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This year's theme is ***Aviation Weather!***

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Official rules can be found at <https://rebrand.ly/ACN-RAA-Rules>.

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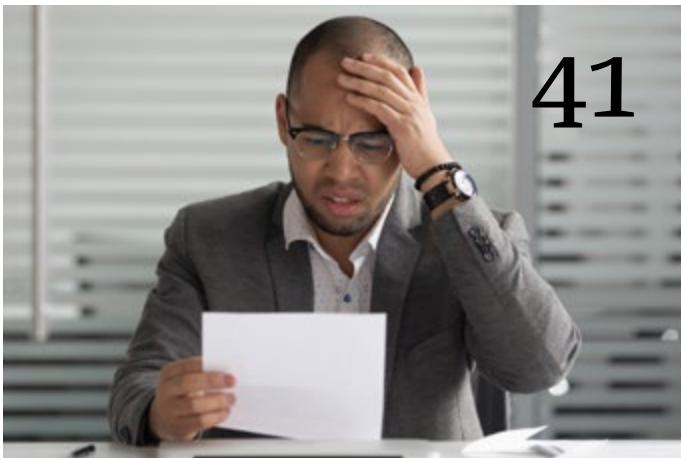
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PROFESSIONAL PILOTS OF TOMORROW

Free mentor program • Unbiased info • Connect to a growing network

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

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

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Connect with local
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Hangar Parties, Meet and
Greets, Shared Flying
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and Provincetown Galas,
NGPA Industry Expos,
Pride Festivals,
and Fly-ins.

PUBLICATIONS!

NGPA Contrails Magazine,
Monthly NavEgatory
Newsletter.

ENCOURAGE

Encourage members of
the LGBT community to
pursue their dreams in
aviation.

FOSTER

Foster equal treatment
of the LGBT aviation
community through
advocacy and outreach.

PROMOTE

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

SCHOLARSHIPS!

Support LGBT
Aviators and Allies,
Fund Flight Training,
Private through ATP,
Promote Diversity.

SOCIAL NETWORKING!

Make new friends,
Meet LGBT Pilots,
Coordinate Fly-ins,
Make Connections,
Find a Flying Job.

RESOURCES!

Member Directory,
Web Forum,
Aeromedical Assistance,
Flight Instructor Directory,
Job Search.

VOLUNTEER!

Outreach, Mentoring,
Events, Fundraising,
Organizing, Program
Development.

ADVOCACY!

LGBT Inclusivity,
Transgender support,
Discrimination Tracking,
Industry Outreach,
Training.



The Worldwide LGBT Aviation Community



Dear readers,

There's still time to submit your best aviation weather photos for our annual contest. All you need in the frame is some sky and a part of the aircraft. If you've seen something that caught your attention enough to capture it, likely we'd like to see it too. Who doesn't have a few hundred sunsets and sunrises that left them in awe? Vie for the rights to have your photo on the cover of our magazine and a few extra bucks in your pocket! How to submit your photo and a link to the contest rules is within this issue. Entries close on 31 August.

July 2021 will mark a milestone in our travel industry — the beginning of the era of space tourism. It's been on the horizon for decades, but until there was a launch that put the untrained aloft, it was still just a concept. I had to shake my head when some of the talking heads on the news questioned the point of the flights of Virgin Galactic with Richard Branson aboard and the flight of Blue Origin's New Shepherd with Jeff Bezos. They scoffed at the future of an industry for only the super wealthy. The era of manned flight within the atmosphere began with baby steps, too. The early Boeing Clippers that Pan Am flew from New York to Southampton, England cost \$12,000 in today's dollars! Regardless of the nay-sayers, one day, space travel will be a "thing." I like to think I'll remember this "one small step" as we watch this new phase unfold. I'd like to tell my grandchildren (not too soon, please) about where I was when I watched these first adventurers reach the edge of space.

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 Bachelor 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.

July 2021

Last month, we announced our 2021 photo contest! This year's theme is **Aviation Weather**, so get out your cameras and capture that summer weather (with at least some part of an aircraft of any kind within the photo). Grand Prize: US\$250 and your winning photo on cover of the December 2021 issue of Aero Crew News along with your explanation about what inspired the photo, the circumstances or even your efforts to obtain the photo. You'll tell us what you want us to know about your amazing shot!

First place prize: US\$125 and your photo, your name and a brief description in the December 2021 feature article.

Second place prize: US\$75 and your photo, your name and a brief description in the December 2021 feature article.

Third place prize: US\$50 and your photo, your name and a brief description in the December 2021 feature article.

Prizes for places 5 through 15: [Rain Alertz umbrella](#), with access to their [app](#) and your photo, your name and a brief description in the October 2021 feature article.

Entries will be accepted at https://rebrand.ly/ACN_RAA_Photo_Contest between July 1, 2021 and EDT August 31, 2021. Voting will be available at https://rebrand.ly/ACN_RAA_Photo_Contest. Official rules can be found at <https://rebrand.ly/ACN-RAA-Rules>.



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FEEDBACK

Aero Crew News is awesome. Every month you get me jazzed about my career. I'm still a student but every day my future gets closer. Thanks for all the news and advice – oh, and for it being FREE! Keep it coming. -Part 121 Bound

We encountered an interesting weather phenomenon a few weeks ago and I was able to explain the derecho to my crew, making me sound so bloody smart. I learned about it from your weather column some months ago. Then I told them about the baroclinic leaf pattern (The wwwhhhahaatttt!?" they asked.) I learned about in your column! They think I'm a genius! Got to give props where due! We're a corporate crew so we're together a lot – joined by the yoke, so to speak. I'm pretty okay with them calling me ...

Capt. Smartiepants



Electric Aircraft Set to Take Flight by 2026 Under New Agreements with United Airlines Ventures, Breakthrough Energy Ventures, Mesa Airlines, Heart Aerospace

United Airlines signs agreement to acquire 100 of Heart Aerospace's ES-19 aircraft, a 19-seat electric airliner that has the potential to decarbonize regional air travel

United Express regional partner, Mesa Airlines, also signs agreement to acquire 100 of the electric aircraft

United Airlines Ventures (UAV) announced today it, along with Breakthrough Energy Ventures (BEV) and Mesa Airlines, has invested in electric aircraft startup Heart Aerospace. Heart Aerospace is developing the ES-19, a 19-seat electric aircraft that has the potential to fly customers up to 250 miles before the end of this decade. In addition to UAV's investment, United Airlines has conditionally agreed to purchase 100 ES-19 aircraft, once the aircraft meet United's safety, business and operating requirements. Mesa Airlines, United's key strategic partner in bringing electric aircraft into commercial service, has also agreed to add 100 ES-19 aircraft to its fleet, subject to similar requirements.

UAV is building a portfolio of companies that focus on innovative sustainability concepts and create the technologies and products necessary to build a carbon-neutral airline and reach United's net-zero greenhouse gas emissions goals. With this new agreement, United is deepening its bold commitment to reduce its greenhouse gas emissions 100% by 2050 without relying on traditional carbon offsets, as well as enabling the growth of Heart Aerospace and participating in the

development of aircraft that will reduce greenhouse gas emissions from flying.

"Breakthrough Energy Ventures is the leading voice of investors who are supporting clean-energy technology creation. We share their view that we have to build companies who have real potential to change how industries operate and, in our case, that means investing in companies like Heart Aerospace who are developing a viable electric airliner," said Michael Leskinen, United's Vice President Corp Development & Investor Relations, as well as UAV's President. "We recognize that customers want even more ownership of their own carbon emissions footprint. We're proud to partner with Mesa Air Group to bring electric aircraft to our customers earlier than any other US airliner. Mesa's long serving CEO, Jonathan Ornstein has shown visionary leadership in the field of electric-powered flight."

UAV and BEV are among the first investors in Heart Aerospace, demonstrating confidence in Heart's design and creating potential for Heart to fast track the ES-19 introduction to market as early as 2026.

"Aviation is such a critical piece of our global economy. At the same time, it's a major source of carbon emissions and one of the most difficult sectors to decarbonize," said Carmichael Roberts, Breakthrough Energy Ventures. "We believe electric aircraft can be transformational in reducing the emissions of the industry, and enable low cost, quiet and clean regional travel on a broad scale. Heart's visionary team is developing an aircraft around its proprietary electric motor technology that will allow airlines to operate at a fraction of the cost of today and has the potential to change the way we fly."

By utilizing electric motors instead of jet engines, and batteries instead of jet fuel, Heart's ES-19 aircraft will have zero operational emissions. Seating 19 passengers, the ES-19 aircraft will also be larger than any of its all-electric competitors and will be designed to operate on the same types of batteries used in electric cars. Once operational, the

ES-19 could operate on more than 100 of United's regional routes out of most of its hubs. Some of these routes include Chicago O'Hare International Airport (ORD) to Purdue University Airport (LAF) and San Francisco International Airport (SFO) to Modesto City-County Airport (MOD).

"Electric aircraft are happening now—the technology is already here," said Anders Forslund CEO of Heart Aerospace. "We couldn't be prouder to be partnering with United, Mesa and BEV on taking our ES-19 aircraft to market. I can't imagine a stronger coalition of partners to advance our mission to electrify short-haul air travel."

Once operational, Heart's ES-19 could give customers access to the convenience of flight without contributing to carbon emissions that cause climate change.

"We expect the short-haul regional air travel market to play a key role in the evolution of the electric aircraft. As battery technology improves, larger-gauge aircraft should become viable but we're not going to wait to begin the journey," Leskinen said. "That's why we're looking forward to beginning our work with Heart, so that, together, we can scale the availability of electric airliners and use them for passenger flights within the next five years."

About United Airlines Ventures

United's corporate venture capital fund, United Airlines Ventures, allows the airline to continue investing in emerging companies that have the potential to influence the future of travel. The new fund will concentrate on sustainability concepts that will complement United's goal of net zero emissions by 2050 - without relying on traditional carbon offsets - as well as revolutionary aerospace developments and innovative technologies that are expected to create value for customers and United's operation. For more information about United Airlines Ventures, please visit <https://www.united.com/ventures>.



Embraer and CommutAir Announce Pool Program Agreement

Embraer has signed a long-term Pool Program agreement with CommutAir, a United Express carrier, to support the airline's ERJ 145 jet fleet. This new contract includes full repair coverage for components and parts, as well as access to a large stock of components at Embraer's distribution center in Fort Lauderdale, Florida. Currently, the Pool Program supports more than 50 airlines worldwide.

"CommutAir's tremendous growth in fleet, coupled with a broader route network requires a sophisticated components strategy to maximize aircraft reliability. After a careful review of multiple programs, we believe this new partnership with Embraer will set up our front-line teams for long term success," said Joel Raymond, Executive Vice President and Chief Operating Officer.

With a total of 168 aircraft under lease, CommutAir now maintains the largest ERJ 145 fleet in the world, recently becoming the sole regional partner to operate the ERJ145 for United Airlines. Under this agreement, CommutAir and United will consolidate their ERJ 145 spare component inventory with Embraer's Pool program to improve stock levels and reliability. In April 2021, CommutAir selected Embraer Aircraft Maintenance Services (EAMS) in Macon, Georgia, as one of its primary heavy maintenance providers for the airline's fleet of ERJ145 aircraft. The agreement includes airframe maintenance, modifications and repair services.

"We are pleased to expand and strengthen our support and relationship with CommutAir," said Johann Bordais, President & CEO, Embraer Services & Support. "This agreement demonstrates Embraer's success in maintaining competitiveness and superior product support of its Pool Program, nearly 25 years after the first ERJ 145, known as the 'runway legend', entered into service."

