

- Twofold expansion in the next 5-6 years
- Hiring for growth, not attrition
- CJOs, GoJet, & ATP Flight School agreements
- Application, interview, & training footprint
- Awards & IPO Announcement

Gerardo 'Jerry' Arellano (Senior Manager, Talent Acquisition and Employee Relations), Brad Lambert (Vice President of Flight Operations), Shawn Christensen (System Chief Pilot), Emie Nguyen, (Manager of Pilot Recruitment), Devin Hussey (Las Vegas Chief Pilot) and Adam Lake (Orlando Chief Pilot) kept us on the edge of our seats in anticipation of this eagerly awaited April 2nd webinar. Jerry was also quick to recognize Emily Johnson and Alan Alberts (Pilot Recruiters) answering questions behind the scenes. Alex Hemy (Inflight Recruiter) oversaw technology and production. Shortly after the event, there was a LinkedIn announcement thanking over 1800 attendees!

Each presenter emphasized their Mission Statement, "Low Fares, Done Right" and shared their own version of who Frontier is and what they are looking for. The hiring team is looking for professionals with operational excellence, committed to keeping operational costs down, and customer loyalty up. Safe, Dependable, and Efficient. They seek those with good moral character and committed to self-improvement. They are looking for applicants with integrity, a passion for Frontier, and excellent judgement. It is a competitive market and they will recruit excellence, pursue individuals that will positively represent their brand, and can also establish a connection with internal and external customers. Customer relationships, loyalty, and repeat business are key to Frontier's success.

The airline is on the leading edge of growth and thriving. They currently have 105 aircraft and approximately 1600 pilots. They anticipate doubling inventory to 200 aircraft and approximately 3000 pilots in the next 5-6 years! They are hiring for growth, not attrition.

Though fluid, they are optimistic about hiring 200 pilots in 2021. Brad Lambert chimed in to discuss a more modular model going forward. Additional bases employees want to live in and more 1-2-day trips are projected. They are a point-to-point airline, always re-evaluating their route structure, and striving to meet customer demands. They currently have 6 bases and will be opening a Tampa (June) and Atlanta base later this year. Each base accommodates about 100 pilots, with 2 housing slightly more. Based on historical data, the newest bases are initially expected to be the most junior. Not only does Frontier offer candidates great compensation, but they also offer flexibility and quality of life. Why join now? Seniority! Amazing aircraft! Quick upgrade! New destinations and bases!

June and July training dates are currently filled with previous CJOs and candidates they spoke with in 2020. They are interviewing aspirants for August (and beyond) class dates. Their partnership with ATP Flight School and GoJet was also mentioned. Candidates that may have had a preferential interview with a defunct company, unfortunately, will not be honored but you are more than welcome to apply. They recognize the value Covid displaced candidates bring to the table. Out of the previously mentioned 200 slots, Frontier expects they have around 100 positions left to fill.

You should apply on airlineapps.com and update your application frequently. If you have internal recommendations, these are important, and they encourage focusing on your competency and leadership skills. These should also be submitted via Airline Apps. They trust their current employees to recommend the best of the best.

How can I get an interview without an internal recommendation? Jump seat with us! Find opportunities to grow and become more professional within your current company. Show growth and how you have served others.

Volunteer/mentor in your community. Get involved, participate, contribute, and add value. Highlight opportunities where you have made a difference or been involved in something bigger than yourself.

Interviews are currently being conducted virtually, but they hope to be in person again soon. They fielded several questions about bases, trips, and insurance throughout the event and these are not the subjects they are looking to discuss during your conversation. The hiring team used to spend an entire day getting to know you and no longer have that luxury. Come prepared with curated "tell me about a time" genuine and original stories. They are not interested in hearing you helped an individual up a jetway or any of the other routine scenarios. Give it some thought. Ensure you have practiced your responses to the point they come naturally. No scripts, please. You are not expected to be perfect, but you do need to come prepared. Practice technical questions with others beforehand. Know who Frontier is and how you can add value to their growth plan. How will you promote the "Low Fares, Done Right" mentality? They are not looking for a pilot, they are looking for someone to characterize the brand and exemplify everything a future captain should be.

The training footprint is approximately 90 days and will take place in Denver. Frontier will not cover your hotel costs, but training will be paid.

The pandemic caused the air carrier to defer new aircraft orders, but they were otherwise unaffected. With other airlines sending planes to the desert, they aimed to keep supply up and meet consumer demand.

Frontier was awarded the "Four Star Low-Cost Carrier Official Airline Rating" for 2021 from The Airplane Passenger Experience Association.

The International Council on Clean Transportation has named Frontier "The Most Fuel-Efficient Airline in America" and the company intends to maintain their status. By upgrading their fleet and keeping fuel costs low, they can reinvest savings to further benefit the company and customers.

The company recently announced their IPO and is very excited. Any additional cash will be reinvested to better serve the company's growth.

"At Frontier, we win by delivering friendly, dependable, and affordable travel and we are looking for people that can help us deliver on this promise." Barry Biffle, President and CEO. The company is unwavering when it comes to employees defining their brand. While euphoric about their impending growth, they do not intend to lose their current culture. Ensuring passion for the brand starts with recruiting, finding the right partners, having a clear vision, professional appearance, constant communication, and ensuring everyone knows the score. All parties trust the company's imminent growth will allow contenders more opportunities for expansion in the future whether they are interested in management, recruiting, training department, etc. There is always room for growth.