

Join Our Team of Exceptional Pilots:
THE SILVER AIR EXPERIENCE

As a qualified corporate aviation professional, we know you have many opportunities available. To help you make an informed decision, we've outlined our company mission, goals, benefits, and hiring process for you in this Pilot Talent Brochure. Thank you for your consideration in joining our team.



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LOS ANGELES | DALLAS | NEW YORK | MIAMI

PURE
JETMANAGEMENT

WELCOME TO SILVER AIR PRIVATE JETS

Thank you for your interest in joining the Silver Air team. We're excited to get to know you and share the Silver Air story, so you can get to know us too. We understand that now more than ever, aviation professionals like yourself have numerous options for employment. Therefore, we understand the significance of making informed decisions that align with your aviation career aspirations.

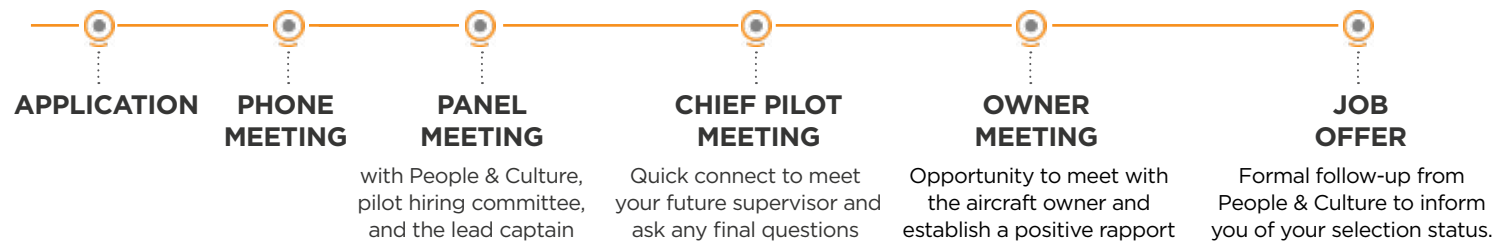
At Silver Air, we prioritize collaborative teamwork. It's crucial for us to have the right individuals on our team and to ensure that we are the right team for our people. During the interview process, we aim to make a genuine effort to understand you not just as an aviation professional, but as a unique individual. Similarly, we want you to become familiar with Silver Air as an aviation company, but more importantly, we want you to connect with us on a personal level and experience the vibrant culture that defines Silver Air.

In preparation for your upcoming Panel meeting, we have prepared this document for you to learn more about Silver Air. We encourage you to come prepared for a good conversation, please ask questions and be curious!



OUR INTERVIEW PROCESS TIMELINE

Our interview process is straightforward. Because we are already aware that you meet the qualifications of your duty assignment, our main objective through the interview process is to get to know each other better.



COMPANY CULTURE

A TRUE TEAM ENVIRONMENT

At Silver Air, we take pride in our unique company culture that values and supports our employees. We're all hands on deck here – we're one team supporting and celebrating each other with each mission we take on.

DIVERSE BACKGROUNDS AND EXPERIENCES:

Our people are our most valuable resource, and we welcome individuals from diverse backgrounds and experiences.

RESPECTFUL ENVIRONMENT:

We believe in a culture of respect that flows both ways.

INTELLIGENT AND PASSIONATE PROFESSIONALS:

We hire intelligent, creative, and passionate professionals who are always learning and teaching, and who understand the big picture of private jets, customer care, and client relations.

COMPANY THAT CARES:

We care about our people, and we honor, respect, and celebrate driven individuals who make a difference.

Silver Air fosters a true team environment. We all work together towards a shared purpose, supporting one another and doing our part to achieve success. Inclusivity lies at the core of our culture, as we prioritize keeping each other informed and actively engaged in our collective journey.



Discover the essence of our company and the culture we value by watching our featured “company culture” video.

CORE VALUES

Our mission at Silver Air is to be the best private jet company in the world by having the best people and working with the best customers.

DRIVE

We must remain relentlessly driven to be the best Private Jet Company in the world. There is no room for complacency at Silver Air.

RESPECT

We must always respect each other! We may not always agree, but we must always respect. Silver Air has a zero-tolerance policy and that includes customers!

OWN IT

Own it all! Accountability = Ownership! If we win or lose, we must own it at both the company level and the individual level.

DISCIPLINE

We must be disciplined in our focus on the company mission, having the right people in the right seats and following our company systems.

A CULTURE OF SAFETY

WE DON'T SEE SAFETY AS AN OPTION, OR LUXURY

We live by our industry-leading culture of safety. The Silver Air safety system combined with the entire company's commitment to safety ensures our passengers and crews always land healthy and happy.

