



Memorandum of Understanding
Between
Endeavor Air and ATP Flight School

It is the intent of Endeavor Air and ATP Flight School (ATP) to form a partnership designed to provide opportunities for ATP students and flight instructors by designating ATP a Student To Endeavor Pilot (STEP) Program Academy Partner.

The STEP Program is primarily intended to:

- Prepare students and flight instructors for a successful career in the airline industry
- Provide selected pilots with the opportunity to complete a First Officer interview 12 months before obtaining hiring minimums
- Assist Endeavor in the recruitment and selection of potential new hire pilots
- Provide career opportunities for selected pilots

In accordance with the above, Endeavor and ATP hereby agree that:

1. Endeavor will designate ATP a STEP Program Academy Partner.
2. Endeavor and ATP will dedicate representative(s) to facilitate STEP Program routine training center visits.
3. In conjunction with routine STEP Program training center visits, Endeavor will periodically hold on-site interviews for pilots ready to pursue a First Officer position with Endeavor.
4. All acceptance and final hiring decisions will be subject to evaluation by Endeavor 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 First Officer pilot qualifications. Acceptance into the STEP Program is not a conditional offer on employment.
5. Each party shall bear its own respective expenses for the development of the Program.
6. Endeavor and ATP will coordinate agreed-upon marketing and promotion of the STEP Program, including promoting the Program on Endeavor's and ATP's websites. Endeavor agrees to allow ATP to market this Program based on this Agreement. Consistent therewith, Endeavor allows ATP to use, and hereby grants to ATP, a limited, non-exclusive, license to use Airline's name, logo, trade names, trademarks and service marks for the limited purpose of promoting and marketing the Program. ATP allows Endeavor to use, and hereby grants to Endeavor 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.
7. This Memorandum of Understanding is not a contract and does not create legally binding obligations on any party. This Memorandum of Understanding is not intended and shall not be construed to create any legally

binding agreement or obligation or offer by parties or to any third party. Any binding agreement between the parties will result only upon the negotiation and execution of mutually acceptable definitive agreement for such matter. In addition, this Memorandum of Understanding is not intended and shall not be construed to create and partnership, joint venture, agency, association, fiduciary relationship, or other such relationship between the parties or to create any promise of employment or interview for any party. Under no circumstances shall any party be liable for damages of any kind, nature or description, or otherwise, to the other party or to any third party as a result of any actions or omissions taken pursuant to the instrument. It is acknowledged that ATP Flight School may enter similar arrangements with other airlines to provide opportunities with other airlines for its students.

Endeavor Air Representative:

ATP Flight School Representative:

Printed Name: Julie Noyes

Printed Name: Ashley Pillon

Signature: Julie B. Noyes

Signature: Ashley Pillon

Title: Manager, HR Pilot Selection + Outreach

Title: Associate, Communications and Alumni Services

Date: December 6, 2019

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