Embraer's Pool Program is designed to allow airlines to minimize their upfront investment on high-value repairable inventories and resources and to take advantage of Embraer's technical expertise and its vast component repair service provider network. The results are significant savings on repair and inventory carrying costs, reduction in required warehousing space, and the virtual elimination of the need for resources required for repair management, while ultimately providing guaranteed performance levels.



AVIATOR BULLETINS



Porter Airlines Orders up to 80 Embraer E195-E2s to Lead Major Expansion Plan

Porter Airlines has unveiled plans to extend its award-winning service to destinations throughout North America with a firm order for 30 Embraer E195-E2 jets, with purchase rights for a further 50 aircraft. The deal will be included in Embraer's second quarter backlog, and is worth USD5.82 billion, at list price with all options exercised. First revealed in May 2021, this announcement adds the purchase rights and the customer name, which had been undisclosed.

Porter Airlines will be the North American launch customer for Embraer's newest family of jets, the E2. Porter's investment is set to disrupt the Canadian aviation landscape; enhancing competition, elevating passenger service levels and creating as many as 6,000 new jobs. Porter intends to deploy the E195-E2s to popular business and leisure destinations throughout Canada, the United States, Mexico and the Caribbean, from Ottawa, Montreal, Halifax and Toronto Pearson International Airport.

Michael Deluce, President and CEO of Porter Airlines said, "This is a defining moment in Porter's history. Today we lay the foundation for a new and further reaching service for our customers, delivered in true Porter style and comfort. Embraer's E2, with its spacious cabin, quiet operations, and no middle seats, provides the refined comfortable experience upon which Porter has built its reputation for service and quality. Our customers are going to love the experience on this jet as much as we already do at Porter."

Arjan Meijer, President and CEO Embraer Commercial Aviation, said, "With this order for up to 80 of our largest aircraft, the E2 is making a stunning North American debut. As the quietest and most fuel-efficient aircraft in the segment, the E195-E2 also delivers excellent economic performance that shines through."

Porter's first delivery and entry into service is scheduled starting in the second half of 2022. The option to convert purchase rights to the E190-E2s is included in the agreement. This would provide greater flexibility to introduce non-stop service in markets with fewer passengers, and to add frequencies on higher demand routes.

The E195-E2 accommodates between 120 and 146 passengers. Configuration plans for Porter's E2s will be revealed in due course.

Follow us on Twitter: @Embraer



AVIATOR BULLETINS



Delta Air Lines Announces June Quarter 2021 Financial Results

- June quarter 2021 GAAP pre-tax income of \$776 million and earnings per share of \$1.02 on total revenue of \$7.1 billion**
- June quarter 2021 adjusted pre-tax loss of \$881 million and adjusted loss per share of \$1.07 on adjusted operating revenue of \$6.3 billion**
- With an improving demand environment, achieved a solid pre-tax profit in the month of June and recently announced the opportunistic addition of seven A350s and 29 737-900ERs to our fleet**

ATLANTA, Jul. 14, 2021 – Delta Air Lines (NYSE:DAL) today reported financial results for the June quarter 2021 and provided its outlook for the September quarter 2021. Highlights of the June quarter 2021 results, including both GAAP and adjusted metrics, are on page six and are incorporated here.

“With the best employees and operation in the industry and an accelerating demand environment, we achieved significant milestones in the quarter including a solid pre-tax profit in the month of June, positive free cash flow for the June quarter, and our people and our brand being recognized with the top spot in the J.D. Power 2021 Airline Study,” said Ed Bastian, Delta’s chief executive officer. “Looking forward, we are harnessing the power of our differentiated brand and resilient competitive advantages to drive towards sustainable profitability in the second half of 2021 and enable long-term value creation.”

“Domestic leisure travel is fully recovered to 2019 levels and there are encouraging signs of improvement in business and international travel. With the recovery picking up steam, we are making investments to support our industry-leading operation. We are also opportunistically acquiring aircraft and creating upside flexibility to accelerate our capacity restoration in 2022 and beyond in a capital-disciplined manner,” he said.

June Quarter Financial Results

- Adjusted pre-tax loss of \$881 million excludes \$1.5 billion of benefit related to the first and second payroll support program extensions (PSP2 and PSP3, respectively) and mark-to-market adjustments on our investments
- Adjusted operating revenue of \$6.3 billion, which excludes refinery sales, declined 49 percent on 39 percent lower sellable capacity (see Note A) versus June quarter 2019
- Total operating expense, which includes \$1.5 billion of benefit related to PSP2 and PSP3, decreased \$4.1 billion relative to the June quarter 2019. Adjusted for the benefit related to the PSP programs and third-party refinery sales, total operating expense decreased \$3.3 billion or 32 percent in the June quarter 2021 versus the comparable 2019 period
- Generated \$1.9 billion of operating cash flow, \$1.5 billion of free cash flow and \$195 million of free cash flow, adjusted in the June quarter
- At the end of the June quarter, the company had \$17.8 billion in liquidity, including cash and cash equivalents, short-term investments and undrawn revolving credit facilities. The company had total debt and finance lease obligations of \$29.1 billion with adjusted net debt of \$18.3 billion

Read the full release, including the reconciliations of GAAP to non-GAAP financial measures: [Delta Air Lines Announces June Quarter 2021 Financial Results](#)



Delta to add Airbus, Boeing aircraft to fleet amid travel demand recovery

Delta has entered into agreements to add 29 used Boeing 737-900ERs and lease seven used Airbus A350-900s as it continues to streamline and modernize its fleet. The 36 additional aircraft will improve fuel efficiency and enhance the customer experience, while supporting Delta's fleet renewal strategy focused on simplification, scale, size and sustainability.

"These aircraft are an investment in Delta's future," said Delta CEO Ed Bastian. "As we look past the pandemic, Delta's disciplined, innovative approach to fleet renewal positions us for growth as travel demand returns, while enhancing the customer experience and supporting our sustainability commitments."

The COVID-19 pandemic provided an opportunity to simplify Delta's fleet and accelerate retirements of 18 widebody 777s, and the MD-88 and MD-90 narrowbody fleets, all of them older and less efficient. The pandemic also provided unique business opportunities to add newer generation aircraft at attractive prices.

Widebody fleet renewal is instrumental to Delta's recovery, and will help position Delta for sustained profitability and future growth. As Delta's flagship aircraft, the A350 provides a world-class customer experience, enhances cargo capacity, reduces unit costs and contributes to a more sustainable future.

The next-generation A350s burn 21 percent less fuel per seat than the 777s they replace. Improved fuel efficiency is paramount to Delta's ongoing efforts to reduce its carbon emissions and its Flight to Net Zero. The acquisition of 29 narrowbody 737-900ERs also complement Delta's existing fleet.

Delta will lease the A350s through AerCap and purchase 27 of the 737-900ERs from funds managed by Castlelake, L.P., while the remaining two 737-900ERs will be financed from funds also managed by Castlelake, L.P. Both transactions are subject to closing conditions. Deliveries of the aircraft will be completed by the first quarter of 2022, and they will enter service after modifications are completed.

In addition to the seven A350s that are part of this announcement, Delta currently has 15 A359s in service and 20 on order. The addition of the 29 737-900ERs will bring the total to 159 in its fleet.

The agreement follows Delta's decision in April to exercise options on 25 additional A321neo jets, which will start to deliver next year. Those aircraft offer the lowest seat costs in Delta's fleet.



AVIATOR BULLETINS



Alaska Airlines Foundation awards LIFT Grants to nonprofits as they transition from the COVID-19 pandemic

LIFT Grants support programs focused on young people in communities across five different states

The nonprofit Alaska Airlines Foundation has awarded \$260,000 in LIFT Grants to 25 nonprofits in Alaska, California, Hawaii, Oregon and Washington. This is the first round of grants in 2021 that support programs focused on young people and provides career pathways.

As an independent 501(c)(3) nonprofit organization, the Alaska Airlines Foundation has supported nonprofits and communities where Alaska Airlines flies for 22 years, investing over \$3 million in grants to support programs focused on the next generation of leaders.

“The Alaska Airlines Foundation supports community-based organizations to enable equity and opportunity through education and career development for middle and high school-aged young people,” said Diana Birkett Rakow, Foundation chair and vice president of public affairs and sustainability at Alaska Airlines. “Throughout the pandemic, these organizations have creatively adapted their programs and sought to close gaps left by COVID restrictions, lost family wages, and limited social interaction. This is a critical time to ensure that young people can thrive and be ready for future jobs not only in aviation, but other fields.”

The Foundation LIFT Grants support programs and initiatives that equip, empower, and inspire young people. The Alaska Airlines Foundation partners with nonprofit organizations with a clear vision on providing the next generation of leaders with the knowledge, skills and providing pathways for success.

In partnership with the Foundation, Techbridge Girls (TBG) will train local, after-school educators to deliver their girl-focused, and culturally affirming program for middle schoolers, ChangeMakers. ChangeMakers creates a safe space for girls to explore STEM; fosters girls’ leadership and helps them build confidence; and provides

opportunities for girls to demonstrate their knowledge through project-based learning. It culminates in a Community Impact Project where girls create a plan to use STEM as a tool for social change.

“Techbridge Girls is grateful to partner with the Alaska Airlines Foundation to expand access to STEM opportunities to girls and gender-expansive youth in grades 6 through 8 from marginalized communities throughout the Greater Seattle area,” said Nikole Collins-Puri, chief executive officer for Techbridge Girls. “For over 20 years, TBG has reengineered the way STEM education is taught, centering our girls’ brilliance and potential, with an emphasis on increasing STEM access, belonging, and persistence for BIPOC youth from marginalized communities. We believe that without BIPOC girls’ experiences, values, interests, voices, and brilliance, we will never experience the full possibilities of what STEM can do for our world, and we have set a goal to reach one million girls by 2030.”

As communities begin to transition from COVID restrictions that curtailed in-person classes, the Foundation is supporting the Alliance for Education as they partner with the Seattle Public Schools Office of African American Male Achievement (AAMA). The Office of AAMA works to dismantle the systemic racism embedded in the public education system by working with Black boys and teens to reconstruct school systems and structures to meet their unique needs, advance public education as a tool for transformation, and create a strong learning environment that attends to the social, emotional, and educational needs of students.

“This LIFT grant will support the transformative work of the Seattle Public Schools Office of African American Male Achievement (AAMA) in partnership with the Alliance for Education,” said Lisa Chick, Alliance for Education

president and chief executive officer. "AAMA works with Seattle's Black students, families and communities to implement systems-level changes designed to create an educational environment that supports the brilliance and excellence of Black boys and teens in our district."

The Alaska Foundation provided LIFT Grants to the following 25 organizations:

Washington:

[Horn of Africa Services](#)

[Work Force Development Center](#)

[Girl Scouts of Western Washington](#)

[The Washington STEM Center](#)

[CHOICES Education Group](#)

[Washington State Leadership Board](#)

[Techbridge Girls](#)

[Red-Tailed Hawks Chapter, Black Pilots of America, Inc.](#)

[The Historic Trust](#)

[Alliance for Education](#)

Alaska:

[Ilisagvik College](#)

[Junior Achievement of Alaska, Inc.](#)

[Outer Coast](#)

[Covenant House Alaska](#)

California:

[Young Scholars Program](#)

[Elementary Institute of Science](#)

[The San Marcos Promise](#)

[Asian Health Services](#)

[The San Jose Public Library Foundation](#)

[Larkin Street Youth Services](#)

Hawaii:

[Center for Tomorrow's Leaders](#)

[Popolo Project, Inc.](#)

Oregon:

[College Possible Oregon](#)

[Impact NW](#)

[Girls Inc. of the Pacific Northwest](#)

The Alaska Airlines Foundation is accepting LIFT Grant requests through July 31 for the next round of 2021 consideration. Learn more about the Alaska Airlines Foundation, guidelines and grant deadlines [here](#).