SAFETY SYSTEMS - We have adopted industry-leading safety systems, created detailed procedures and processes, developed robust training programs, and nurtured a strong safety culture. We are all focused on assuring the highest level of safety for every single flight.

SILVER AIR LAWS OF SAFETY - We created the Silver Air Laws of Safety as part of the Silver Air Safety Culture

Talk it out - Crew briefs before, during, and after flight

Call it out - Clearly communicate in the cockpit

Keep it stable - Positive control, always

Go Around - Never continue an unstable approach

The laws of safety are designed to keep our crews always coming back to the baseline of safety.

STRINGENT THIRD-PARTY AUDITS



WYVERN WINGMAN PRO

Silver Air is one of 14 companies worldwide that holds the coveted Wyvern Wingman Pro status. To become a Wingman Pro company, Silver Air is subject to the highest standards of safety in the industry.



IS/BAO

The Silver Air safety system conforms to the International Standard for Business Aircraft Operations (IS-BAO) the worldwide leader in international business aviation standards.

SILVER AIR SAFETY MANAGEMENT SYSTEM

SAFETY POLICY

Instilling a culture of safety



SAFETY RISK MANAGEMENT

Identifying and mitigating hazards



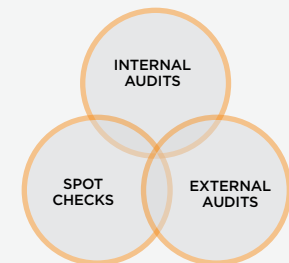
SAFETY PROMOTION

Internalizing our safety culture



SAFETY ASSURANCE

Ensuring full confidence in our safety system



FLIGHT CREW LIFE

DEDICATED TAIL NUMBER

At Silver Air, we believe in empowering our crews by dedicating them to one tail number. This unique approach allows our pilots to take an active role in managing owner assets, fostering a sense of autonomy and ownership. By working exclusively with one aircraft, our crews develop an in-depth understanding of its intricacies, enabling them to operate with precision and confidence. This close-knit environment also promotes strong collaboration and camaraderie among the crew members. With predictable schedules and the opportunity to build personal connections with aircraft owners, our crews experience a heightened sense of engagement and fulfillment in their roles at Silver Air.

AIRCRAFT MANAGEMENT SYSTEM

Each aircraft has a dedicated management team made up of an Aircraft Resource Manager (ARM), Aircraft Maintenance Manager (AMM), and the Aircraft Accounting Specialist (AAS). These individuals work together to ensure that all components of aircraft management are smooth and efficient.

DEDICATED AIRCRAFT RESOURCE MANAGER (ARM)

The ARM is typically the lead PIC who works closely with the Owner and the Silver Air leadership team to ensure that the Owner's goals and expectations for the aircraft are understood and met. The ARM is responsible for:

- Overseeing onsite day-to-day management
- Supervising flight crew schedule
- Communicating directly with Maintenance Manager regarding maintenance
- Leading monthly team management meetings.



Gain insight into what it's like to work as a Silver Air pilot and why our crew members are proud to be part of our team.

FLIGHT SUPPORT

At Silver Air, our Flight Support department is dedicated to ensuring that our pilots have everything they need to operate flights safely and efficiently. Here are some of the ways our Flight Support team helps our pilots:

Logistics Coordination: Pilots can book their own accommodations or utilize our Flight Support department to handle all travel logistics, including airfare, hotel accommodations, and ground transportation on the pilot's behalf using their loyalty numbers.

Trip Support: Our Flight Support team handles all trip requests, fueling, and maintenance. They also help out with international and domestic flight logistics, including flight planning, destination research, and more. We handle it all, so our pilots can focus on what they do best: flying.

Crew Calendar: Flight support helps to optimize the crew's schedule and calendar, ensuring optimal work-life balance for crew.

MAINTENANCE SUPPORT

Each aircraft has a dedicated Aircraft Maintenance Manager (AMM) who manages and oversees all maintenance on the aircraft. The AMM has comprehensive knowledge of the aircraft and is responsible for:

- Maintenance planning, scheduling, vendor selection, acquiring multiple bids on all proposed work, and cost control
- Overseeing the vendor onsite when maintenance events occur to ensure that all maintenance is done correctly and according to schedule

The AMM optimizes the aircraft's performance, reliability, and availability while minimizing downtime which allows our pilots to focus on flying.

FLIGHT CREW LIFE

PRIORITIZING WORK-LIFE BALANCE

At Silver Air, we prioritize the well-being and satisfaction of our pilots by providing them with flexible scheduling options and long-term planning. In return, we expect our flight crews to demonstrate uncompromising integrity, embody the Silver Air brand, and actively contribute to our shared mission. Together, we aim to make a meaningful impact in the aviation industry.

