



**Memorandum of Understanding
Between
CSA Air, Inc. and ATP Flight School**

It is the intent of CSA Air, Inc. dba CSA Air and ATP USA, Inc. dba ATP Flight School to implement a Hiring Pathway program designed to provide employment opportunities for ATP Flight School graduates with CSA Air.

The Hiring Pathway is primarily intended to:

- Prepare students and flight instructors for a successful career in the aviation industry.
- Assist CSA Air in the recruitment and selection of potential new hire pilots.
- Provide ATP flight instructors with the opportunity to complete a PIC interview at 1100 hours.

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

1. ATP shall provide to CSA Air monthly updates of CFIs' flight time so that CSA Air can monitor the flight hours and other data of ATP Instructors.
2. CSA Air and ATP will dedicate representative(s) to facilitate the Hiring Pathway program and routine training center visits.
3. At the operator's sole discretion, CSA Air will screen and interview interested candidates for selection to the Hiring Pathway at 1100 Total Time. Candidates must meet the following additional requirements for acceptance into the program:
 - Hold at least a valid FAA Commercial Single Engine Land with Instrument Rating
 - Submit completed application
 - Successfully complete the interview process
 - Hold a valid FAA Second Class MedicalAll acceptance and final hiring decisions will be subject to evaluation by CSA Air with regard to each candidate's aeronautical record, personal and professional qualifications as presented at the time the applicant seeks to interview. In addition, offers of employment are contingent upon each applicant successfully completing all pilot qualifications. Acceptance into the Hiring Pathway program is not a conditional offer on employment.
4. Each party shall bear its own respective expenses for the development of the Program.
5. CSA Air and ATP will coordinate agreed-upon marketing and promotion of the Hiring Pathway program, including promoting the program on CSA Air's and ATP's websites. CSA Air agrees to allow ATP to market this Program based on this Agreement. Consistent therewith, CSA Air allows ATP to use, and hereby grants to ATP, a limited, non-exclusive, license to use Operator's name, logo, trade names, trademarks and service