The Alaska Airlines Foundation is a private, independent 501(c)(3) nonprofit organization based in Anchorage, Alaska. The Foundation's core mission is to enable opportunity for young people through LIFT grants in the communities served by Alaska Airlines.



Imagen meramente ilustrativa

Embraer's Eve Urban Air Mobility and EDP sign MoU to cooperate on the development of eVTOL infrastructure

Embraer's Eve Urban Air Mobility Solutions ("Eve") signed a Memorandum of Understanding (MoU) with the Brazilian operation of EDP, a multinational energy leader, to collaborate on Urban Air Mobility (UAM). Both companies will cooperate on the research of operational models for charging infrastructure solutions needed for electric vertical takeoff and landing (eVTOL) aircraft to begin operations.

Some of the subjects covered in the collaborative research will be the evolution of battery technology and charging systems, management of charging points, and payment systems. Together, the companies will evaluate the development of a viable UAM energy infrastructure following the analysis results.

"Innovation is part of the EDP pillars and is a topic that gets our constant attention. We believe that a low-carbon future necessarily involves developing electric mobility, be it by land or air. That's why we signed this memorandum with Eve to study possible ways of participating and contributing to this visionary future of eVTOLs. Our business is ideally suited for this UAM future with our energy solutions and charging Infrastructure," highlights Andrea Salinas, Director of Innovation and Ventures at EDP in Brazil.

"Our collaboration with EDP is an important building block for Eve as we work to bring our zero-emission eVTOL to market. Energy analysis and infrastructure solutions are incredibly important in contributing to carbon reduction and ensuring we are meeting industry goals. For us at Eve, this is the next step in preparing the UAM ecosystem for the future of urban flight," said Andre Stein, President & CEO of Eve.

EDP's know-how in the development of mobility solutions

EDP has a global commitment to electrify 100% of its fleet by 2030 and develop new products and commercial solutions to promote decarbonization. It has more than 1,500 electric stations worldwide. Its expansion in Brazil and Eve's expertise contribute to implementing comprehensive UAM charging solutions to support future vehicles and systems for all stakeholders in the UAM market.

This partnership will be developed through Eve and EDP's Innovation team in conjunction with its venture capital investment unit in Brazil, EDP Ventures Brasil. The solutions to be studied include the technology and equipment for charging eVTOLs at vertiports, requirements, and availability of energy, Infrastructure at charging stations, cargo management, and business models, energy management and supply, operation logistics, and integration with the flight management and control system. This follows the previous announcement from Embraer and EDP's collaboration on the electric fixed-wing demonstrator in 2020 that is still going on.



AVIATOR BULLETINS



American's Guatemala City (GUA) team after the arrival of the flight carrying COVID-19 vaccine doses.

American Airlines Joins White House to Distribute COVID-19 Vaccine Globally

As part of the White House initiative to share at least 80 million U.S. vaccine doses globally this summer, American Airlines moved 1.5 million coronavirus (COVID-19) vaccine doses from Chicago O'Hare International Airport (ORD) to La Aurora International Airport (GUA) in Guatemala City on a Boeing 777-200 aircraft. The shipment departed ORD this morning.

In close consultation with the White House COVID-19 task force, American's Cargo team worked with pharmaceutical partners and trucking logistics specialists to move the shipment of vaccinations from a distribution site in Kentucky to American's cargo terminal at ORD. The shipments were loaded onto the 777-200 and flew on a special donated cargo-only nonstop flight to GUA.

"We commend President Biden and the White House for their commitment to distribute life-saving vaccines to people around the world to bring an end to the COVID-19 pandemic, and our team is proud to have a hand in the effort and deliver vaccines to Guatemala," said American Airlines President Robert Isom. "We are grateful to our team for the work they've done throughout the pandemic to keep the country moving and deliver critical supplies."

American moved its first shipment of COVID-19 vaccines in December 2020. Since the beginning of the pandemic, American has leveraged its internationally recognized climate-controlled shipping solutions to fly more than 9,400 cargo only flights moving everything from vaccines and pharmaceuticals to perishable and agricultural goods.

With specialized facilities and its team of certified life-sciences experts, American handles temperature-critical shipments in more than 150 cities in 46 countries, and also operates the largest temperature-controlled pharmaceutical shipping facility for airlines in the United States. This level of expert care has earned American the International Air Transport Association's prestigious Center of Excellence for Independent Validators in Pharmaceutical Logistics (CEIV Pharma) certification — the premier distinction for airlines that have established the tools, procedures and staffing to ensure life sciences products are properly handled and arrive at their destination fully effective.



The COVID-19 vaccine doses are loaded into the cargo compartment of the Boeing 777-200 aircraft.



AVIATOR BULLETINS

OC
DESERTJET



Image courtesy of Cord Media Company

Desert Jet Adds Ultimate Track Day as its Newest Luxury Lifestyle Brand Partner

Desert Jet, the premier full-service business aviation company based in Greater Palm Springs, California, announces its newest partnership with luxury lifestyle brand Ultimate Track Day to offer bespoke supercar experiences to its clientele.

Desert Jet continues its focus to bring added value and benefits to its clientele through its luxury and lifestyle partnership network. With the addition of Ultimate Track Day to its portfolio, Desert Jet's discerning clientele can now add VIP access to unique driving experiences and to ultra-exclusive, highly curated racetrack and motorsports events coveted by automotive enthusiasts worldwide.

As the official Motorsports Lifestyle Partner of Desert Jet, Ultimate Track Day will provide clients of the private jet charter, Fixed-Base Operator (FBO), and aircraft maintenance companies with VIP access to several extraordinary supercar experiences planned throughout the year. The first exclusive curated package is Monterey Car Week and the Pebble Beach Concours d'Elegance, scheduled for August 11-16, 2021. Desert Jet is the official Private Jet Sponsor of Ultimate Track Day, providing private jet charter flight services to the world premiere event.

"We constantly seek partnership opportunities with select luxury lifestyle brands that bring real added value to our clients," said Jared Fox, CEO of Desert Jet. "Aligning with Ultimate Track Day provides access to unique motorsports events and incomparable experiences."

"We offer our refined motorsport clientele simplicity, convenience, and luxury when they choose to attend one of our exclusive racetrack events," said Thomas Hodges, president, Ultimate Track Day. "Partnering with Desert Jet offers added privacy, convenience, and luxury for our astute attendees traveling to Monterey or other top track destinations around the U.S."

About Desert Jet

Desert Jet is a group of aircraft management, charter, maintenance, and FBO companies based in Palm Springs/Thermal, California (KTRM). Desert Jet is a full-service aviation company providing jet owners with turn-key management for their aircraft.

Desert Jet's on-demand charter offers private flyers a smarter alternative to fractional aircraft ownership and

expensive membership programs. Desert Jet is committed to safety and security and is ARGUS Platinum rated, Wyvern Wingman certified, and IS-BAO Stage 3 registered.

Desert Jet Maintenance is an FAA-certified Part 145 Repair Station offering scheduled and unscheduled aircraft maintenance and repair services to a wide variety of aircraft.

Desert Jet Center is a world-class independent FBO serving the needs of the business and the general aviation community at the Jacqueline Cochran Regional Airport (KTRM). The brand new 32,500-square-foot executive facility features a state-of-the-art, modern terminal and the only air-conditioned hangar in the entire Coachella Valley. Desert Jet Center is the only FBO in the region to have earned the prestigious IS-BAH safety registration (Stage 2), is NATA Safety 1st certified, and is designated a NATA Safety 1st Clean location.

For more information about our services, visit www.desertjet.com or call (800) 381-JETS.

About Ultimate Track Day

Ultimate Track Day provides unrivaled driving experiences on the world's most sought-after and prestigious racetracks, matching supercar owners with top race-car drivers and instructors for an exhilarating high-speed, road and track adventure. Their multi-day programs are the pinnacle of quality, exclusivity, heritage, and taste, offering a highly curated, sophisticated experience. While performance driving is the root of their existence, an Ultimate Track Day experience is the penultimate in high-end accommodations, award-winning cuisine, and truly once-in-a-lifetime experiences.



AVIATOR BULLETINS



United Adds Nearly 150 Flights to Warm-Weather Cities This Winter

United adds service to cities in Mexico, Caribbean and Central America plus warm U.S. destinations in Arizona, California, Florida, Georgia and Nevada;

Airline leverages year-long operational plans to be ready for continued resurgence of leisure travel

As demand for travel continues to build, United Airlines is expecting the resurgence to continue for winter holiday travel and is planning ahead by increasing service to cities in the U.S., Mexico, the Caribbean and Central America. The airline will add nearly 150 flights to warm-weather destinations across the U.S. and is increasing service to Latin beach and leisure markets by 30% compared to 2019. The airline will fly 137 more flights than it did in 2019 to places like Florida, California, Arizona, Georgia and Nevada starting this November through next March.

United has prepared for the return of air travel for more than a year, matching its flying schedule and aircraft availability to demand by maintaining close coordination between its network planning teams and the airline's operating groups. During this fourth of July travel period, United carried five times as many customers as it did over the same period in 2020 and in anticipation of that trend continuing throughout 2021, the airline is expanding its winter schedule.

"Celebrating the holidays with family and loved ones in 2020 was a challenge, and we know our customers are already eager to plan winter vacations and gatherings in person this year to make up for time that they lost," said Ankit Gupta, vice president of network planning at United. "As pandemic restrictions ease, people are becoming more confident in planning travel further in advance, so we want to make sure to offer our customers as much choice as possible."

Most of these additional flights will be operated with mainline aircraft featuring United FirstSM, Economy Plus® and standard Economy seat options and complimentary snacks and onboard Wi-Fi. The additional U.S. flights include:

- Up to 25 additional daily flights from New York/Newark to cities including Ft. Myers, Jacksonville and Savannah

- Up to 14 additional daily flights from Denver to cities including Charleston, Ft. Lauderdale and Savannah
- Up to 12 additional daily flights from Chicago to cities including Key West, Las Vegas and San Diego
- Up to 11 additional daily flights from Washington D.C. to cities including Charleston, New Orleans and Phoenix
- Up to seven additional daily flights from Houston to Florida including Miami, Orlando and Palm Beach
- Up to four additional daily flights from Los Angeles to Orlando, Tampa and Ft. Myers
- Up to four additional daily flights from Cleveland to Orlando, Tampa and Ft. Myers
- Up to three additional daily flights from San Francisco to Orlando and Ft. Myers

And as customers continue to reunite with family and friends in warm international destinations this winter, United is increasing service to the Caribbean, Mexico and Central America by 30% compared to 2019. This added service includes launching 12 new routes from Denver, Los Angeles, New York/Newark, San Francisco and Washington, D.C. to destinations including Belize City, Belize; Cozumel, Mexico; Liberia, Costa Rica and Nassau, Bahamas.

These additions come on the heels of United announcing [the largest fleet order in its history](#) of more than 270 mainline aircraft. Customers can book these flights now on [united.com](#) or through [United's Webby Award](#) winning mobile app.



Alaska Airlines launches new codeshare agreement with Qatar Airways

Strengthened partnership allows for global connectivity to Alaska's route network

As Alaska Airlines expands its global reach with our oneworld partners, we proudly announced today the launch of a codeshare agreement with Qatar Airways, a fellow member of the alliance, that further strengthens the partnership between the two airlines and provides travelers with exciting and convenient options.

Beginning July 1, the agreement allows passengers on Qatar Airways to book travel and easily connect to more than 150 routes throughout Alaska's network. On the West Coast, Qatar Airways has nonstop service connecting its main hub in Doha to three of Alaska's primary gateway cities – Los Angeles with twice daily flights, and daily flights at San Francisco and Seattle – allowing for seamless connectivity.