PILOT SCHEDULING

- **Pilots set their own schedule** - Crews work together to set their own flight schedules providing our pilots flexibility and control over their work life.
- **10 Hard Days Offs:** We've implemented 10 HDOs per month that consist of five days off followed by ten days on.
- **Long-Term Planning:** Pilots can create their schedules monthly, quarterly, or up to a year in advance.
- **Three-Pilot Coverage:** We aim to keep our aircraft crewed year-round with three pilots.

WHAT CREWS CAN EXPECT FROM SILVER AIR

- **Unwavering Commitment to Safety:** Your Safety is Our Top Priority
- **Unparalleled Support:** A Comprehensive Approach to Professional and Personal Growth
- **Loyalty:** Building Strong Bonds within the Silver Air Family
- **Experience the Silver Air Difference:** Exceptional Benefits for Our Crews

WHAT WE EXPECT FROM OUR FLIGHT CREWS

- **Uncompromising Integrity:** Always do the right thing
- **Aligned with the Owner's Vision:** Supporting and Advancing their Goals
- **Ambassadors of the Silver Air Brand:** Embodying Excellence in Every Interaction
- **Contributing to Our Shared Mission:** Making a Meaningful Impact at Silver Air



CREW TRAINING

INDUSTRY-LEADING TRAINING SYSTEMS

Silver Air ensures our pilots are fully prepared to face any and all situations with confidence. From comprehensive orientation to intensive training systems, we cover it all. To simplify pilots' responsibilities, each pilot has a dedicated employee representative who coordinates and supports all training logistics.

TRAINING COMMITMENTS:

- Online Basic indoctrination
- Online International Training
- Emergency FACTS Training
- Company orientation in Santa Barbara
- Aircraft Simulator Training
- Aircraft Simulator Training
- ARM (lead captain) Training in Santa Barbara
- Company short courses through Paycom
- Cabin Standards Training
- Online CPDLC Training (aircraft equipped with FANS)

To ensure our pilots are provided with the best possible training, our training programs exceed industry norms and requirements to ensure our pilots are provided with the best possible training. Our industry-leading training partners and schools ensure our pilots are provided the highest quality instruction.

TRAINING PROGRAMS AND TOOLS:

- CAE- Flight simulator training vendor
- AIRCARE FACTS- Emergency procedures and in-flight medical training
- ADVANCED AIRCREW ACADEMY- Online modules which cover CPDLC/FANS operations
- FLIGHT SAFETY- Flight simulator training vendor
- SILVER AIR ACADEMY- online learning through in-house training
- JET INSIGHT- Flight scheduling and compliance software
- QSMS WYVERN- safety management portal
- JEPPESEN- flight publications
- FLIGHT DECK- company policies and information
- CTS COMPUTER TRAINING SYSTEMS- Online modules which cover CPDLC/FANS operations



JOIN US AND ENJOY THE PERKS

THE WELL-BEING OF OUR PILOTS IS CRUCIAL FOR THE SUCCESS OF OUR ORGANIZATION.

Joining Silver Air means joining a team that cares about your well-being and offers comprehensive benefits to support you in all aspects of your life. Our hand-picked benefits program is the best in class in the industry, providing comprehensive coverage to help you protect your health and prepare for the future.



Health Insurance



Vision Care Insurance



Dental Insurance



Prescription Drug Coverage



Family Health Protection



Life Insurance



401K Accounts



Mental Health Resources

INDUSTRY BEST BENEFITS PACKAGE

- **Medical Coverage** fully paid for you and your family through **Blue Shield**
- **Dental coverage** through **Delta Dental**
- **Vision coverage** through **VSP Vision**
- Pre-tax healthcare-related expense accounts (WEX Health Care FSA or a Health Equity Health Savings Account)
- **401K** with 5% match through **Empower Retirement**
- \$50,00 guaranteed **life insurance** plan with buy up options
- **Employee resource programs** supporting mental health and wellness
- Paid medicals
- Extra Passports
- KCM badges
- Cell phone stipend
- Per diem
- Litigation attorney to support pilots with any certificate issues
- **Benefits package** available from day one of hire

We are proud of our unique company culture and the exceptional service we provide for our clients. We believe that our success is directly tied to the talent and dedication of our team members.

We invite you to experience the Silver Air difference for yourself and join our team. As a member of our team, you will have the opportunity to work with exceptional people, support world-class clients, and contribute to our mission of making aircraft ownership simple.

*Thank you for your interest in joining Silver Air -
we appreciate your time and consideration.*

- Silver Air Team