Wheatley
Photo by Craig Pieper



Amerijet International Airlines; Colin Salmon and Caitlin Benda
Photo provide by Amerijet



Avelo; Rhoshana Brown, Hal Hinton, Fenny Chawala and Jon Haug
Photo by Craig Pieper



APA; Andy Fierro, Jorge Sanchez, Steve Pacheco and Andrea Hoover
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BreakTurn; Austin Roth, Julie Roth, Nick Tursi and Abbey Tursi
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Breeze; Rendell Harris, Margrit Fahan, Venkat Cherukari, Jen Baron, Dina Siclovan and Jonathan Hayes
Photo by Craig Pieper



CommuteAir; Andrew Nicholson, Madison Goodman, Kelsey Barlow and Tyson Jaquez
Photo by Craig Pieper



Christmas Epaulets IMO CA John H Knutson; Tim Knutson
Photo by Craig Pieper



Envoy, Caleb Voss, Adam Shaffer, Ivan Ochoa, Selina Camargo and Ali Pollard
Photo by Craig Pieper



Embry-Riddle Aeronautical University; Hannah Backus
Photo by Craig Pieper



Frontier Airlines; Antonio Garcia, Kristen Brooks,
Mallory Roberts, Chelsea Dellinger, Andrew Hall, Bill
Murray, Bryan Liggett and Lance Kahn
Photo by Craig Pieper



Flexjet; Kari Jones, Rick Handschuch, Sandy Carroll, Kelli
Goode, Zach DiGiovanni, Anthony Weeks and Lonnie King
Photo by Craig Pieper



Global Crossing Airlines (GlobalX); Brittanni
George, Marina Armas, Daniel Roe, Adam Johnson and
Javier Tirado
Photo by Craig Pieper



GoJet Airlines; Forrest Foust, Buckshot Mattson, Jonathan Carter, Myrna Rodriguez and Bethany Hernandez
Photo provided by GoJet Airlines



Kalitta Air; Holly Rhodes, Andreas Tauchman, Alicia Lawrence, William Rhodes and Corey Kalitta
Photo by Craig Pieper



JetBlue; Ryan Roche, Mariella Perez, Pablo Vargas, Grace Rodriguez, Michael Stout, Christopher P Wilson, Franz Scott, Joseph McCarthy, Matthew Humphrey, Jonathan Lopez and Barton Philpott
Photo provided by Ryan Roche



PlaneSense; Jennifer Martin and Elaine Carter
Photo by Craig Pieper



PSA; Lauren Konopka, Chris Olortegui, Noah Rossiter,
Dan Mullin and Jerome Nelson
Photo provided by PSA



Premier Private Jets; Noah Kalantari, Tony
Pool and Tonya Jennings
Photo by Craig Pieper



RAA; James Risalvato, Paul Ochel,
Fazley Rashid and Josh Garcia
Photo by Craig Pieper



Republic Airways; Jaxon Trenum and Darrell Morton, Jr.
Photo by Craig Pieper



Spirit Airlines; Eric Thornburg, Steven Flak, Victoria Gottshall, Ryan Tickell, Elizabeth White, Shawn Aultmam, Sorin Bucur, Trent Jenkins, William Heidt and Sebastian De La Quintana
Photo by Spirit Airlines



Silver Airways; Kerri Beuker and Geoffrey Jacobs
Photo by Craig Pieper



Sun Country; Zach Shaha, Levi Frost, Todd Lawrence and Erik Brown
Photo by Craig Pieper



SWAPA; Olin Lau, Charles Bourne, Tim Carraway, Chris Arbogas and Cara Monahan
Photo by Craig Pieper



Vali; Christiana Jankeviciute, Kyle Kelly, Jeffrey S. Dahlgren
Photo by Craig Pieper



Trident Home Loans; Mena Caballero and Aaron Boston
Photo by Craig Pieper



Wingman Med; Daniel Monlux, Keith Roxo, Kate Garcia and Ray Portier
Photo by Craig Pieper



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