"We're thrilled to be a part of this evolving partnership with Qatar Airways, one of the world's premier airlines," said Ben Minicucci, Alaska Air Group CEO. "As international air travel resumes, it's important to provide our guests with easier, more convenient travel options to get out and see distant places again. Qatar Airways' nonstop flights from our hubs in Seattle, San Francisco and Los Angeles to Doha and points beyond offers our guests tremendous opportunities to visit nearly any country they want."

"We are proud to advance our commercial cooperation with Alaska Airlines and we welcome the newest member of the oneworld alliance to Qatar Airways' list of strategic partners," said Qatar Airways Group Chief Executive, His Excellency Mr. Akbar Al Baker. "This agreement, combined with our existing partnerships, will help consolidate our presence in the region and provide Qatar Airways passengers travelling to and from our 12 U.S. gateways with access to the most comprehensive network of seamless connections across the United States."

Alaska launched its partnership with Qatar Airways on Dec. 15, 2020, with the ability for our Mileage Plan members to earn miles on Qatar Airways flights. On March 31, 2021, Alaska officially joined oneworld and expanded its partnership with Qatar Airways to provide elite benefits reciprocally, including preferred seat selection; priority check-in, security and boarding; lounge access and extra baggage allowance. Qatar Airways has been a member of

oneworld since 2013.

In the coming months, Alaska's guests will be able to book travel on Qatar Airways flights between the U.S. and Qatar and beyond to their favorite destinations in Africa, the Middle East and South Asia.

With more people flying again, Alaska remains committed to Next-Level Care for its guests and employees by implementing more than 100 ways to maintain the highest standard of safety – from clean planes to clean air in the cabin (with hospital-grade air filtration systems). For everyone's safety on board, Alaska continues to enforce the federally mandated mask policy, even for those who are fully vaccinated.

Alaska is the newest member of the oneworld global alliance. With oneworld and our additional airline partners, guests can fly to as many as 1,000 destinations around the world. Flyers can also earn and redeem miles with our highly-acclaimed Mileage Plan program to fly on more than 20 oneworld and airline partners.



AVIATOR BULLETINS



Horizon Air pilots pass vote to amend labor contract

Horizon Air pilots, represented by the Airline Professionals Association, Teamsters Local 1224 (IBT), have voted to ratify a new wage agreement. IBT represents Horizon's more than 800 pilots.

"Thank you to the IBT, their team and company representatives who worked diligently to reach a settlement," said Carlos Zendejas, Horizon Air vice president of flight operations. "This agreement recognizes the valuable contributions of the pilot group, while also allowing the company to react and compete in changing market conditions for pilot demand."

The agreement, which passed with 74% of the vote, includes competitive wage increases aimed to attract and retain pilots.

"The Airline Professionals Association Executive Council at Horizon Air is proud to support an agreement that provides a well-deserved mid-contract wage improvement to our more than 800 members," said Hunter Chumbley, chairman, Horizon Air Pilots Executive Council. "The wage increases from this agreement provide recognition to their great work every day."

Airline employees are covered by the Railway Labor Act, so labor agreements do not expire; they become amendable and remain in effect until a new contract is ratified.

Horizon Air is a subsidiary of Alaska Air Group and flies to 63 cities across the United States, Canada and Mexico.

To learn more about career opportunities at Horizon Air, pilots can visit the careers page at <http://horizonair.jobs/career-opportunities-pilots/> or on Facebook at <https://www.facebook.com/QXPilotRecruiting/>.

06 Pilot Pay Rates	
Currency (P)	US dollars
FO 1st Year Pay (P)	\$48.40
EMB170/175 FO 2nd Year Pay	\$52.24
EMB170/175 FO Top Pay	\$62.64
EMB170/175 CA Top Pay	\$129.02
Q400 FO 2nd Year Pay	\$52.24
Q400 FO Top Pay	\$62.64
Q400 CA Top Pay	\$129.02
Next Pay Raise (P)	14 December, 2022
Next Pay Raise Notes (P)	Annual increase of 1.5% starting on December 14, 2022. Send updates to GridUpdates@AeroCrewNews.com

[View Less](#)

View more contractual data at www.aerocrewnews.com/the-grid/horizon-air/



AVIATOR BULLETINS

PILOT PROGRAM



LIFT Academy Enters a Strategic Workforce Development Relationship with Cape Air, Providing an Aviation Career Pathway and Airline Flow Program

This workforce development relationship will provide Cape Air a talented, constant pool of pilots to operate its 400 daily flights

Under a new strategic workforce development relationship, Leadership in Flight Training (LIFT) Academy, a flight and aviation maintenance training school in Indianapolis, will send LIFT graduates to Cape Air in a flow program to provide Cape Air a talented pool of aviators to operate its daily passenger flights throughout their four regions in the Midwest, Montana, Caribbean and the Northeast.

This relationship enables LIFT Academy and Cape Air to promote workforce development in aviation and provide greater opportunity for pathways to commercial airline careers. Upon completion of their flight training at LIFT Academy, graduates will transition to a First Officer role at Cape Air until they are qualified to upgrade to Captain status. As Cape Air pilots, they will build invaluable flight experience, prior to flowing to Republic Airways, a commercial regional airline that operates daily passenger flights for American Airlines, Delta Air Lines and United Airlines.

"With LIFT's subsidized tuition and direct flow to Cape Air and then to Republic Airways for its pilots, this comprehensive program will allow individuals with the skill and the passion for flight to make their dreams of flying a reality," said Dana Donati, General Manager and Director of Academic Services at LIFT.

"This relationship will enhance our pilot sourcing initiative, an initiative that has been a significant focus for our company over the past 12 years," said Cape Air President Linda Markham. "LIFT Academy's graduates will have an opportunity to benefit from Cape Air's rigorous training program while working toward ATP flight hour requirements. Additionally, Cape Air will have the opportunity to hire skilled pilots from LIFT, where they are trained with airline readiness through every flight hour leading to their transition to Cape Air."

The relationship between LIFT Academy and Cape Air builds on existing synergies of the two aviation organizations. Donati is one of a few female aviation academy leaders in the country, and Markham serves as one of a few female presidents in the airline industry. Markham is the board chair for Women in Aviation International (WAI) and served as the first female board chair for the Regional Airline Association (RAA). Donati serves on the FAA's Women in Aviation Advisor Board, which began in 2019 to provide advice and recommendations to the FAA in supporting women's involvement in aviation.

In connection with the collaboration, LIFT Academy, through its parent company Lynx Aviation, has made a minority investment in Hyannis Air Service (d/b/a Cape Air) as an opportunity to broaden its workforce development initiatives with a strong strategic partner. LIFT's mission since inception has been to broaden diversity within the cockpit and maintenance hangars. Traditional barriers to flight training and airline careers include cost and accessibility, and this workforce development relationship aims to remove those barriers for its participants. This strategic relationship creates a defined pathway for career progression, making aviation an attractive opportunity for those who may not have believed it to be possible before.

LIFT Academy opened as a flight training school in 2018 and has quickly become one of the nation's largest flight academies, adding a maintenance technician apprenticeship program to its offerings in 2019. Its first students transitioned to Republic Airways as First Officers for the airline in May 2021, taking students less than three years from their first flight lesson to flying commercial aircraft. In June 2021, LIFT's first career pathway student at Cape Air upgraded to Captain.

Now in its 32nd year, Cape Air is one of the largest commuter airlines in the United States, serving 38 cities in the US and the Caribbean. Cape Air, based in Hyannis, Massachusetts, has grown from three flights a day between Provincetown and Boston in 1989 to a fleet of 100 aircraft, with more than 400 flights a day. Cape Air was recognized as "One of the Top Ten Small Airlines in the World" by Condé Nast Traveler.

For those interested in learning more about LIFT's flight program and the flow opportunity to Cape Air, please contact LIFT Admissions at (317) 471-2200 or emailing explore@flywithlift.com.



PERSPECTIVES



How to Get the Job

Tips and tricks for the airline application process

WRITTEN BY: KRISTOPHER OLSON

As I discussed in an earlier column titled, “The Time is Now,” airlines are hiring again! Almost all legacy, LCC, ULCCs and regionals have announced plans to resume hiring. Further, we have new entrants into the market with Breeze and Avelo. This isn’t even covering the rapidly changing AMCI and cargo markets. As in 2019, the outlook for pilots is getting hot.

When I was an active applicant, I had a lot of questions for my friends at the airlines. I receive a lot of those same questions now from those I mentor. Here, I will discuss some of the tips and tricks I’ve learned that will give you a solid foundation when applying and interviewing. Hopefully, these will get you started in the right direction!

Almost every airline application is going to require a résumé and flight hours. I highly recommend that before you ever apply to an airline, you get those two documents in order.

Flight hours and logbooks

Most, but not all airlines use AirlineApps. (UPS, Southwest, American and Allegiant come to mind as those that use different platforms.) I would recommend looking up any airline you are remotely interested in, finding out what numbers they care about (solo, Part 135, Part 121, “heavy”, PIC, SIC, etc.) and get those numbers. Then, create a routine. I chose to update my logbooks monthly, on the first Tuesday, and I recommend an interval no longer than that. Two weeks to a month is excellent. After you set the time frame, put it on your calendar and don’t skip it. Updating frequently allows you to present your latest numbers and also saves a lot of hassle. You do not want to apply with accurate

numbers, get a call to interview months later and have to rush to update your books. You’ll want to spend that time focusing on your impending interview.

Résumés

When it comes to résumés, I would ask three to five close friends if you can see their résumés. Ideally, three of these friends will be airline pilots or in the industry in some other capacity, and another two will be outside the industry. Look at how their résumés are structured; fonts, font size, where the contact information is, the number of columns, etc. What sections do they have? What is the order of those sections? Take these notes, and using free templates, create a résumé that includes the best. Send it back to your friends to have them critique it. Take their suggestions and incorporate them. Once this is complete, whenever you update your flight times and logbooks, update your résumé. Also, be sure to save both a .pdf and a .docx file. The .docx will be edited in the future. The .pdf will be what you upload to application portals.

Dress for success

Buy a suit, tie and shoes now. You shouldn’t change in size too much in the next one to two years. If you do – well, that’s another discussion. But this is such a simple task that can be done now, leaving more important interview prep for closer to the actual day. I recommend grey or navy suits, with white dress shirts. Make sure the suit fits nicely. Since you are making the purchase well in advance, I would recommend using that time to have the suit tailored. For men, buy a tie that is not too flashy; solid colors or with only small, subtle patterns. There is a belief that certain colors cause people to feel a certain way. I wouldn’t read into that too much. The colors I most often see are solid blue, red or gold. Tie the tie when you buy it,

hang it up and forget about it. It will be ready for your big day. You can wait for sales if you are starting this process early. Just don't wait too long. You don't want that task to interfere with your interview preparation.

Assuming you have the qualifications, you've completed the before-I-apply section and you're ready to start applying.

Applications

Here is where the rubber meets the road, as they say. The applications for airlines are fairly complex, covering most of your life. Keep in mind that the same question can mean different things among the airlines. Airline interview coaches or airline interview prep companies will both provide an application review and interview prep. Some will also offer a résumé review. (Editor's note: Affiliate to this publication, Aero Crew Solutions is just such a service.) Use all of these options, if possible. While these services can run into the hundreds of dollars, if you are applying to a major airline, the result can be a highly lucrative, multimillion-dollar career. Invest in yourself to make sure you are putting your best face forward. Also remember, for this stage, you're going to be spending a lot of time on your application and résumé. Once you get the call, you'll shift to the interview prep services.

Every time you update your résumé, update your application. An hour a day every two to four weeks is manageable. Keep yourself and your information accurate for recruiters.

