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On June 23, 2021, Mary Ann Schaeffer (UA- System Chief Pilot and Washington IAD Chief Pilot), Sue McGrath (United Airlines Recruiter- Aviate and Pilot Hiring), and Kyle Sucher (United Airlines-Director HR Planning and Strategy) met with OBAP's Tomica Adams (OBAP Director of Relationship Development) and Ngierot Edwards-Smith (OBAP Scholarship Committee Director) to discuss Aviate and The Aviate Academy.

The Aviate Program is United's innovative pilot development program that provides the most direct route to achieving your dream of being a United Airlines Captain. The program is intended to accommodate a variety of pilots ...from zero flight hours to professionally flying pilots at one of their regional partners. United's pathway encompasses multiple entry points.

The Aviate Academy, a partner of the larger Aviate program, is United's wholly owned training center intended to grow and educate aspiring aviators into extraordinary United Airlines pilots. Launched in April, the school offers the most direct path to the Aviate program and eventually United Airlines. The school is geared toward candidates with little to no flight time and intends to train 5,000 pilots in the next 10 years. They have announced at least 50% will be women and people of color as they focus on diversity, equity, and inclusion efforts. The Aviate Academy allows United to source candidates from the general population and shape the demographics.

There are two entry points into academy: those without their Private Pilot's License and those with a Private Pilot's License. To those beginning the program without, the United Aviate Academy is investing in you and the PPL will be fully funded for those accepted into the Aviate Academy. The PPL Plus is a bit different but check the correct box for your situation. The industry is insanely competitive, and they have had about 5,800 applications to date with plans to train only 100 this year. Kyle expects admission letters for those invited to join the Aviate Academy in 2021 to go out in the next week to month. They will begin working on filling 2022 later this year.

First step? Apply! Once you are accepted, start training to earn your PPL (funded by United). Upon completing your PPL, you may interview for acceptance into the Aviate program. Following acceptance into the Aviate Program, you must commit to finish your training in 10 months (funded by you) and then you will join an Aviate partner until your eventual transition to United. The transition time from Day 1 at the Aviate Academy to Day 1 as a United FO? It may vary, but the timeline is expected to be approximately five years. One year of training, two years building time, and an additional two years at a regional partner.

You must be at least 18 (no max age outside of FAA legalities), a US citizen or legal permanent resident, and have a high school diploma or GED to be considered for the Aviate Program. After applying there will be a video or in-person interview, assessments, and for those that pass assessments potentially a conditional acceptance offer. Conditional Acceptance Restrictions: you will still need to score at least 80% on the FAA knowledge test, pass the background/drug test, provide proof of citizenship, and be able to secure funding for training. Although your PPL will be funded by United, proof of funding for your overall education is required.

Your aviation career awaits you at the United Aviate Academy where you will be led by highly trained professionals, receive career guidance and direction from Aviate investors and Ambassadors and be on the inside track. Visit UnitedAviate.com/Academy to apply for the Aviate Academy. Review all requirements and, most of all, remain patient!

United and JP Morgan Chase are working to reduce financial barriers through scholarships/loans by offering \$2.4 million in financial aid. **Admission to the Aviate Academy is required for scholarship applicants.** There are also four additional scholarship partners. While you may apply for multiple scholarships, you may not double dip. Scholarships may be available to those holding a PPL and the scholarship value would be the same since the PPL through Aviate Academy is funded by United. It is recommended you apply for scholarships and funding simultaneously as proof of funding is required. Sallie Mae loans will also be available. Are you eligible for GI funding? It is recommended you reach out directly as scenarios can differ. OBAP provided their own presentation regarding their scholarships, but the real takeaway is...if you receive a conditional acceptance letter, all information will be documented and presented in the conditional offer letter.

There are different processes outlined to apply for The Aviate Academy and the Aviate Program. Be sure you read the information carefully, have every question answered correctly, and ensure there are no errors. Head to UnitedAviate.com to begin your application. For the Aviate Program, fill out both sections: AirlineApps and your United profile (there will be a link and instructions in your confirmation email). Update your Airline Apps and review your United profile monthly. Pay close attention as there are 3 applications within AirlineApps and you will want to ensure you have completed the correct one. United recently launched a program for their employees as well. All information can be found online.

Military aviator? The traditional hiring route is likely more geared to you. Military non-aviator transition? The Aviate Program or Academy may be a good fit.

Your interview with Aviate, if accepted into the program, is your final interview with United Airlines. This is your Golden Ticket and, if you continue building your flight time, this offer takes all uncertainty out of your future. There have been an overwhelming number of applicants. Be patient. If invited to an interview, be prepared. Be you. Know your story! Have good rich stories that are truthful and understand your idiosyncrasies. Review and know the prep materials they share with you beforehand. They will have a panel interview with Human Resources, a pilot, and a technical portion.

Upon successfully completing the interview, all you need to do is continue building flight time/experience. United will provide resources to help you be successful in the form of education, those highly trained to coach, and mentors to guide you personally and professionally. Their investors can provide career guidance/direction to help you make those big decisions. Those accepted into the Aviate program are eligible for flight benefits after just 6 months to start experiencing their culture and operations as early as possible. The United hiring team said you will still be expected to have a bachelor's degree before joining United. There may be very rare exceptions but, for the most part, this is not negotiable.

Overall, United Airlines intends to hire 10,000 pilots in the next decade. With the FAA's max retirement age of 65, they know 50% of their pilots will retire by 2032. This is just their number for retirements, not growth. The time to launch your career journey with United is now and they are committed to hiring the best and brightest candidates to fly them forward.