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Frequently Asked Questions

You have the 40,000-foot view about Aviate and now you've got some questions. Allow us to answer some of the most common questions about our United Express pathway.

If you have additional questions, please visit **unitedaviate.com** or contact us at **aviate@united.com**. We will aggregate common questions and add to the FAQs.

What is Aviate?

Aviate is United's pilot recruitment and development program designed to identify and develop our next generation of pilots.

Aviate is unique in two ways: First, if you accept an offer to join Aviate, you will not have to interview for a pilot position with United again. Second, Aviate provides you multiple program paths, creating a flexible and holistic solution to get you on your way to United at any point along your journey. Through Aviate's ever-expanding network of participating universities, experience path partners, and United Express carriers, we can offer you more options than any other airline career program.

If you apply and are accepted into Aviate, you will be on a clear and defined path to a United flight deck!

What is Aviate's United Express path?

Aviate's United Express path is designed for applicants who have accepted a job offer and have a training date within six months with a United Express carrier in Aviate, or are already employed with a United Express carrier in Aviate.

How does Aviate's United Express path work?

- Upon accepting an offer to join Aviate, you will be required to complete the required service minimums of:
 - 2,000 flight hours total time (SIC and PIC) and 24 calendar months with a United Express carrier that is in the Aviate program, or
 - 1,500 flight hours total time (SIC and PIC) and 24 calendar months with a United Express carrier that is in the Aviate program if you upgrade to Captain while with that United Express carrier.
 - ✦ Note, if you upgrade to Captain, you will be required to complete 6 calendar months performing regularly scheduled duties as a Captain after completion of Captain Upgrade training.
 - ✦ Minimum service times must have accrued flying for United Express, not a competitor's regional operation.
 - Participants who hold certain full-time management positions with a United Express carrier in Aviate or full-time ALPA leadership positions for a United Express carrier in Aviate will be provided a credit of 50 flight hours per month, up to a maximum of 500 cumulative flight hour credit, toward required service minimums.
 - Participants who serve in non-simulator ground instructing positions will receive 50% flight hour credit towards service minimums. Participants who serve in simulator (FFS) instructing positions will receive 100% flight hour credit towards service minimums. There is no cap on credit received for instructing. Instructors are required to maintain flying currency.
 - *Time already spent flying with a United Express carrier in Aviate will count toward the above minimums, but you must spend a minimum of six months after your Aviate Acceptance Board of Review performing regularly scheduled duties with your United Express carrier, regardless of time already completed.*
 - *Time spent flying with another United Express carrier in Aviate can count towards the above minimums if the time elapsed between flying in service to United at the two carriers is less than six months*

Upon completion of all the service minimums and United qualifications (***How and when do I get hired by United?***) and dependent on your position on the First-In First-Out (“FIFO”) list, you will be placed in the next available United new-hire class (***What is the First-In First-Out list?***).

Am I eligible for Aviate’s United Express path?

- You must have accepted a job offer and have a training date within six months with a United Express carrier in Aviate or be already employed with a United Express carrier in Aviate.
 - United Express carriers participating in Aviate include Mesa, Air Wisconsin, CommutAir, and ExpressJet
 - “Employed” is defined as having a pilot seniority number with one of the above United Express carriers.
- In addition to the above, participants must also:
 - be in good standing with your United Express carrier.
 - maintain an acceptable training record.
 - have a high school diploma or GED equivalent. A bachelor’s degree is preferred, and typically necessary, for transition to United.
 - be willing to sign a release permitting United Airlines access to relevant work records on file with the United Express carrier.
 - not have been unsuccessful twice cumulatively in the United CPP and/or the traditional selection process.
- *To support an increased volume of applications at launch, between Oct. 3 and Dec. 20, 2019, only pilots who are currently employed with one of the above referenced United Express carriers as of Oct. 3, 2019 will be eligible for Aviate during the first two waves (from Oct. 3 and Dec. 20, 2019).*

I was not employed as a pilot with Air Wisconsin, Mesa, ExpressJet, or CommutAir on Oct. 3 2019; When can I apply to Aviate at the United Express entry point?

- Once the initial waves of applications have been submitted (by Dec. 20, 2019), you will be eligible to apply to Aviate, starting Dec. 21, 2019, if you meet either of the following two criteria:
 - Are employed with Air Wisconsin, Mesa, ExpressJet, or CommutAir and meet the requirements stated above (***Am I eligible for Aviate’s United Express path?***), or
 - Have accepted a job offer and have a training date within six (6) calendar months with Air Wisconsin, Mesa, ExpressJet, or CommutAir and meet the

requirements stated above (***Am I eligible for Aviate's United Express path?***).