Stay informed

Before you close that computer browser, set up news alerts. I used Google Alerts to send me updates whenever my targeted airlines were in the news. The thinking is that any question is fair game during an interview, and a juicy news story the day or weeks before may come up. Show the airline recruiters that you are following the industry and aware of the changes. Knowledge is power, and this is one nifty little tool to keep you in the know.

Networking

Once you complete the reviews, and your application is submitted, it is time to get out and start networking. Networking is a career-long process, not just a stage in the application process, but it deserves mention here. Try to attend every virtual event you can, and some in-person career fairs annually. These are excellent opportunities to meet recruiters, chief pilots and applicants for every airline. You can also learn much about the state of aviation and the direction of the industry. I recommend attending all free events and one or two of the large events held by organizations, such as Women in Aviation or Organization of Black Aerospace Professionals. Try to stay for the full schedule, not just one day. Attend the breakout sessions and after-hours events. Invite fellow pilots out, split the hotel room and work together to meet people. Once you connect, follow folks on social media sites like LinkedIn. This is a small industry, and you will see people reappear from all over the industry.

Reach out to friends at your targeted airlines. What is the hiring landscape like? What is the application and training process like? What did they wish they knew when they applied? Is there any advice they have? Current pilots at any airline are usually more than willing to explain everything about an airline to their friends. Use these resources to your advantage to learn all you can about an

airline and its talent acquisition process. If you and your colleagues have flown or worked together, don't be too shy to ask for a letter of recommendation. Many of us in the airlines have forgotten what it is like to apply. Most of us will answer a request for a letter of recommendation with an, "I'd love to! How do I do that?" Additionally, see if your friends know anyone who has recently interviewed. See if you can connect with them to learn what their experience was like. The more you can learn, the smoother the process will be.

Bonus tip: Many but not all, airlines require transcripts from the universities you attended. After you have completed the applications, acquire one or two copies of all transcripts in case you get two interviews scheduled close together. You don't want to deal with this hassle when you are studying for the interview. Get it done now, even if it costs a few dollars. If you need more, you can always order more later. Do not open them! For a transcript to be "official" it must remain sealed until the recruiter opens it.

The call

One day you will receive an email or a phone call informing you that you've been selected and advanced in the process. The airline wants to interview you! Congratulations! When this happens, immediately schedule your résumé, application and interview prep with the service. These usually take one to two weeks to complete, and you'll want to be fresh and sharp. Hone your skills handling TMAAT, SBT and personal quality questions. If the company you chose offers it, schedule multiple video, in-person or phone practice sessions. Understand the structure of the questions and the structure of a strong response. Practice, practice, practice.

Bonus tip: Spend time committing the company's values, mission statement, history and the names of the top executives to memory. Being familiar with who the CEO is or how the company was founded could come in handy during the interview.

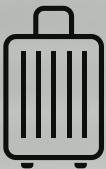
These are the tips and tricks I have learned over the years from friends and my own personal experience. Did I miss something? Do you have a tip to share? Please leave your recommendations and suggestions in the comments section or send to Feedback (info@aerocrewnews.com).



About the Author



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



BAGGAGE



The Psychology of Rejection

Six tips to help you deal with rejection after an interview

WRITTEN BY: REINI THIJSSEN

Failed an interview? The expected promotion has passed you by? Almost everyone experiences rejection at least once in their career. Being rejected as a professional in this highly competitive field is challenging. Unfortunately, rejection is part of life, but it is not an easy feeling to process. Maybe there is a better opportunity coming along, but it can be challenging to adopt this positive outlook. How can we be better at dealing with rejection?

1. Rejection Hurts

You may be disappointed, sad, angry, or anxious. Rejection hurts. It is even visible on fMRI (functional magnetic resonance imaging) scans. The brain areas activated by rejection are the same areas that light up in response to physical pain. No wonder we prefer to avoid rejection. However, ignoring or suppressing emotions does not take away the pain that can come from rejection. Our feelings help process emotional situations by accepting them. Allowing the emotion leads to acceptance. For example, crying when feeling sad and sharing concerns with loved ones when worried can help process the feelings. The only way to let go of emotions is to give them space.

2. Be Realistic

Be aware of the possibility of being rejected. When staying safely in the “comfort zone,” little might change, but when you are reaching higher, the chances of rejection are increased. Being rejected is evidence that you are aiming towards achieving your personal goals. In addition, rejection can be viewed as a form of feedback. When you take an honest look at yourself and the situation, you will likely discover that this opportunity was not right for you at that moment.

3. It's Not You

Rejection can erode your self-esteem: Did I do something wrong? Why do others get the jobs and I do not? Am I not good enough? Remember that an employer chooses candidates for a variety of reasons. Ultimately, only a limited number of people can hold the positions that you are applying for. An interesting opportunity attracts many talented people. In addition, company politics can play a role, or someone more experienced came along.

Try not to view rejections as “they turned me down,” but try to view it as “they chose someone else.” This may be little consolation, but in the end, it can make a difference in how to approach future applications. Additionally, talk about it with family and acquaintances – this helps you process faster. Try not to let the rejection put you off and continue the job search! It might be challenging not to take it personally, but various factors influence a decision. Try not to focus on yourself, but look at the situation from different points of view. People are rejected for all kinds of reasons beyond your control. It often also has to do with the company or the decision makers. Maybe it has to do with them and their circumstances and nothing with you at all. When you have done your best, try to comfort yourself with the fact that you have done everything in your power to try to seize the opportunity.

4. Take Time to Recover

Seek the warmth and positivity of friends and family who will listen to your story. Rejection is not something you have to deal with on your own. Sharing these experiences and feeling appreciated is a powerful healer. Doing things that you enjoy, together or alone, helps shift your mood and helps to put things in perspective. It also

prevents you from getting stuck in negative thinking, such as self-criticism or victimization. Life is more than rejection. This experience is the beginning of something which may be much better.

5. Analyze

Once you are more at peace with the emotional setback, it is time to analyze the application.

Start by comparing the vacancy with your qualifications and résumé. Look at the job description and the requirements. Did you fulfill all the requirements? Were there any spelling errors? There might be something that does not match what the employer was looking for. Consider over-qualifications as well. Perhaps the company was afraid you would leave for the competition in no time. However, it is possible that everything was perfect, and you were still rejected.

6. Continue the Search

A rejected application can undermine your motivation to continue the search. Do not let that happen! The only way to get a job is to continue applying. A rejection hurts less when you know this was not the only way to get ahead. And if you have not already, start exploring other options right away. Nothing helps to deal with a rejected application better than a successful application elsewhere. Remember, if the organization responsible for the rejection does not view you as the ideal candidate, it may not have been the ideal position for you.

Final Thoughts

Some people have a difficult time letting go, whereas others tend to give up immediately. It is crucial to have a realistic view of the situation and adopt the mindset that this rejection can serve a purpose. When you are able to accept that you cannot change or influence everything, it is time to let it go and move on. Moving on is not the same as forgetting or not feeling hurt anymore. If you feel like you have difficulty dealing with the situation, keep reaching out to loved ones or seek professional support.



About the Author



Reini Thijssen is a Dutch certified life coach and avid traveler. [Read More...](#)



Prepare, Don't Predict

WRITTEN BY: JAMES C. KNAPP

Pilots complete extensive training preparing to safely navigate challenging scenarios. This occurs BEFORE being cleared for takeoff or reviewing the first flight plan. This training enables you to remain calm and act quickly when faced with challenges.

I believe the same approach is beneficial when navigating financial markets. Helping investors prepare to avoid drawdowns and compound their returns are the primary objectives at the Knapp Advisory Group.

Before we begin, it is worth noting that warnings have varying degrees of potential outcomes. For example, ignoring a warning label that reads “cold water wash only” may result in ill-fitted clothing. Alternatively, discounting a warning label on a toaster that reads “disconnect toaster oven before cleaning” could deliver an electric shock.

Flying and investing in financial markets involve varying degrees of risk. Many investors’ financial flight plans are rarely cleared as filed. It is crucial to assess the risk of the current environment, monitor existing warning signs and

adjust accordingly before deciding you are cleared for takeoff.

Carelessly, the mainstream financial media has so-called experts providing predictions. For these “experts,” these predictions have no consequences. If they’re wrong, they will make another prediction to cover the last. Expert predictions can sound like logical assumptions at first. Then, they don’t, and you reflect asking yourself, “What was I thinking?”

For the investor allocating their hard-earned assets, following predictions can have a destructive impact on both your short- and long-term financial goals. The fact remains, bull markets do end eventually! Market reversions tend to be brutal events that inflict chaos on your financial assets.

Seth Klarman from Baupost Capital said, **“Can we say when it will end? No. Can we say that it will end? Yes. And when it ends and the trend reverses, here is what we can say for sure. Few will be ready. Few will be prepared.”**

Remember: **NO ONE RINGS A BELL AT THE TOP OF THE MARKET!**

Your Part:

It is up to you, in conjunction with your investment advisor(s), to determine the acceptable risks and those related potential outcomes you are willing to encounter.

Below are data points to help you begin your financial journey.

The Recession is Over (?):

On Monday July 19, 2021, the National Bureau of Economic Research (NBER) announced that the COVID recession is over, ending in April 2020. We are now in the 15th month of the new expansion. This delay is perfectly normal. NBER doesn’t change a recession call once it’s made, so they need to have a high degree of confidence in the supporting data. Waiting until 15 months after the recession to call it over is the average since they started making recession calls in real time in the 1970s.

As shown in the chart, the recession lasted only two months, the shortest on record, but also one of the steepest, the economy contracting more in just two months than any other recession back to 1948.

The Fastest Recession Ever

NBER Defined Recession Periods

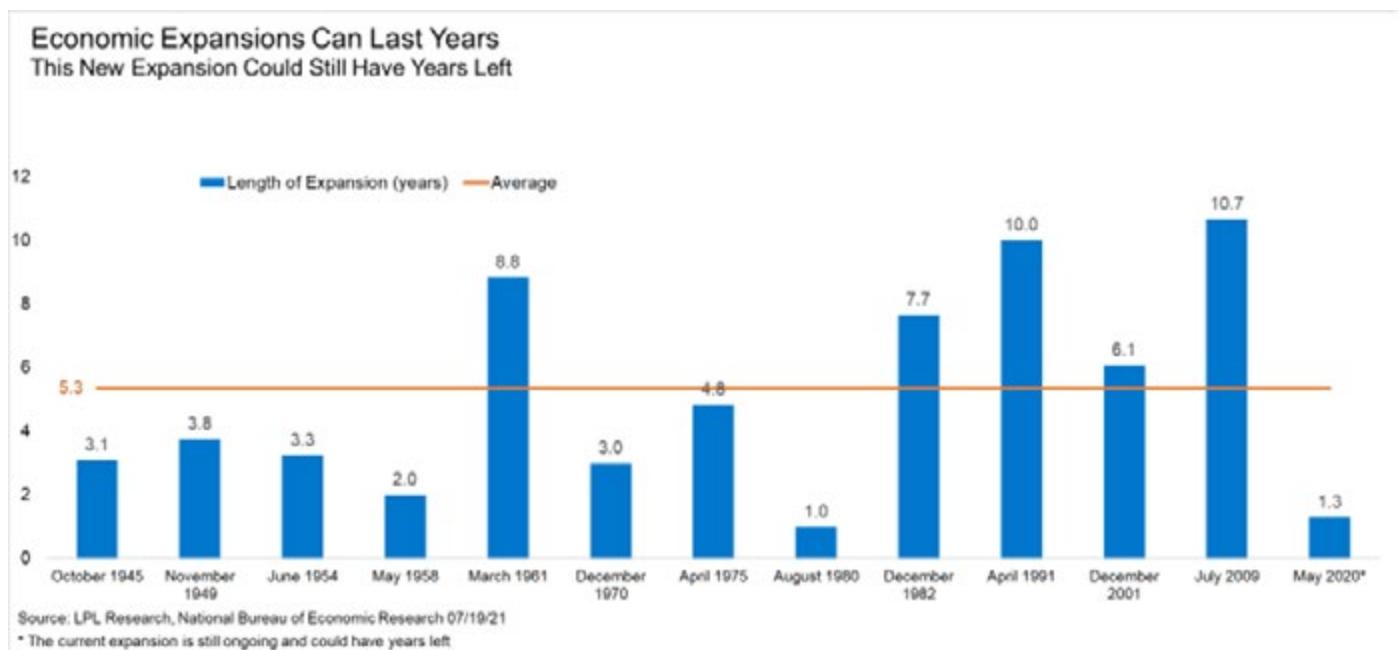
Recession Start	Recession End	Length of Recession (Months)	Length Of Following Expansion (Months)
February 1945	October 1945	8	37
November 1948	October 1949	11	45
July 1953	May 1954	10	39
August 1957	April 1958	8	24
April 1960	February 1961	10	106
December 1969	November 1970	11	36
November 1973	March 1975	16	58
January 1980	July 1980	6	12
July 1981	November 1982	16	92
July 1990	March 1991	8	120
March 2001	November 2001	8	73
December 2007	June 2009	18	128
March 2020	April 2020	2	?
Average		10	64
Median		10	52

Source: LPL Research, NBER, 07/18/21

Though, let's not also forget the approximately \$5 trillion in direct COVID-related stimulus payments to households and businesses in 2020 and 2021. In my opinion, it is likely that there will be no further stimulus payments coming.

