



AVIATE™

UNITED 

A STAR ALLIANCE MEMBER 

UAX Aviate

FREQUENTLY
ASKED QUESTIONS

What is Aviate?

Aviate is United Airlines' pilot career development program, offering both aspiring and established pilots the most direct path to becoming a United First Officer and, ultimately, Captain.

Aviate's goal is to attract outstanding people who want to join the very best team of pilots in the aviation industry.

What has changed?

United is proud to announce some enhancements to the Aviate program affecting pilots at Aviate-participating United Express (UAX) carriers, which offers an even more direct path to United.

As of February 22, 2022, all pilots at Aviate-participating UAX carriers will now be able to join Aviate, by simply opting in to the program – no interview, application, or assessment required. As a participant of Aviate, pilots will receive a Conditional Job Offer (CJO) and can ultimately flow to United based on their Aviate entry date, pending service minimums and meeting transition requirements.

Through a simple opt-in process, pilots will gain access to additional exclusive Aviate benefits such as access to senior leadership and learning tools.

How do I join Aviate via the UAX Entry Point?

Aviate's UAX Entry Point is designed for pilots who are eligible employees at an Aviate-participating UAX carrier. With the most recent update to the Aviate program, there will no longer be an Aviate interview at the UAX Entry Point. Once at a UAX carrier, a pilot will be able to opt in to Aviate and can transition to United based on their Aviate entry date, pending service minimums and meeting transition requirements.

What are all of the recent enhancements to the Aviate program?

Below is a summary of key updates to the Aviate program relevant to pilots at Aviate-participating UAX carriers as of **February 22, 2022**. Please contact aviate@united.com if there are questions.

Process Updates

- There is no longer an application, interview, or assessment to join Aviate at the UAX Entry Point. Instead, pilots at UAX carriers can choose to opt in to Aviate by completing an election form. Candidates will then receive a verification communication confirming their acceptance into Aviate.
 - **Note:** employees in non-flying roles (i.e., simulator instructor, ground instructor, etc.) that are not on the carrier's pilot seniority list are not eligible to opt in
- Transition to United will be based on carrier-specific Aviate transition lists, ordered by "Aviate entry date" (no longer a universal FIFO list)
 - For current Aviate participants, this means no change. Their Aviate entry date is the same as their First-in First-Out (FIFO) date
 - For eligible UAX pilots who are not currently Aviate participants, their Aviate entry date will be the date they opt in to the program
 - For UAX pilots who opt in by **March 31, 2022**, their Aviate entry date will be **March 31, 2022**
 - For UAX pilots who opt in after **March 31, 2022**, their Aviate entry date will be the day their opt-in request is received
 - For future UAX pilots, who are not already Aviate participants, their Aviate entry date will be the day they are hired if they choose to opt in within their first 30 days of joining United Express; if they opt in later, it will be the day their request is processed
 - For future UAX pilots who are Aviate participants prior to joining UAX, their Aviate entry date will be the date they joined Aviate
 - For pilots that have the same Aviate entry date, they will be listed in order of seniority at the UAX carrier
- Aviate participants are still able to apply to United through the traditional United hiring process. If an Aviate participant receives an interview for United through the traditional process and accepts the interview (by scheduling an interview date), they will be withdrawn from Aviate.

How can I determine if I am eligible to opt in to Aviate?

A candidate will only be permitted two attempts to join United as a pilot, whether through Aviate, a prior Career Path Program (CPP), and/or United's traditional pilot hiring process.

Candidates who previously attempted to join Aviate at non-UAX Entry Point are eligible to opt in immediately.

Candidates who have previously attempted to join Aviate through the UAX Entry Point, a prior CPP, or United through United's traditional pilot hiring process but were unsuccessful in their first attempt are not eligible to apply, or opt in to Aviate but remain eligible to apply to United through United's traditional pilot hiring process after waiting 12 months since the first failed attempt.

