



# 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.

## HOW DO I BECOME AN ENDEAVOR AIR PILOT?

### STEP Program Checklist

#### ACADEMIC

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

#### FLYING

- Commercial multi-engine rating, CFI/CFII/MEI preferred
- By time of employment, complete required 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 of night time
- 75 hours of instrument time
- 200 hours of cross country time
- 250 hours of fixed-wing PIC time
- Maintain accurate and complete logbooks

#### BACKGROUND

- Be able to pass a 10-year background check (within 6 months of employment)
- Drug testing (within 6 months of employment; 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 your time instructing
- Participate in extracurricular activities, community service opportunities
- Make good decisions – academically, professionally, socially
- Attend Endeavor events on campus
- Keep a list of all addresses within the past 10 years for your background check
- Remember: Your logbook is a full representation of you and your flying

# FROM STUDENT TO PILOT: STEP-BY-STEP

# 5

## ENDEAVOR PILOT

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

# 4

## FINAL JOB OFFER

- Within 6 months of reaching required total time, complete background check, drug testing with Endeavor
- Complete new hire paperwork
- Choose an Endeavor initial training class date

# 3

## QUALIFIED JOB OFFER

- At 300-400 hours, submit your application to Endeavor
- Interview with Endeavor recruiters at an on-campus event
- Demonstrate you are on the right path to becoming an Endeavor pilot

# 2

## BUILD YOUR TIME

- Become a flight instructor (preferably at your own school)
- Keep a log of your experiences
- Talk with Endeavor representatives when on campus
- Maintain contact – We'll maintain contact with you, too!

# 1

## STUDENT

- Show your interest in Endeavor & sign up for STEP
- Complete your ratings & required coursework; Get good grades
- Participate in Endeavor activities on campus & in extracurricular activities
- Successfully graduate



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