What is the selection process?

- If you meet all the eligibility requirements described above, you can apply to Aviate via **AirlineApps.com** and via the **United portal**. Both a profile in AirlineApps.com and United are required to be completed to continue in the selection process. In **AirlineApps.com**, there is a separate addendum for the Aviate program that must be selected from the Job Targeting section of the application. Your letters of recommendation will carry over from the other United addendum.
- The **AirlineApps.com** portal has a separate addendum for Aviate, accessible via a pulldown menu, and must be selected for your Aviate application.
- Once your application is submitted, the United hiring team will complete an initial screening. If selected to continue in the screening process, United will invite you to interview at the Denver Training Center (or other location, as determined by United).
- You will spend half a day onsite for the interview, which includes the following four sections: 1. a panel interview consisting of behavioral-based questions; 2. a technical interview consisting of aviation-specific topics; 3. a computer-based Leadership Inventory; and 4. a computer-based Becoming United cultural assessment
- Finally, the Acceptance Board of Review will evaluate your overall application and extend an offer to join Aviate if all screening criteria are met.

What if I received a link to complete the Becoming United assessment before I interviewed? Must I complete the assessment beforehand?

- During the Aviate application review process, some applicants received a link to complete the Becoming United assessment.
 - If you received a link to and already completed the Becoming United assessment, you will not be required to complete it again if you are invited to interview
 - If you received a link to and did not complete the Becoming United assessment, or the link expired before you had a chance to complete it, your application is in no way penalized. You will complete the Becoming United assessment while onsite if you are invited to interview.

Can I apply to Aviate twice at the United Express entry point?

- Because there are so many qualified applicants for the United Express entry point, you are only eligible to apply to Aviate once at the UAX entry point. If you are unsuccessful, we encourage you to apply to United via the traditional path.

I successfully completed the Hogan previously, will I have to complete it again?

Because the selection process has changed since the previous CPP, you will have to complete the Hogan again. In the Aviate selection process, you will complete the Leadership Inventory (the Hogan replacement) while onsite during your interview day.

In what order will applications be processed?

- Applications will be reviewed in the order they are received and on a rolling basis.
- In order to process large volumes of applications during the initial Aviate launch, from Oct. 3 to Dec. 20, 2019 applications will be grouped in two “waves” based on date of application submission.
 - Within each wave, all successful applicants in the selection process will have the same entry date for the FIFO list and will be **ordered based on carrier seniority** (within your carrier) and evenly distributed with the other UAX carriers. Within each wave, it does not matter when you submit your application. (***What is the First-In First-Out list?***).
 - Wave one will accept applications from Oct. 3, 2019 to 2359 CT on Oct. 21, 2019.
 - Wave two will accept applications from Oct. 22, 2019 to 2359 CT Dec. 20, 2019.
- If you apply after the Dec. 20, 2019 deadline, you will be placed on the FIFO in accordance with the standard FIFO process (i.e. based on your Board of Review date) (***What is the First-In First-Out list?***).

How frequently will Aviate interviews be offered? When are new interview slots opened?

During Wave One and Wave Two of Aviate interviews (from Oct. 21, 2019 – Dec 21, 2019), we will be offering ~60 interviews per week. New interview slots are opened on a weekly basis.

We encourage you to schedule and complete your interview as soon as you feel prepared.

How and when do I get hired by United?

- United Airlines must be hiring pilots.
- You must meet United’s new-hire pilot minimum qualifications, as found on the United website pilot listing (***United pilot position***).
- You must complete the required service minimums, described above (***How does Aviate’s United Express path work?***), with your United Express carrier in Aviate.

- You must be eligible to transition based on your First-In First-Out (“FIFO”) progression (***What is the First-In First-Out list?***).
- You must remain in continued compliance with all performance standards (***What are the “performance standards” for Aviate?***).
- You must satisfactorily complete other customary United pre-employment screening requirements, such as a background investigation and drug screening test. You will not need to complete another structured interview, however, an Aviate program administrator will conduct a final review to ensure compliance with the standards of the program.
- You must be approved by United’s Pilot Selection Board. All applicants, whether from Aviate or the traditional process, must receive approval by the Pilot Selection Board.
 - Note, the Pilot Selection Board does not require any action by the participant, rather it is a overall review of a participant’s performance while in Aviate.
 - A bachelor’s degree is strongly preferred for transition to United Airlines, however select relevant leadership experience will be considered as a substitute. Determination of leadership experience (whether with a United Express carrier or elsewhere) in lieu of a bachelor’s degree is at the sole discretion of United.

