



Memorandum of Understanding
Between
Mountain Air Cargo and ATP Flight School

It is the intent of Mountain Air Cargo (MAC) and ATP Flight School (ATP) to implement a Preferred Hiring Gateway designed to provide opportunities for flight instructors at ATP to eventually become new hire pilots for MAC.

The Preferred Hiring Gateway Program is primarily intended to:

- Assist MAC and ATP in selection and training of potential new hire pilots
- Assist ATP with retention of Flight Instructors
- Assist MAC with recruiting high caliber pilots
- Provide career opportunities for selected pilots
- Provide longevity credit for pay and benefits for ATP Flight Instructors

MAC and ATP require all pilots selected for, and participating in, the program to be of the highest quality. These pilots must demonstrate the skills, knowledge, professional and personal qualifications to become and perform as an airline cockpit crew member. In accordance with the above, MAC and ATP hereby agree that:

1. MAC and ATP will establish a Preferred Hiring Gateway Program.
2. MAC and ATP will ensure that there are designated representatives to coordinate the administration of the program.
3. ATP will screen and interview candidates for selection into the program.

Applicants must:

4. Pilots accepted into the program must complete the following items:
 - Complete 6 months delivering flight instruction at ATP prior to interviewing for the program
 - Candidates must possess Commercial Pilot Single and/or Multi Engine Land Instrument ratings
 - Submit completed application
 - Successfully pass interview process
 - Work continuously at ATP for 12 months prior to transitioning to MAC
 - Complete orientation visit at MAC, travel expenses will be covered by MAC
5. After the completion of (1) year of full-time flight instruction for ATP and meeting MAC hiring minimums the pilot will qualify for transition to a pilot position with MAC.

6. Upon successful completion of all the steps in this program the pilot will be scheduled for an initial new hire class at MAC and they must complete the following items:

- Meet all Pilot Records Improvement Act requirements
- Participate in the Drug and Alcohol Program
- Successfully complete new hire pilot training at MAC, as applicable
- Update and submit their application online
- Complete new hire paperwork packet for MAC
- Each pilot be given credit for equivalent years of service for pay and benefit accrual once they begin initial new class at MAC

All acceptance and final hiring decisions will be subject to evaluation by MAC of each candidate's aeronautical record as well as personal and professional qualifications as presented at the time the applicant seeks to join the program. In addition, offers of active employment are contingent upon each applicant successfully completing all steps of the program. Acceptance into the program is a conditional offer of employment at MAC. Participants in this program may also qualify for MAC's Purple Runway Pathway to join FedEx Express.

7. Each party shall bear its own respective expenses for the development of the Program.

8. This Memorandum of Understanding is not a contract and does not create legally binding obligations on any party. This Memorandum of Understanding is not intended and shall not be construed to create any legally binding agreement or obligation or offer by parties or to any third party. Any binding agreement between the parties will result only upon the negotiation and execution of mutually acceptable definitive agreement for such matter. In addition, this Memorandum of Understanding is not intended and shall not be construed to create and partnership, joint venture, agency, association, fiduciary relationship, or other such relationship between the parties or to create any promise of employment or interview for any party. Under no circumstances shall any party be liable for damages of any kind, nature or description, or otherwise, to the other party or to any third party as a result of any actions or omissions taken pursuant to the instrument. It is acknowledged that ATP Flight School may enter similar arrangements with other airlines to provide opportunities with other airlines for its students.

Mountain Air Cargo Representative:

ATP Flight School Representative:

Printed Name: Craig A Bentley _____

Printed Name: Paul Templeton

Signature: [Handwritten Signature]

Signature: [Handwritten Signature]

Title: President/Chief Executive Officer

Title: Director of Airline Relations

Date: 4-21-2019

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