

Delta Guaranteed Interview Program For Endeavor Air Pilots

Delta Air Lines (“Delta”) and Endeavor Air, Inc. (“Endeavor”) have jointly agreed to institute the Delta Guaranteed Interview (“DGI”) program through which Delta will offer guaranteed interviews for pilot employment to Endeavor seniority list pilots subject to the following terms:

1. **Eligible Pilots.** In order to be eligible for a DGI, a pilot must:
 - a. Be on the Endeavor pilot system seniority list with a date of hire of July 16, 2015, or later; and
 - b. Request in writing to participate in the DGI program in accordance with the process and procedure established by Delta and Endeavor. A pilot who meets the eligibility requirements in paragraph 2 may bypass the opportunity to interview and still retain the right to submit a request to participate in the DGI program at any time up to 90 calendar days from the date that Delta or Endeavor either jointly or individually exercise the right of program termination contained in paragraph 5.
 - c. Subject to all pre-requisites and limitations contained herein, interviews for eligible pilots will be provided in seniority order.
2. **DGI Eligibility Requirements.** In order to participate in the DGI program, an eligible pilot under Paragraph 1 above must, at the time his name is submitted to Delta for a DGI, comply with the following:
 - a. Meet all of Delta’s established objective hiring criteria and requirements in place at the time the interview is offered and complete all applicable forms, paperwork or other application processes required by Delta of other applicants.; and
 - b. Participate in the full Delta selection process in place at the time the interview is offered; and
 - c. Agree to the release of all employment and training records when requesting to participate in the guaranteed interview program; and
 - d. Served at least twenty-four (24) months in active status as a Captain for Endeavor.
 - e. For the purpose of determining whether a pilot has met this requirement, a Pilot will be deemed to be in active service unless he is on a medical leave, other unpaid leave of absence and/or Long Term Disability, military leave of greater than thirty (30) days, Furlough, periods of de-qualification that cause the pilot to be removed from pay status and that are not caused by the Company, suspension without pay, or Time Off Without Pay. A pilot who is on ESL or approved FMLA will be considered to be in active service. A pilot who is Occupational Injury Leave (OJI) will be considered to be in active service for the first ninety (90) days from the date of injury. A Pilot

who is not in active service for more than fourteen (14) days in a month will not receive credit for that month toward the twenty-four (24) month commitment;

3. Off The Street (“OTS”) Interviews.

- a. Pilots currently or potentially eligible for a DGI may elect to interview with Delta as an OTS candidate provided the interview is obtained through Delta’s full screening process applicable to other OTS candidates. An OTS interview will include any subsequent interview opportunities that other similarly situated OTS candidates have available.
- b. However, a Pilot who is eligible to participate in the DGI program, but who elects to interview with Delta as an OTS candidate, will no longer be eligible for a DGI once his OTS interview takes place regardless of its outcome.

4. Number of DGIP Interviews

- a. Endeavor will submit an average of twelve (12) eligible pilots to Delta each month for interviews at a minimum under the DGI program, subject to the following:
 - i. Delta must be offering new hire pilot positions; and
 - ii. The number of DGs will not exceed 30% of the interviews Delta is offering in any given month; and
 - iii. The DGI commitment will be measured on December 31st of each year the program is in place; and
 - iv. The number of DGIs may be reduced by Endeavor if the total number of CJOs to Delta in any given calendar year is projected to exceed 20% of the total number of active status Captains at Endeavor.
- b. Successful DGI pilots under this program will move to Delta based on Delta’s procedures in place at the time of the interview and will mirror the process for OTS candidates as closely as possible.

5. DGI Program Duration. The DGI program for Endeavor pilots will remain in effect so long as Delta and Endeavor agree to keep the program in place. Either party may, at their discretion, terminate the DGI program subject to the following:

- a. Any pilot hired at Endeavor before the DGI program is terminated will remain eligible for a DGI so long as they are otherwise eligible. This grandfather provision will sunset 90 calendar days after the junior pilot eligible for the DGI program has reached two (2) years of active service as a Captain at Endeavor.