If I join Aviate, is it mandatory to upgrade to Captain?

United values the leadership and experience that pilots gain while serving as a Captain in Part 121 operations. Although upgrading to Captain is currently not required for Aviate, it is strongly encouraged.

In addition to the leadership and experience benefits that a participant gains as Captain, he or she will also have added benefits such as increased pay with the participating United Express carrier, as well as a reduced hour service requirement of 1,500 flight hours (as compared to the standard 2,000 flight hour requirement). In the future, United may add additional incentive for participants who upgrade to Captain.

What are “performance standards” for Aviate?

Aviate performance standards are evaluated on three categories of criteria: training, discipline, and dependability.

- **Training:** Participants are expected to maintain an acceptable training record while in Aviate, with no more than two failures of certificated regulatory checkrides after entering the FIFO list. A certificated regulatory checkride is defined as any checkride conducted under Part 121 or Part 135 operations.
- **Discipline:** Participants are expected to maintain a disciplinary record acceptable to United. Review and impact of all disciplinary actions by a United Express carrier

on a Participant's eligibility to remain in the Aviate program are at the discretion of United.

- **Dependability:** Participants are expected to maintain the same dependability standards as United's employees, meaning no unexcused documented occurrences of any of the following (i.e., such occurrences must have doctor's notes, etc.), unless such occurrences are considered Approved Leave:
 - Sick call over a company recognized holiday.
 - Failure to operate an assigned flight or event without notice.
 - Notification of sick leave less than two hours prior to a scheduled event.
 - Sick call impacting an assigned training event.
 - Failure of the Participant to be contactable when required.
 - Sick call prior to or following a scheduled vacation.
 - Greater than four absences in a rolling 12-month period – subsequent legs of a trip will not be counted as individual absences, rather will be counted as one absence (e.g. a four-day trip will count as one absence not four)

What about prior training failures? Do these count towards the two failures allowed by Aviate?

No, only failures after you have been accepted to Aviate will count towards the two failure maximum described in Aviate's performance standards.

Any historic failures will be reviewed as part of your holistic application when you first apply to Aviate. Please note, training failures must be disclosed in your program application; failure to do so could result in removal from the program.

How far back do you look at dependability records?

We aim to review a candidate's entire performance history, but there is no defined limit for historic absences. Rather, documented absences will be reviewed as part of a candidate's holistic application.

What is the First-In First-Out list?

The FIFO list is a registry of Aviate participants, in order by date of entry into the program.

Your position on the FIFO list influences the order in which you transition from a United Express carrier in Aviate to United. When selecting Aviate candidates for transition to United, United will start with participants who have met their transition minimums at the top of the FIFO list. For the United Express entry point, your date of entry onto the FIFO list is the date of your Acceptance Board of Review.

The FIFO list is unique to United and provides you a transparent process in your journey from United Express to United.

How frequently are Participant records reviewed prior to transition to United?

United intends to maintain oversight of participants in the Aviate program. In the future, participants may spend many years in the program (particularly for those who join at an early entry point such as the University Path), so continuous oversight will help support the coaching program and will enable rolling validation of completion of the transition minimums for Participants.

How long will I be on the FIFO list before I transition to United?

You will transition to United from the FIFO list when you reach the top of the eligible participants, so long as your eligibility criteria are met. For incumbent UAX pilots joining in 2019, you will be on the list no less than 6 months if you have already fulfilled your 24 months and 2000 hour requirement. Your place on the Aviate FIFO list will be visible to you, although the names above and below you will not initially be available to you. We expect participants in the Aviate program will transition to United more quickly than other processes in nearly all cases and will have visibility into their place on the FIFO list so they can see progress towards their goal of becoming a United pilot.

Are there any percentages of pilots that United must take from my carrier?

No. United's goal with the Aviate program is to hire the highest percentage of pilots from the program into United as possible. Many military pilots will continue to enter United through the traditional path but, over time, the majority of non-military United hires will be from Aviate. United looks forward to the advantages of being able to coach and develop pilots over time prior to their transition to United.

Does Aviate include any mentorship, development, or leadership programs?

Yes! Aviate includes a robust coaching and development program that includes many beneficial attributes, such as:

- Bespoke matching system to connect you with a best-fit coach.
- Recurring time for you and your coach to discuss career development, life as a United pilot, and any questions you may have.
- Dedicated offsite leadership training opportunities.

What if I am a participant in the previous United CPP with either Air Wisconsin, Mesa, ExpressJet, or CommutAir?

