



**Letter of Agreement
Between
Advanced Air and ATP Flight School**

It is the intent of Advanced Air and ATP Flight School to implement a Hiring Pathway Program designed to provide employment opportunities for ATP Flight School graduates with Advanced Air.

The Hiring Pathway is primarily intended to:

- Prepare students and flight instructors for a successful career in the aviation industry.
- Assist Advanced Air in the recruitment and selection of potential new hire pilots.
- Provide ATP flight instructors with the opportunity to complete a First Officer interview as low as 650 hours.

In accordance with the above, Advanced Air and ATP Flight School hereby agree that:

1. This Program allows Advanced Air to access ATP's pool of flight instructors in order to hire pilots. ATP will be responsible for administering the Program and providing Advanced Air with flight instructor pool updates on a monthly basis.
2. ATP will follow established procedures for jointly recommending and monitoring candidates for the Program from their Conditional Offer of Employment (COE) until their hire date at Advanced Air, for standards of professionalism and performance. ATP agrees to work with Advanced Air to attract and recruit new Pilots for employment.
3. Advanced Air and ATP will dedicate representative(s) to facilitate the Hiring Pathway Program and routine training center visits.
4. Advanced Air agrees to provide eligible ATP Pilots and ATP with interview preparation materials and a designated application link for the Program.
5. Advanced Air will provide its estimated hiring plans to ATP, updated on a monthly basis.
6. At Advanced Air's sole discretion, Advanced Air will screen and interview interested candidates for selection to the Program as low as 650 Total Time. Candidates must meet the following additional requirements for acceptance into the program:
 - Hold a valid FAA Commercial Multi Engine Land with Instrument Rating
 - Submit completed application
 - Successfully complete the interview process
 - Hold a valid FAA First Class Medical
7. Upon Advanced Air's acceptance of a pilot applicant into the Program, Advanced Air shall provide a COE to the pilot. The COE and this agreement will describe the requirements the



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pilot must continue to meet in order to be hired by Advanced Air.

8. Advanced Air agrees to hire pilots with a COE within 60 days of meeting the requirements of the Program, or the first available class after the 60 days has expired, if no prior classes were available.
9. Advanced Air's COE is conditioned on the Pilot meeting all of Advanced Air's standard new-hire corporate pre-employment and employment provisions, including but not limited to background check, drug screen, motor vehicle records check, logbook check and fingerprint submission.
10. Pilots who do not meet the requirements of the COE and this agreement prior to their Advanced Air hire date, will have their COE rescinded, but may be able to re-enter the program later.
11. Advanced Air agrees to, upon successful completion of training, designate selected Pilots as program ambassadors to conduct periodic visits to ATP training centers in order to stay in contact with ATP Pilots for a period of one (1) year from hire.
12. Advanced Air and ATP will coordinate agreed-upon marketing and promotion of the Hiring Pathway program, including promoting the program on Advanced Air's and ATP's websites. Advanced Air agrees to allow ATP to market this Program based on this Agreement. Consistent therewith, Advanced Air allows ATP to use, and hereby grants to ATP, a limited, non-exclusive, license to use Advanced Air's name, logo, trade names, trademarks and service marks for the limited purpose of promoting and marketing the Program. ATP allows Advanced Air to use, and hereby grants to Advanced Air, a limited, non-exclusive, license to use the ATP's name, logo, trade names, trademarks and service marks for the limited purpose of promoting and marketing the Program.
13. Either Advanced Air or ATP may terminate this agreement at any time, provided each party's obligations to each Pilot in the Program are fulfilled.



This Agreement is executed and entered into on the date(s) set forth below.

Advanced Air Representative:

ATP Flight School Representative:

Printed Name: Beatriz Fernandez

Printed Name: Jessica Shepherd

Signature: _____

Signature: Jessica W. Shepherd

Title: Director, HR

Title: Associate, Airline and Career Services

Date: 11/03/2022

Date: November 3, 2022