ENDEAVOR PILOT CONNECTION PROGRAM

For Delta Employees

As a Delta employee, you are eligible to participate in the Endeavor Pilot Connection Program and receive a $2,000 bonus for every pilot you recommend and is hired by Endeavor Air, a wholly-owned regional airline subsidiary of Delta.

Endeavor upholds the same values as Delta — aiming to operate flights to the highest degree of safety, providing a seamless travel experience for customers connecting to their mainline flights, and delivering a great place to work for its employees. The **Endeavor Pilot Connection Program** encourages Delta employee involvement in identifying candidates that possess both the qualifications and attitude to become great Endeavor pilots — as well as future Delta pilots. Endeavor and Delta recognize the value of employee recommendations and consider them to be one of the most valuable resources in identifying qualified pilot candidates.

Know a pilot who wants to fly the Delta brand? Recommend them to Endeavor and be a part of the success story.

PROGRAM GUIDELINES AND INSTRUCTIONS

Eligibility to Participate and Recommend Pilot Candidates to Endeavor

- Must be an active Delta Air Lines Employee in a full-time or part-time employment status.

Eligibility to Receive $2,000 Bonus Payment for Pilot Recommendations

- Must be a Delta Air Lines Employee on the date the recommended Pilot completes Initial Operating Experience (IOE) Training;
- Recommended Pilot candidates currently flying with other Delta Connection carriers (Compass, Republic, ExpressJet, GoJet, SkyWest) are not eligible for participation in this program;
- Recommended Pilot candidates must successfully complete the selection process, training and Initial Operating Experience (IOE); and
- Completed Pilot Recommendation Form must be submitted a minimum of 24 hours prior to the candidate's interview.

Instructions to Submit Pilot Recommendation

1. Visit EndeavorAir.com/Pilots.html
2. Under the Pilot Connection Program tab, click "Recommend a Pilot"
3. Complete the Endeavor Pilot Recommendation Form and submit a minimum of 24 hours prior to the candidate's interview

Please ensure the candidate you are recommending has applied to Endeavor Air and completed all application requirements. Endeavor Air Pilot Selection is not able to review any recommendations unless this has been completed. The Endeavor Pilot Connection Program is subject to the terms outlined in the *Recommendation Program Guidelines* found on Deltanet. All recommended candidates will be reviewed and considered consistent with Endeavor's hiring practices. If you have any questions, please contact Endeavor at Pilot.Referral@EndeavorAir.com, or visit Deltanet to see full program details and rules.

This form is intended for active Delta Air Lines employees ONLY. Payments will be submitted and processed once the candidate has been hired and successfully completes their Initial Operating Experience (IOE). All Endeavor Pilot Connection Program Guidelines and Rules apply.