So, what happens now?

Based on history, it is probable that we are in for several more years of economic expansion. Expansions are on no particular timetable, but the average length of an expansion does tell us something about how long it usually takes for the kind of economic excesses to build that usually cause recessions. While post-World War II expansions have lasted as little as 12 months, the average is more than five years and the last four expansions have averaged over eight years.

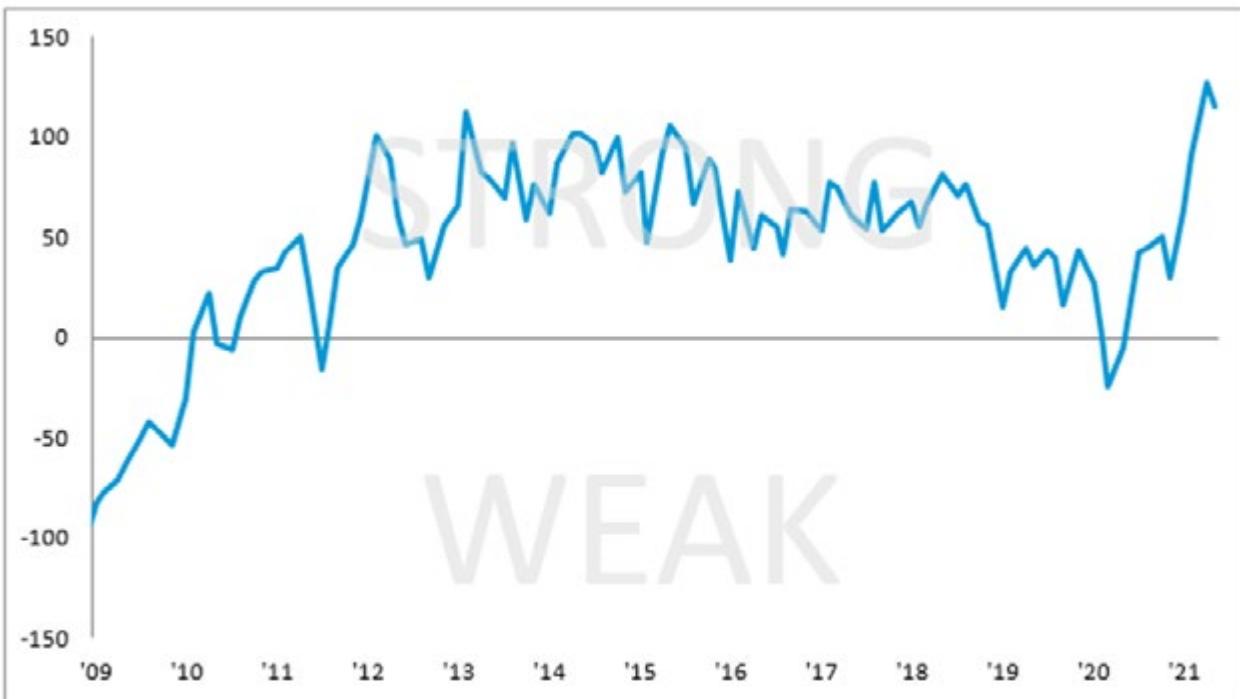


Main Street Sentiment:

As seen in the chart, Main-Street sentiment is at its second-highest level in over a decade (according to LPL Research's proprietary Beige Book Barometer [BBB]), topped only by the June 2021 BBB reading. The result is based on our analysis of the Federal Reserve's (Fed) Beige Book, a publication released two weeks before each Fed policy meeting that captures qualitative observations made by community bankers and business owners – what we like to think of as "Main Street" rather than "Wall Street." The BBB gauges sentiment by looking at how frequently key words and phrases appear in the text.

In the most recent Beige Book, "strong" words had declined slightly while "weak" words fell to their lowest level since the BBB's inception in 2005. However, expressions of uncertainty had increased and the report did note broad-based pricing pressures. Our sub-index of inflation-related words in the Beige Book remained at its highest level since we created the inflation sub-index in 2015.

Positive Sentiment Remains Strong in Fed's Beige Book



Source: LPL Research, Federal Reserve 7/14/2021

Sentiment reading based on LPL Research's analysis of the difference between strong and weak words in the Federal Reserve's Beige Book.

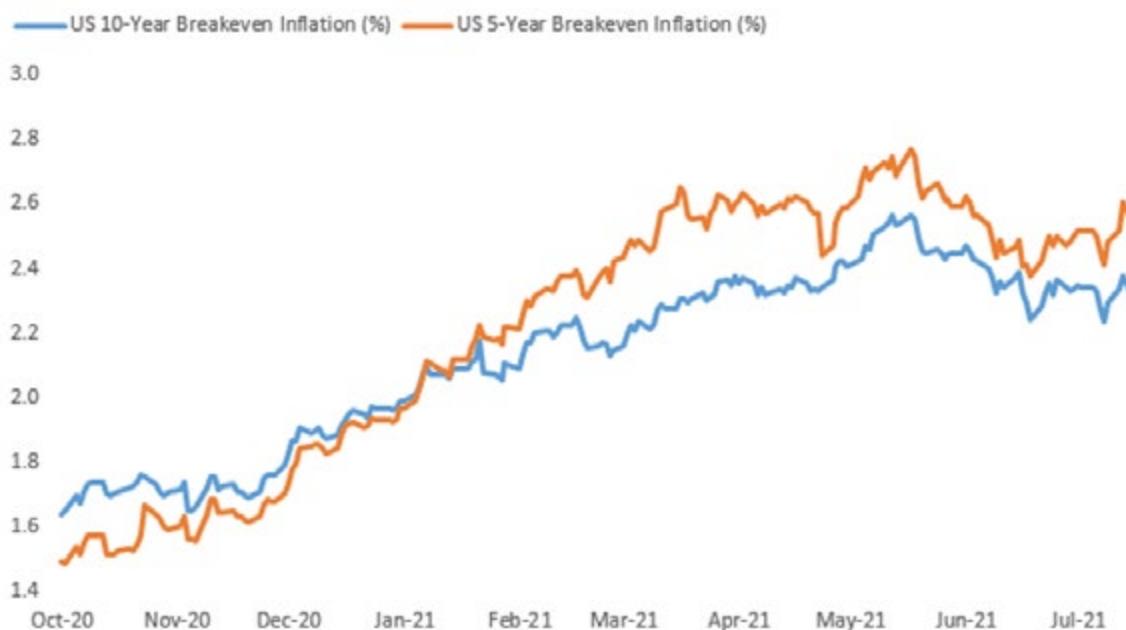
Inflation:

Breakeven inflation rates, market-based measures of inflation expectations over given timeframes, rose steadily until roughly the release of the April CPI report when we started hearing about peak inflation concerns. Though that report beat consensus estimates, the subsequent drop in both five- and ten-year breakevens suggests the market accepted the Fed's characterization of inflation as transitory.

And while the levels of these series can be volatile, we believe the divergence that began around the New Year is telling. Five-year breakevens began outpacing ten-year breakevens, suggesting that inflation may run hotter in the near-to-intermediate term, but that the market still has faith in the Fed to keep long-term inflation under control. Five-years making a new local high in the last week without ten-years following suit suggests that while the market is slightly concerned that transitory may prove to be longer than originally thought, it does not believe it will cause concerns on a longer horizon.

Market Pricing Suggesting Inflation A Nearer-Term Concern

10-Year Breakeven Inflation Expectations More Anchored Than 5-Years



Source: LPL Research, Bloomberg, 7/15/2021

According to BTN Research, in the last **70 years** (1951-2020), inflation as measured by the “**Consumer Price Index**” (CPI), has been **at least 5%+ in 12 different years**, most recently in 1990. The S&P 500 has been equally split over the 12 high-inflation years, **advancing in six years and falling in six years** (on a total return basis). **The average return** for the S&P 500 over all 12 years is a **gain of just +3.2%** (total return).

Fewer Stocks Making New Highs:

The S&P 500 Index has hit new record highs, but under the surface, fewer stocks have been participating. Just 15% of the stocks in the index hit a new one-month high along with the benchmark on June 24, and for the first time since December 1999, a record-closing high occurred with less than half of the stocks in the index above their 50-day moving averages. If the last few years have taught us anything, it should be that the largest technology stocks are capable of powering the S&P 500 to new highs. However, a far healthier and more sustainable trend typically sees stronger participation, like earlier in the year when new highs in the S&P 500 were commonly accompanied by 30-40% of the index hitting new highs as well.

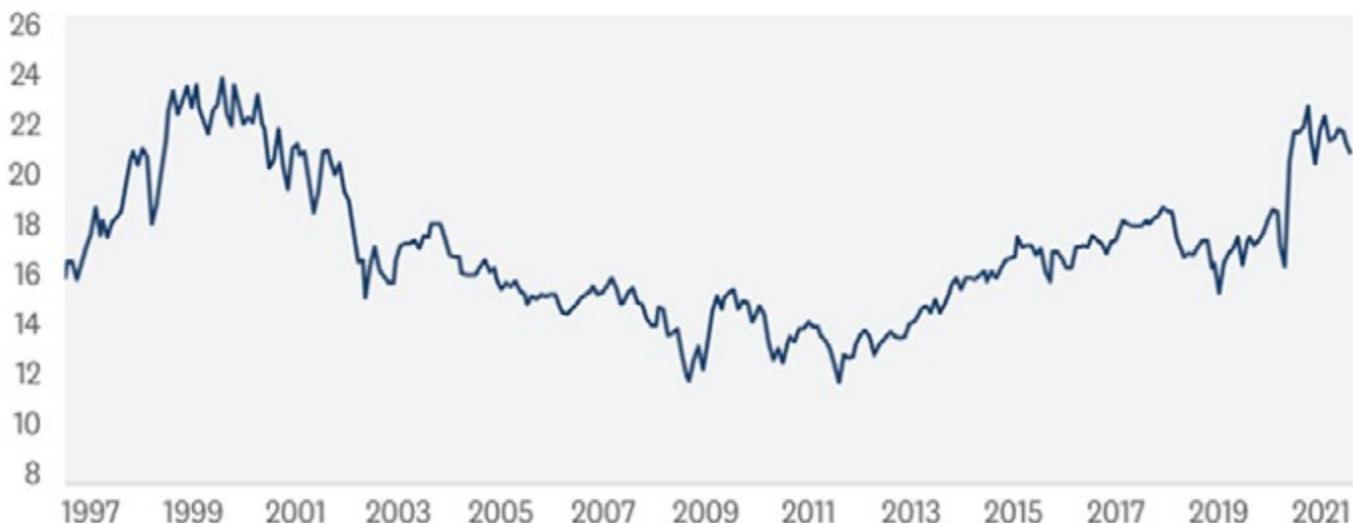
Elevated Stock Valuations:

Thanks to the strong start to this bull market, stock valuations have become a widespread concern. Although valuations have not historically been good short-term timing tools for investors, when a downside catalyst eventually emerges, a more richly valued stock market tends to sell off more. After a big rally, more optimism is priced in, and that higher bar then opens the door to disappointment.

