



PART 121 PILOT REFERRAL PROGRAM – FOR DELTA EMPLOYEES

Delta Air Lines employees are now eligible to participate in the Endeavor Air Part 121 Pilot Referral Program. You will receive bonus payments for all candidates referred that have **a minimum of 500 hours of eligible Part 121 flying time** are successfully hired and complete new hire training.

The Part 121 Pilot Referral Program for Delta employees was developed to encourage and reward employees who identify great candidates possessing the required qualifications and attributes of a pilot at Endeavor Air. Delta employees may be able to help us reach experienced pilots that have the talent and flying experience that we are looking for right now. Our focus is on pilot candidates with 500+ Part 121 eligible flying hours to join our airline. The referred candidate must meet all Endeavor hiring requirements and successfully complete Ground School and Operational Experience (OE).

WHY ENDEAVOR?

This is a great opportunity for an external pilot candidate to join our airline. Endeavor offers:

- ☐ A new hire sign on bonus of \$10k, along with an additional \$10-30K based on Part 121 eligible flying hours acquired;
- ☐ Longevity pay up to 10 years on the pilot pay scale based on the candidates completed years of service at a Part 121 carrier;
- ☐ Eligible for the \$110K pilot retention payments afforded to our current pilots during their time at Endeavor; and
- ☐ Eligibility to participate in the Career Advancement Program after 24 months as an EDV Captain to advance to Delta; and
- ☐ Industry leading compensation, work rules, and great place to work.

If you know a pilot who may be interested in hearing more about the value proposition that Endeavor offers, please share the link to the [Endeavor Pilot Pay Calculator](#). After answering 2-3 quick questions, the calculator will show a pilot candidate what they can expect for compensation, bonus payments, estimated upgrade time, and estimated time to advance to a Delta pilot career.

To qualify for an employee referral bonus, please will complete and submit the 121 Pilot Referral Form for Delta employees that can be found on [EndeavorAir.com/pilots](#). The form must be completed thoroughly and honestly, including indicating how you know the candidate and why you feel they would be a good fit at Endeavor Air. Of course, your referral candidate must have a completed application for employment at Endeavor through our career website.

PROGRAM GUIDELINES AND INSTRUCTIONS

Eligibility to receive \$5,000 bonus payment for eligible Pilot Referrals with a minimum of 500 hours of eligible Part 121 flying time.

- You must be a Delta Employee in a full-time or part-time employment status on the date the Referred Pilot completes Initial Operating Experience (IOE) Training.
- Candidate must accept a contingent job offer and begins employment with Endeavor after the start date of this program (March 30, 2022).
- The Referred Pilot must successfully complete New Hire Pilot Training, including Initial Operating Experience (IOE).
- You must submit the completed 121 Pilot Referral Form for Delta employees a minimum of 48 hours prior to the Referred candidate's interview.
- If more than one employee refers the pilot, the first date stamp will receive the referral bonus.

Eligibility

All active full and part-time employees of Delta Air Lines are encouraged to participate in the referral program. The following employees are not eligible for the referral program:

- Employees who are in Director and above positions.
- Employees in the Human Resources department.
- Flight Operations pilot recruiters are eligible for the referral program when the candidate was identified or known to the pilot recruiter outside of his/her duties on the pilot recruitment team.
- Employees who refer an applicant after the date the candidate applied or who is already actively in the selection process for an open pilot position.
- Delta employees are not eligible to receive the referral bonus when referring current Endeavor Air employees.

Referral Bonus Criteria

An active employee will qualify for a **\$5,000 referral bonus** when the pilot candidate is hired subject to the following conditions:

- The candidate must meet all requirements for the First Officer or Direct Entry Captain position, as listed on the Endeavor Air website and a minimum of 500 eligible Part 121 flying hours.
- The candidate must successfully be hired and complete both Ground School and Operational Experience (OE) for the referring employee to be eligible for the referral bonus.
- Only one referral award will be paid per new hire pilot. If more than one employee referral is received for the same candidate, the date listed on the submission of employee referral will be used to determine who is eligible for the payment. The earliest submission will qualify for the referral bonus.
- Referral payments will be made approximately 30 days after the new hire pilot successfully completes training and OE. Human Resources will be responsible for tracking and submitting approval for payment of the referral bonus to the Delta Payroll Team.
- If the new employee or the referring employee terminates their employment prior to a payment date, no payment will be made.
- Referral bonuses will be treated as one-time cash payments and are subject to withholding taxes.
- There is no limit on the number of referrals per employee.

- Candidates should be instructed to provide the referring employees name during the interview as a cross reference.
- Human Resources will be the final authority in determining whether a referral will qualify for a referral bonus.

Procedure

- To qualify for an employee referral bonus, the Delta employee will complete and submit the 121 Pilot Referral form for Delta Employees that can be found on the Endeavor Careers Website. The form must be completed thoroughly and honestly, including indicating how you know the candidate and why you feel they would be a good fit at Endeavor Air.
- The referral form should be completed at the time the candidate applies to Endeavor but not later than 48 hours prior to the scheduled interview.
- The candidate must apply on-line through the Endeavor Air Careers web site and complete the pilot application to be considered for employment.
- The candidate will be subject to the stated position requirements and must have a minimum of 500 hours of eligible 121 flying time. Additionally, they must successfully complete the selection process, and background checks required for the position.
- Employees must not make commitments or oral promises of employment to persons they refer to pilot positions.

Application Process

Please ensure the Pilot candidate you are referring has applied to Endeavor Air; this must include publishing the application as well as fully completing the Endeavor Air Addendum. Endeavor Air Talent Acquisition is not able to review any referrals unless this has been completed. If you have any questions, please feel free to contact us at Pilot.Referral@EndeavorAir.com.

Disclaimer

The 121 Pilot Referral Program for Delta employees operates at the sole discretion of Endeavor Air and may be amended, suspended, or terminated for any reason, with or without prior notification.

Endeavor is firmly committed to a policy of equal employment opportunity. The company prohibits discrimination based on race, color, religion, national origin, creed, age, sex, pregnancy, disability, genetic information, marital or familial status, sexual orientation, gender identity, citizenship status, veteran status, arrest record, political affiliation, status with regard to public assistance and other characteristics that may be protected by federal, state, and/or local law.

Participation in this program does not alter the employment status of any employee involved, nor does it alter the right of an employee to terminate his/her employment at any time, with or without cause.

Thank you for participating in the Pilot Referral Program!