



Envoy Pilot Cadet Program

Overview

The Cadet Program is closely modeled after the current Envoy Pilot Pipeline Program. As it relates to the Pilot Pipeline Program, the Cadet Program allows:

- A greater monetary benefit, disbursed earlier, for program participants
- Eligibility to enter into the program earlier (minimum of a Private Pilot Certificate)
- No minimum GPA requirements to enter into the program
- A reduced commitment to Envoy as a First Officer of only one year
- A greater commitment by Envoy for a pilot mentorship program provided to participants

Cadet Levels

Cadets are classified into three different levels based on their qualifications and requirements:

Level	Qualifications	Requirements	Benefits
Cadet	Private Pilot Certificate	Successfully complete HR Interview	Mentorship and promotional materials
Senior Cadet	Commercial Pilot Certificate with Multiengine and Instrument Airplane Ratings	Successfully complete the entire interview process (HR, Technical and Simulator / Training Device Evaluation)	Mentorship and promotional materials
Cadet Instructor	Certified Flight Instructor Certificate with Instrument Airplane Ratings	Pass the Captain Review Board and sign a Letter of Commitment	Mentorship and promotional materials; Tuition reimbursement of up to \$5,000; Instructor Placement Program



Tuition Reimbursement

Upon reaching the “Cadet Instructor” level and signing a one-year agreement with Envoy, the Cadet will be eligible for tuition reimbursement. Disbursement is contingent upon reaching Flight Time Thresholds with payments made proportionally per each 100 hour increment until the Cadet reaches Airline Transport Certification minimum requirements, not to exceed \$5,000 in total reimbursements. The table below illustrates the tuition reimbursement schedule:

Cadet Instructor Tuition Reimbursement Schedule			
Flight Time Threshold Reached	Cadets Qualified for ATP at 1,500 Total Time	Cadets Qualified for Restricted ATP at 1,250 Total Time (61.160c/d)	Cadets Qualified for Restricted ATP at 1,000 Total Time (61.160b)
500	\$500	\$625	\$1,000
600	\$500	\$625	\$1,000
700	\$500	\$625	\$1,000
800	\$500	\$625	\$1,000
900	\$500	\$625	\$1,000
1,000	\$500	\$625	Employment
1,100	\$500	\$625	
1,200	\$500	\$625	
1,300	\$500	Employment	
1,400	\$500		
1,500	Employment		
Total Cadet Instructor Reimbursement	\$5,000	\$5,000	\$5,000

Cadet Instructors entering into the Cadet Program after 500 hours will enter the schedule at the appropriate Flight Time Threshold without retroactive back-pay.

Additional Reimbursement Upon Employment

Once reaching the required minimum flight time, the Cadet is placed into an ATP-CTP course to complete the ATP written exam prior to employment with Envoy. Upon employment, the tuition reimbursement continues for an additional total of \$10,000 paid in full as a lump sum at the start of new-hire First Officer class. The tuition reimbursement schedule is based on legal, finance and union approval.

Total tuition reimbursement if Cadet enters the program prior to reaching 500 hours of flight time: \$15,000.