STOCKS HAVE GOTTEN EXPENSIVE

S&P 500 Index Forward Price-to-Earnings Ratio is Near Post-Tech Bubble Highs

● S&P 500 Forward PE



Source: LPL Research, FactSet, as of 6/24/21

The Knapp Advisory Group's primary objectives are helping investors work towards avoiding drawdowns and compounding returns. For more education, contact at JAMES.KNAPP@KNAPPADVISORY.COM.

James C. Knapp, AIF®, BFA™, CPFA®

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Portions of the materials have been prepared by LPL Financial



About the Author



James C. Knapp founded Knapp Advisory Group to help professionals and retirees make informed decisions with their financial affairs. [Read More...](#)



KNOWLEDGE BASE



Effects of Icing on Aircraft Performance

A topic to cool you off in August

WRITTEN BY: SERGIO SOVERO

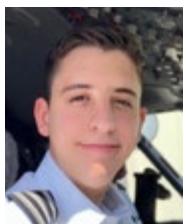
Aircraft icing is, without a doubt, one of the major weather hazards to aviation. In-flight icing occurs when super-cooled droplets suspended in the atmosphere adhere to the structure of an aircraft. The accretion of the super-cooled liquid not only disrupts the normal airflow patterns, but also impairs the ability of the lifting surfaces to create lift, resulting in a significant degradation of aircraft performance. Consequently, it is crucial for pilots to understand the aerodynamic effects of icing, and, at the same time, know exactly how to react, should an encounter occur. Because ice accumulation on the lifting surfaces of an airplane will significantly deteriorate lift, in order to compensate for the loss of lift and maintain altitude, both power and angle of attack must be increased, causing an amplified susceptibility of the fuselage to accumulate additional ice.

Airplanes certified to fly into icing conditions are commonly equipped with devices designed to either prevent ice from accumulating on surfaces or removing it once it has already formed. Equipment includes pneumatic boots, heating elements on the propeller and liquid. Ice on airfoils often affects the coefficient of lift a wing produces. Studies demonstrate that modifications to the contour shape and roughness of the surface force the airflow to separate from the wing at a lower angle of attack, and as a result, increase the stalling speed by up to fifteen knots. Hence, pilots landing in icing conditions should consider increasing the Vref on approach, land without flaps, and be alert not to pitch up excessively during flare. When full flaps are extended at low altitudes during the landing phase, we are creating the greatest downwash, and consequently, the odds of recovery from an uncontrollable nose pitch down are almost impossible. The drag coefficient increases steadily as ice accretes, but one more time, at very small angles of attack, the effect is insignificant.

The effects of ice on the wings depend on whether the wing is protected or not. Unprotected wings are typically not certified to fly into known icing conditions. However, pilots may encounter icing inadvertently. Based on what has been previously mentioned, the ice causes an increase in drag, which the pilot detects by noticing a loss in speed. Airplanes with limited power, such with most general aviation craft not certified to fly into icing, should immediately leave the area of visible moisture because it may not be possible for the pilot to maintain speed. A rule of thumb to apply in order to calculate percentage of increase in stall speed is approximately half the decrease in CL max. If the airplane has limited power, it may soon approach the stalling speed and a very dangerous situation, especially during approach and landing. Deactivating the deicing equipment immediately after leaving the icing area may not be an appropriate course of action. The pilot must make sure the wing is as

clean as possible in order to minimize any effect on the stalling speed. In the event there is an inability to exit the icing conditions until a later phase in the approach, an adjustment to the approach speed should be taken into consideration. In relation to protected wings, anti-icing and deicing equipment commonly use heat to evaporate liquid on the wings. Some systems “weep” liquid freezing-point depressants onto the leading edge to prevent ice buildup. Nonetheless, the main risk associated with the deployment of those systems against supercooled large droplets (SLDs) is runback of the droplets beyond the effective removal area of the deicing boots.

Whether operating an airplane certified for flight into icing or not, it is imperative to realize the limitations of the equipment. Proper preflight planning includes a detailed analysis of freezing levels, among other meteorological products and pilot reports. If an inadvertent encounter with ice takes place, revert to basic training. Exit icing conditions immediately. Whether climbing, descending, or making a 180-degree turn, keep all options available. A successful outcome can depend upon expanding your team to use all available resources, including dispatch and air traffic control. They are professionals ready to help and provide the information needed to make a competent decision. Finally, never hesitate to declare an emergency, if warranted, to ensure positive aircraft control and ensure a safe landing.



About the Author



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



MORTGAGE



The Mortgage Process, Part 2

WRITTEN BY: ERIC HOOLIHAN

In my previous column, we were looking at the steps of a mortgage “pre-approval.” With a pre-approval in hand, you are now officially able to shop for and make offers on properties. The process can be daunting and confusing, so it is always a good idea to have a trusted real estate agent help you along the way. When the news comes in that your offer has been accepted, the mortgage process takes a shift. Once you provide your loan officer with the property address, they generally have a complete application. By law, this triggers several disclosures, or documents, that will be delivered to you. Thanks to modern technology, this generally happens electronically. One of the important documents you’ll receive is what is known as a “Loan Estimate.” This document breaks down the fees, charges, points, and more, as an ESTIMATE. The loan estimate is an important document so it’s a good idea to review it closely, and compare it to your “Closing Disclosure,” which you usually receive later in the loan process. The Consumer Financial Protection Bureau, or CFPB, has an excellent Loan Estimate Explainer that can be found here: <https://www.consumerfinance.gov/owning-a-home/loan-estimate/>

Once you've reviewed, signed (or eSigned) your documents, and submitted any additional information, your loan will officially be submitted to underwriting. This next step is where the lender's risk-assessment (underwriter) staff reviews your entire file. Behind the scenes, the loan officer (or their assistant or processor) has also ordered title work from the title company, may be coordinating the property appraisal, and will keep you and your realtor advised of any important milestones in the process. If an appraisal is required, that can always be a nail-biting experience. A trained property appraiser will assess your property and compare it to similar sold properties. If the appraised value comes in above the sales price, there usually isn't an issue, however if the appraised value comes in below the sales price, the lender will only lend based on the lower value. This can cause what's known as an "appraisal gap." In today's seller's market, many buyers are offering to bring additional cash to closing should there be an appraisal gap. Your realtor should help you structure your purchase offer to best plan for this contingency.

During their review of the loan, the underwriters will be looking over your credit report, financial statements, and more. If the loan officer reviewed the documentation sufficiently, they should have already obtained most of the items the underwriter needs. Often there are some supporting documentation that may be needed prior to the loan being "clear to close." For example, if you are selling a home and need the proceeds of that sale to purchase a new home, the new mortgage may be contingent on proof of the sale. These contingencies in the mortgage world are known as "conditions." Your loan officer, or their processor, should work with you to clear conditions. It is in your best interest to respond to these requests quickly to help underwriting go as smoothly as possible.

After all the title work is completed by the title company, the insurance is in place, the appraisal done, and underwriting complete, your loan can be cleared to close. All that's left is to sign, sign, sign, and sign some more on closing day. Remember that loan estimate you received when you began the process? You'll be getting a closing disclosure prior to closing. Compare the two documents. The two should match pretty closely, and there are laws to protect consumers from increases in some of the fees. Your loan officer should be able to walk you through your closing disclosure and explain each item and section.

A mortgage is a marathon, not a sprint, but an experienced loan officer on your team can help you reach the finish line!



About the Author



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



CAREERS



Routines and Repetition

Don't Fall Prey to Expectation Bias

WRITTEN BY: JUSTIN ABRAMS

Repetition can be a great tool for learning. Following the logic of the well-known saying, “practice makes perfect,” repeating something over and over allows us to develop our skills and knowledge to become better at performing a task. We follow a helpful routine to increase our comfort with a certain procedure. Whether learning is occurring in the classroom or in an airline simulator, repeated practice is a key to proficiency.

While learning through repetition is natural, it is important to recognize the traps we may fall into when we repeat a routine time and time again. When we become so familiar with a routine that we turn our brains to autopilot when completing them, we open up the door to potential errors caused by expectation bias. During private pilot training, we learn about the numerous documents that are required to be onboard an aircraft in order for it to be deemed compliant. After learning to incorporate a document check into my preflight, I developed a routine that would ensure I had checked the documents before each flight. After a handful of lessons, my flight instructor placed one of the documents into his flight bag before I got to the airplane to perform a preflight inspection. It was a quick little test of his to ensure that I was actually checking for the correct documents, and not simply running through the motions. His test was a great lesson in potential pitfalls of a routine. It is easy to become accustomed to expect a certain outcome that you do not notice when something different occurs. His lesson provided great insight into that function of the human brain which has stuck with me for years.

In the airline world, similar habits are developed when looking through preflight paperwork. Most pilots have their own particular way of looking through the information and making notes regarding information

they will need in the flight deck or details that are crucial to flight safety. As a routine is developed and implemented, it again opens up opportunities for error. Should information be placed somewhere the reader is not expecting, details may be overlooked. Add external factors to the situation, such as time pressures, and the odds of a mistake increase even more.

Now I don't mean to indicate that routines are dangerous or that they will result in errors. Pilots are very detail oriented and are trained to handle ever-changing conditions. We are also trained to work as a crew and to continuously verify information to maintain flight safety. In fact, we use routines every day for many tasks, both inside and outside the airplane. However, it is important to recognize the threats to safety that can arise when we follow the motion of the routines while expecting a certain result. If you are very familiar with one task, it can become easy to allow your mind to move onto a different task while still completing the first one. When we find ourselves doing that, remember to slow down, focus on each task at hand, and never be afraid to double- or triple-check your work.

About the Author



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



Endeavor Air emerges from the pandemic 'resilient and ready'

The Endeavor Air team navigated a year of uncertainty by prioritizing their people, leading with their values, and upholding their commitment to excellence. Now, as the industry begins to recover, Endeavor is hiring, growing, and ready for whatever the future holds.



ENDEAVOR AIR®

Number of Bases:
6 crew bases &
11 maintenance
bases.

NYC (LGA & JFK) is a co-domicile for pilots.

Bases: Crew: Atlanta (ATL), Cincinnati (CVG),
Detroit (DTW), New York City (LGA & JFK),
Minneapolis (MSP)

Maintenance: Atlanta (ATL), Cincinnati (CVG),
Mosinee, Wisc. (CWA), Des Moines (DSM),
Detroit (DTW), Indianapolis (IND), Knoxville
(TYS), Minneapolis (MSP), New York City (JFK
& LGA), Raleigh (RDU)

Number of
Aircraft:
139

Number of Cities
served:
135

Headquarters:

Minneapolis, MN

Key Benefits:

Endeavor Air is a wholly-owned subsidiary of Delta Air Lines and is the world's largest operator of MHI RJ CRJ-900 aircraft. Employees receive a competitive total compensation package which includes a variety of benefits to choose from and some of the best perks around. Our employees and their eligible family members are offered free or reduced-rate travel privileges on Delta Air Lines and 80+ air carriers worldwide. Endeavor Air also offers its employees choice and flexibility in their selection of health and wellness as well as financial benefits.

