



STEP



STUDENT TO ENDEAVOR PILOT

YOUR FIRST STEP TO DELTA

As a future Endeavor Pilot, we want to help you to be successful on your journey – from flight student to flying the line. Through STEP (Student to Endeavor Pilot), you will have special access to our team – including active Endeavor Pilots – who will answer your questions, check in on your progress, and help advise you along the way. It's the first 'step' on your path to Endeavor, and eventually, to Delta Air Lines.

FROM STUDENT TO PILOT: STEP-BY-STEP

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ENDEAVOR PILOT

- Complete New Hire Training and IOE
- Receive training bonus & incentives
- Upgrade & fly 18 months as Captain
- Qualify for Delta Guaranteed Interview

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FINAL STEPS

- Within 3-4 months of reaching required total time, complete application, background check, & drug testing with Endeavor
- Complete new hire paperwork
- Choose an Endeavor initial training class date
- Attend ATP/CTP Course & take ATP Written Exam

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CONTINGENT JOB OFFER

- Within 12 months of reaching required total time, submit your resume to STEP@endeavorair.com
- Interview with Endeavor recruiters at an on-site event
- Demonstrate you are on the right path to becoming an Endeavor pilot

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BUILD YOUR TIME

- Become a flight instructor
- Keep a log of your experiences
- Talk with Endeavor representatives when they visit
- Maintain contact – We'll maintain contact with you, too!
- Log back in to STEP to keep your profile up-to-date

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STUDENT

- Show your interest in Endeavor & sign up for STEP
- Complete your ratings & required coursework
- Participate in on-site Endeavor events & in extracurricular activities
- Successfully complete your program
- Log back in to STEP to keep your profile up-to-date



FREQUENTLY ASKED QUESTIONS

HOW DOES STEP WORK?

Endeavor Air will make regular visits to give presentations, answer questions, and – when you're ready – conduct on-site interviews.

- **Presentations** may include the following topics:
 - Where to start after completing your program
 - Preparing your job application
 - The interview process
 - Training readiness
 - Being a pilot: Beyond stick and rudder skills
 - Other topics upon request
- **Our visits** will include opportunities to talk with our pilot recruiters one-on-one and learn more about Endeavor and becoming a professional pilot. During some of our visits, we will also hold on-site interviews for those ready to apply for a pilot job at Endeavor.
- **Endeavor representatives will be available** by email or phone to answer any questions you may have about your training progress, building time, the application process, working at Endeavor, or anything else related to being a professional pilot.
- **We will send out regular communications** to all STEP participants to update you on Endeavor happenings, announce visits to your school, and share other information that may be helpful and useful to you while you train and build time.

WHAT ARE THE REQUIREMENTS TO PARTICIPATE IN STEP?

The only requirement for participation in STEP is that you are a flight student or instructor at one of our focus schools. You also must be willing to share your contact information with us. That's it! We do not require a formal commitment or signed agreement, nor are you required to accept a job offer with Endeavor.

WHAT'S THE CATCH?

There is no catch. At Endeavor, we fully believe in engaging, encouraging, and educating the next generation of pilots, regardless of where you end up. The best way to help the industry as a whole is to help you understand exactly what it means to be a regional airline pilot, and help you make the best decision for you and your career.



WWW.ENDEAVORAIR.COM

612-266-1470 | STEP@ENDEAVORAIR.COM



STEP Program Checklist

ACADEMIC

- Complete course requirements for both major and R-ATP/Full ATP
- Graduate from approved program

FLYING

- Commercial multi-engine rating, CFI/CFII/MEI preferred
- By the time of employment, complete the required number of hours to be eligible for applicable R-ATP
- 750, 1000, 1250 or 1500 hours total time (as applicable)
- 25 hours multi-engine time
- 100 hours night time
- 75 hours instrument time
- 200 hours cross country time
- 250 hours fixed-wing PIC time
- Maintain accurate, complete logbooks

BACKGROUND

- Pass a background check prior to employment at Endeavor
- Pass drug testing (Initial test within 6 months of employment at Endeavor; random testing thereafter)

MISCELLANEOUS

- Legal to work in US
- Valid passport
- Class I medical
- FCC license

WORDS OF WISDOM

- Maintain a high GPA
- CFIs are preferred; Build time instructing
- Participate in extracurricular activities, community service opportunities
- Make good decisions – academically, professionally, and socially
- Attend Endeavor events on campus
- Keep a log of your training/flying experiences – It will help you with your Endeavor interview
- Keep a list of all your addresses (including dates) within the past 10 years for your background check
- Remember: Your logbook is a full representation of you and your flying**

QUESTIONS?

Contact STEP@endeavorair.com