



## **PlaneSense, Inc. & Airline Transport Professionals, Inc. Letter of Agreement**

2/12/2024

PlaneSense, Inc. ("PlaneSense") and Airline Transport Professionals Inc. ("ATP"), wish to extend the October 11, 2013 Letter of Agreement, which is amended and restated herein.

PlaneSense recognizes the quality of training that ATP provides and the pilots the program produces. PlaneSense agrees to guarantee an interview, provided PlaneSense is interviewing, to pilots recommended by ATP who meet the following requirements:

- 800 hours total flight time;
- Must be recommended by a member of ATP's Management;
- FAA single engine commercial pilot or single engine ATP certificate with instrument ratings;
- FAA first or second class medical certificate;
- Must be able to enter and re-enter the US and other countries or territories within the service area of PlaneSense or Cobalt Air, LLC without restriction;
- Must not require PlaneSense to commence ("sponsor") employment;
- Must not be in an employment contract with another operator or prohibited from acting as a pilot for PlaneSense pursuant to any employment agreement or other agreement involving non-competition at the time of hire; and
- 500 hours pilot-in-command time.

Applicants who interview with PlaneSense under this agreement must meet the same standards for employment as other pilot candidates of PlaneSense. Each applicant must pass all phases of PlaneSense's recruitment process, including but not limited to the human resources interview, technical interview, simulator evaluation, final review, and any other criteria established by PlaneSense in its hiring process.

Applicants who successfully complete the PlaneSense recruitment process may be offered employment based on the PlaneSense hiring needs at the time of interview. Although PlaneSense forecasts pilot hiring to continue for the foreseeable future, economic conditions can change hiring requirements. PlaneSense, Inc. and ATP will maintain close coordination on current overall trends in training and the progress of ATP recommended pilots.

PlaneSense and ATP each reserve the right to terminate this arrangement at any time without restriction. To enhance pilot recruitment efforts and increase awareness of pilot career opportunities, ATP may publicize this agreement, upon prior approval by PlaneSense of ATP proposed publication as set forth below.