Number of
Passengers
(yearly): More
than 15 million
customers

Year Founded:
1985

www.endeavorair.com

Pilot Outreach - 612-266-1470

Number of employees:

5,000

Number of Pilots:
2,000

Twitter: @EndeavorAir

Facebook: @EndeavorAir

Linkedin: @EndeavorAir

Instagram: @EndeavorAir

Youtube: @EndeavorAir

Glassdoor: Endeavor Air

Blog: www.edvonthefly.com

Every other Monday, Endeavor Air's newest employees gather at New Hire Onboarding. Welcomed by senior leaders, they start 'Day 1' at Endeavor with introductions and an orientation covering the airline's history, operation, culture, and more. They gather not as pilots or flight attendants, technicians or corporate employees, not separated by base location or position, but as one cohesive team.

"For new employees, Onboarding sets the stage for their career with Endeavor Air, introducing them to the culture that makes Endeavor special," said Ginny Zarras, Director, Talent Acquisition and Development. "They learn they are part of a team where every position is an important piece of the puzzle, where everyone is a part of our success."

This particular Monday, there are 71 new hires gathered together in a hotel conference room near Endeavor's Minneapolis headquarters, with additional employees participating virtually. Hiring efforts are back in full swing, a sign of recovery at Endeavor Air. After a year of unprecedented challenges and uncertainty in the industry, the Endeavor team is growing once again. With the number of daily flights and load factors nearing pre-pandemic levels, recruitment for all positions has ramped up to meet operational needs.

After navigating the pandemic by prioritizing people and safety, the Endeavor team feels more unified than ever, with a clear sense of identity and 'Endeavor pride.' The Endeavor culture has become an important recruitment tool as well, attracting new hires to a work environment where they are valued and supported.

"Endeavor emerged as a success story," said Zarras. "We were able to work as a team to achieve great things in the face of challenges, and we have a lot to celebrate because of it."

Taking Care of Our People

From their first day at Onboarding, employees are made familiar with Endeavor's people-centered culture. And from Day 1, they gain exposure to senior leadership, learning that when Endeavor's leaders say their 'door is always open,' they mean it.

"I love working at Endeavor Air because it's truly a family feel," said Capt. Tyler Stargardt, who is based in Minneapolis. "We have great leaders with amazing backgrounds that really care about their employees."

The culture of care for employees proved true during the pandemic. As the airline industry faced unprecedented challenges, Endeavor prioritized the safety and well-being of its people. From COVID-19 pay protection to workplace testing programs for all employees to ensuring every employee who wanted a vaccination was given the opportunity to do so, Endeavor met every challenge with an unwavering commitment to its values, and its team.

Moreover, while employees were offered an opportunity to take a voluntary leave of absence, there were no involuntary layoffs or furloughs, an incredible feat during an unstable time.





"During the pandemic, Endeavor's culture and values were tested and they were proven," said Capt. Aashray Sardana, who flies the CRJ-900 out of New York City. "Throughout the uncertain times, we were given reassurance of security, and Endeavor demonstrated its values."

Celebration of Excellence

In the face of industry instability, the Endeavor team remained committed to running a safe, reliable operation and delivering the unparalleled customer service that Delta customers have come to expect.

When Delta Air Lines was awarded the coveted J.D. Power Award for best customer satisfaction in North America in May 2021, Endeavor employees were recognized for their contribution to this achievement.

"This is considered the top satisfaction award in the airline industry, and to receive it during a global pandemic is an extraordinary accomplishment," said Jim Graham, CEO, Endeavor Air, and SVP, Delta Air Lines – Delta Connection. "Endeavor has played an important role in delivering excellent customer service to our customers, especially through the pandemic."

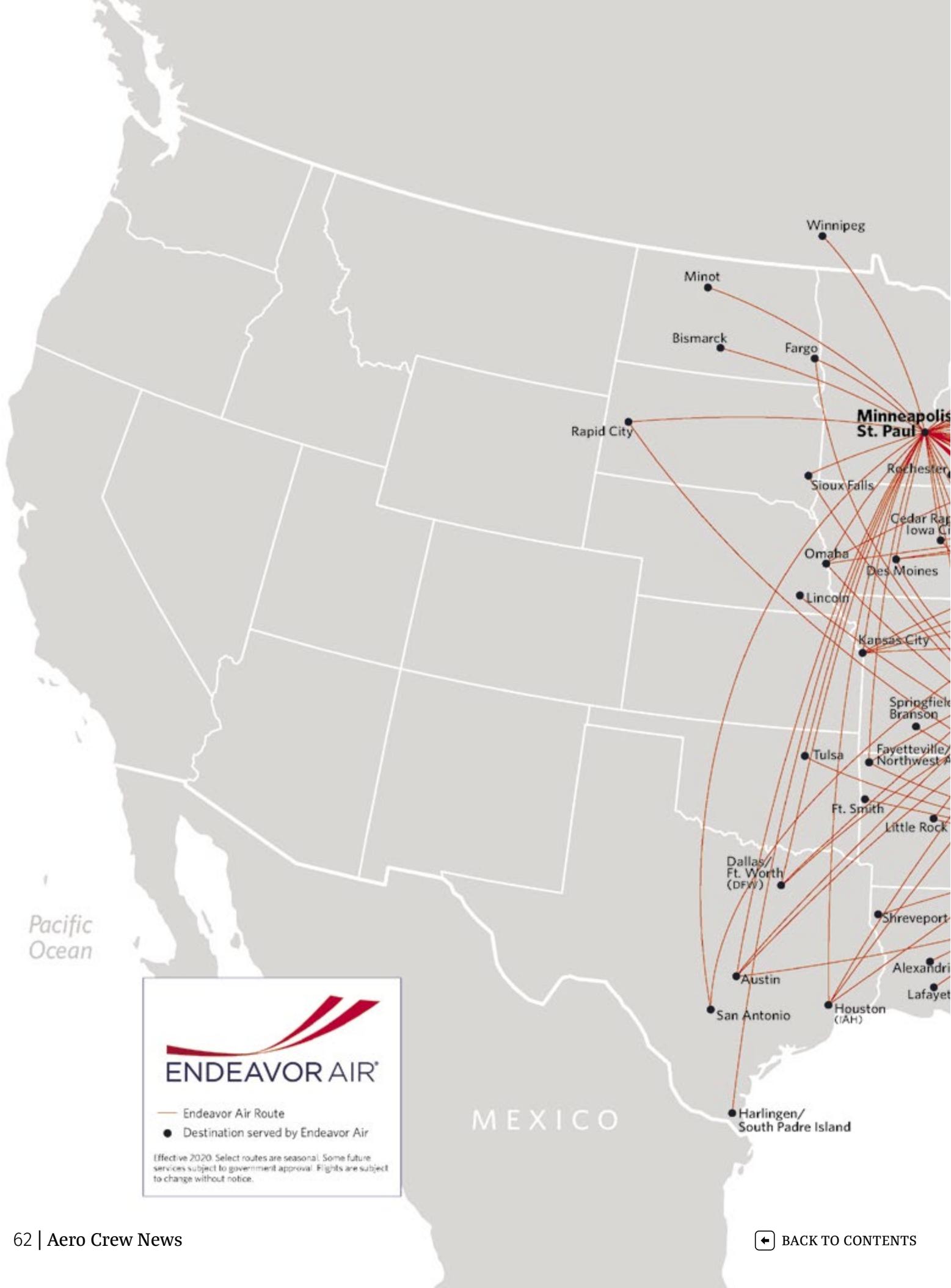
In addition to achieving customer service excellence, Endeavor was also recently recognized with the 2020 MHIRJ Reliability Performance Award in the category

CRJ700/900/1000 Products in North America. The MHIRJ Airline Reliability Performance Awards serve as recognition of worldwide operators of CRJ Series regional jets who have achieved industry-leading dispatch reliability rates of 99% or better during the past year.

"We know that our Tech Ops team is the best in the business, and it is wonderful to be recognized as the best of the best in the regional industry," said Graham.

In addition to the awards, Endeavor Air reached another notable achievement in 2021, setting a Completion Factor record not only for Endeavor, but for the entire industry. Between February and May 2021, Endeavor went 70 days, 20 hours, and 56 minutes – operating 52,435 consecutive flights -- without a single cancellation.

"These accomplishments are amazing testaments to the professionalism, dedication, and passion Endeavor people bring to our operation each and every day," said Graham. "These results can only be achieved by a team that is working together."



ENDEAVOR AIR CITIES SERVED





Standing Out from the Competition

As the airline industry ramps up again and travelers head back to the skies, the landscape for recruiting pilots remains competitive. The Endeavor team, however, is confident that there are many things that set them apart.

"Endeavor offers a competitive package for pilots, including the highest pay rates in the regional industry, excellent work rules, and benefits that help improve the pilot quality of life," said Zarras. "There are so many things that make Endeavor stand out from our competitors – tangible and intangible."

Being Delta's only wholly-owned regional subsidiary brings key benefits to Endeavor and its employees. Endeavor pilots enjoy the same commuting policy as Delta pilots: Positive space – or confirmed -- commuting to and from base to report to work, a major perk for those who do not reside near their assigned domicile.

Plus, as Delta's only wholly-owned regional subsidiary, Endeavor pilots enjoy an exclusive career pathway to Endeavor's mainline partner.

The Delta Guaranteed Interview (DGI) Program, available for pilots hired after June 3, 2021, puts Endeavor pilots ahead of other candidates for Delta pilot jobs, eliminates the job knowledge testing component of the interview, and provides preferential scoring credit.

"A defined career path to Delta is something no other airline in the world offers – and we want to help pilots achieve success along the way," said Zarras.

In fact, Endeavor pilots begin preparing for a career at Delta during training, with mirrored manuals and modules and aligned callouts. Because Endeavor crew members fly exclusively for Delta, they are empowered to uphold the Delta brand and provide seamless customer service as well.



"I chose to fly for Endeavor Air for many great reasons, [and] the support we receive from Delta Air Lines was a huge contributing factor in my decision," said Zach Bates, a First Officer based in Atlanta. "We have a great company culture, and it truly stands out amongst the rest."

Endeavor recently announced a similar pathway program for Aircraft Maintenance Technicians, expanding the career pipeline for employees who dream of a mainline career. The Regional Pathway Employee (RPE) Program will enable qualifying Endeavor AMTs to secure their seat at the table for an interview at Delta ahead of thousands of off-the-street employees.

"For pilots and technicians looking to start or continue their airline career, we believe Endeavor is a great choice," said Zarras.

Ready and Resilient

In navigating the challenges of 2020, the Endeavor team remained focused, committed, and engaged – and they emerged a stronger team because of it.

"We have learned a lot over the past year and a half about how to navigate through operational challenges and irregular operations," said Graham. "Whether holding the safety bar high or running an outstanding operation, Endeavor people have answered the call."

Although recovery is still underway, Endeavor is focused on celebrating how far they have come, gearing up for what's next, and looking with hope to the future.

"As we look back at what we achieved – adaptability, agility, and remaining reliable when nothing was certain – we really set ourselves apart from our competitors," continued Graham. "We are committed to keeping the momentum going, proving again that we are resilient and ready for whatever comes our way."





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Career Services

Application Review

Career Consulting

Résumé Critique

Interview Prep