

At Endeavor Air we believe in Building Great Teams and Industry Leaders. Endeavor's performance operations and on-going success is driven by our people. We have created an employee forward culture that has made us the most successful Regional Airline in the Industry. No other Regional reflects the Delta Brand better than Endeavor Air.

As the Regional Industry grows and experiences changes ahead; we feel that we are aligned and set up for success. Our Leadership Team consistently surveys the organization and utilizes the employee feedback directly to better understand our people, develop our processes, and build our organization.

TELL YOUR FRIENDS TO COME BE A PART OF THE ENDEAVOR SUCCESS STORY!

Leading Annual Compensation

- Industry Leading First Officer Compensation of \$50,000 ANNUALLY
 - At Endeavor PILOTS will NEVER have to accept less than \$50,000 again to follow their dreams!
- Here's how you get to \$50,000 annually:
 - \$30.00 First year starting pay rate with a 75 hour monthly guarantee, plus
 - \$23,000 Additional Income every year through December 2018 for ALL Pilots (Contractually Guaranteed)

Delta Guaranteed Interview Program (DGI)



- Delta Air Lines Guaranteed Interview for ALL Endeavor Pilots
 - Program requirements: apply to participate in DGI Program
 - Endeavor Pilots ONLY require 24 months as a Captain
- Endeavor Pilots are still eligible to apply to Delta Off the Street (OTS) concurrently with program
- ONLY Regional Airline to offer a Career Path to Delta Air Lines

Quality of Life Matters & Commuter Benefits



- Highest Priority Jumpseat on Delta flights above all other Delta Connection
- Highest Priority Boarding on Delta flights for all leisure travel above all other Delta Connection
- Free and Reduced Air Fare to any domestic or internationally location Delta or a Sky Partner flies
- 100% deadhead pay and opportunity to deadhead to home vs crew base
- Company paid parking in Crew Base location or assisted paid parking at home airport
- Industry leading benefits package (Medial, Dental, Vision, 401K, Bonuses)

Endeavor Pilot Updates



- Endeavor Management consistently reviews and revises the Collective Bargaining Agreement
 - From Day 1 – you will learn to use same callout, flows, manuals, AQP training, etc.
 - Endeavor Pilots experience a seamless transition into their Delta Pilot Training

If you have any questions, please feel free to contact the Pilot Recruitment Team directly at:
Phone: 612.266.1470 or Email: Pilot.Outreach@EndeavorAir.com.

THANK YOU AND WE LOOK FORWARD TO WORKING WITH YOU!!