- If you are a participant in the previous United CPP, having executed an agreement to enter the United CPP after completion of a successful Acceptance Board of Review, you are **automatically transferred into Aviate**. You will be required to sign a transition agreement to signify this transfer into Aviate, but you will not have to complete any additional interviewing or selection process requirements.
 - If you are in the process of applying to the previous CPP (e.g., you completed the Hogan Inventory but did not complete the panel interview or receive a conditional job offer), you will be required to apply to Aviate.
- Once you have completed the United qualifications (***How and when do I get hired by United?***) and completed the Aviate transition minimums specific for previous United CPP Participants, you will be reviewed by United’s Transition Board of Review. You will be eligible for United’s Transition Board of Review upon meeting the below service minimums:
 - Previous United CPP Participants are required to complete 2,000 total flight hours (SIC & PIC) *or* 1,000 PIC flight hours.
 - Note, if you are a participant in the previous United CPP, you are not required to meet the additional six-month active service minimum that applies to new Aviate participants but you do need to have six months of active service prior to transition (i.e.the six months can be backwards looking). Upon satisfying the service minimums stated above and United qualifications, you will be eligible to transition to United.
- **All existing successful CPP participants will be placed on the FIFO list ahead of any new Aviate participants.**
- Within the group of existing CPP participants, your position on the FIFO list, relative to others from your United Express carrier, will be based on your seniority number within your United Express carrier.

If I am at a United Express carrier that flies for another airline besides United, am I eligible for Aviate?

Yes; if your airline is an Aviate partner, you are eligible to apply. For pilots flying under another airline’s banner presently, Aviate policy will require that candidates fly under the United operation for the last 6 months of their service prior to transition to United and that they must have completed a minimum of 24 months and 2000 hours of United service at the carrier—it needn’t be immediately prior to transition and could be years prior. The months and hours requirement must be fulfilled at the current United Express partner. The above stated requirements would have to be met to transition to United. United may modify this policy in the future.

I am in the military while I am also flying for my United Express carrier - do I get credit for military time?

Time spent in the military while employed with your United Express carrier is counted towards your transition minimums in two ways:

- First, time spent on military leave, mobilization, or otherwise called to active duty, will count one-for-one up to a maximum of 50% towards your 24 month transition minimum (i.e., a maximum of 12 months)
- Second, if you are flying a fixed-wing aircraft while on military leave, mobilization, or otherwise called to active duty, your flight time will count one-for-one up to a maximum of 50% towards your 2,000 hour total time or 1,500 hour total time (for those who upgrade to Captain) transition minimum (i.e., a maximum of 1,000 hours or 750 hours respectively)

Time spent on military leave, mobilization or otherwise considered active duty before employment with your United Express carrier will not be counted towards your transition minimums. Additionally, flight time acquired during these periods before employment with your United Express carrier will also not count towards your transition minimums.

Will Aviate participants have a seniority number with United?

No. Aviate participants will be given a seniority number at the time of official hire at United, in accordance with the collective bargaining agreement, but not before.

Do I have to participate in Aviate to be a pilot at a United Express carrier participating in Aviate?

No. Participation in the Aviate is strictly voluntary.

What does the future hold for pilot hiring at United?

We aim to hire more than 10,000 pilots in the next decade. With the largest fleet of wide-body aircraft in North America, we're looking for the best and brightest to fly us forward.

What if I can get hired by United faster through their traditional pilot hiring process?

By accepting an offer to Aviate, you will be expected to complete your commitment to United's Aviate program and remain in Aviate on your way to a United flight deck. Those who are in Aviate are not eligible for hire by United through the traditional hiring process. If you are a participant in Aviate, in order to apply to United through the traditional process, you will be required to withdraw from Aviate first.

Please know that withdrawing from Aviate may jeopardize your competitiveness to enter United through the traditional hiring process.

Aviate is designed to be the fastest path to a United pilot job for the majority of pilots.

Why should I consider United?

United's shared purpose is "Connecting People. Uniting the World." We are more focused than ever on our commitment to customers through a series of innovations and improvements designed to help build a great experience: Every customer. Every flight. Every day.

We are proud to offer:

- World's most comprehensive global route network, including world-class international gateways to Asia and Australia, Europe, Latin America, Africa and the Middle East with non-stop or one-stop service from virtually anywhere in the USA
- A modern, fuel-efficient fleet
- Most widebodies amongst all U.S. airlines
- Industry's leading training and training and innovation programs
- Culture of employee inclusiveness and development
- Highest growth rate of major U.S. airlines
- Top customer-facing amenities to include industry-leading loyalty program, United Clubs and onboard products
- Optimal hub locations in seven cities, including hubs in the four largest cities in the United States