Attempt means completing an interview, or scheduling an interview but failing to appear for such interview, for Aviate, any prior CPP, or United through United's traditional pilot hiring process. Completing the Leadership Inventory alone will not be considered an attempt.

What are transition updates?

United **aims to hire up to 24% of the Aviate transition list each year** at each participating UAX carrier. United aims to transition 1-2% of the Aviate transition list per month at each participating UAX carrier

United highly values the experience gained by completing a bachelor's degree, however we understand that many of those skills can be built through real world experience like serving as a Captain at our valued Aviate-participating UAX carriers

- In order to be eligible for transition to United, Aviate participants must have a bachelor's degree, or graduate from United Aviate Academy, or obtain 1,000 flight hours as a Captain at an Aviate-participating UAX carrier

What makes Aviate different compared to similar programs at other airlines?

Aviate offers a more direct relationship with United while Aviate participants are at their UAX carriers, providing transformational advantages for their pilot career. Including:

- **Growing pipeline of talent.** United aims to hire 24% of the Aviate transition list each year at each participating United Express (UAX) carrier.
- **A simple, direct path.** Aviate participants can transition to United as a First Officer upon successful completion of the Aviate program and hiring requirements.
- **Culture.** You'll gain deeper connections with our United team, with access to senior leadership, site visits and tours, and an inside look at our inclusive culture.

How do pilots know if they are eligible for Aviate's UAX Entry Point?

- Pilots must be employed with an Aviate-participating UAX carrier
 - Aviate-participating UAX carriers include Mesa, Air Wisconsin, CommutAir, and GoJet
- In addition to the above, pilots must also:
 - Have a high school diploma or GED equivalent
 - Be willing to sign a release permitting United Airlines access to relevant work records on file with the UAX carrier
 - Meet the eligibility requirements, including number of interview attempts, outlined above

How does the opt-in process work?

- All pilots at Aviate-participating UAX carriers are advised to please complete the opt-in form that will be distributed by United
- This opt-in form will allow pilots at Aviate-participating UAX carriers to self-verify and confirm they meet the eligibility requirements, as well as acknowledge that they are aware of the transition requirements to successfully transition to United
- Pilots who meet the eligibility requirements will then receive an acknowledgment that their opt-in form has been processed. At this time, they will receive a participant agreement which requires their signature
- Pilots who do not meet the eligibility requirements will be notified that they are ineligible to opt in to Aviate

What should pilots do if they are ineligible to opt in to the Aviate program?

Pilots that are not eligible to opt in to the Aviate program may be eligible to apply through the traditional United pilot hiring process. See the eligibility section for full details.

What if pilots don't want to opt in to the Aviate program?

Opting in to the Aviate program is voluntary. We strongly encourage pilots to opt in. It is the most secure and certain path to United with a Conditional Job Offer (CJO) and no interviews, applications, or assessments.

How do these updates to the Aviate program impact pilots if they are currently Aviate participants and at an Aviate-participating UAX carrier?

They don't! Please be assured that current Aviate participants are already on the Aviate transition list in order of their date of entry into the program (previously their FIFO date, now referred to as their Aviate date). They will transition to United based on that date, pending their service minimums and transition requirements are met.

In what order will opt-in requests be processed?

- In order to process large volumes of opt-in requests during the initial stage, submissions received from **February 22, 2022, to March 31, 2022**, will be grouped into a single “wave”. We encourage all eligible pilots to opt in during this wave
 - Within the wave, all processed opt-in requests will have the same entry date for the Aviate transition list and will be ordered based on carrier seniority (within their respective carrier). It does not matter when pilots submit their forms as long as it is during this initial stage
- After **March 31, 2022**, opt-in requests will be reviewed in the order they are received and on a rolling basis. Pilots will be placed on their carrier’s Aviate transition list the date their opt-in request is processed

How and when do Aviate participants get hired by United?

- United Airlines must be hiring pilots
- Pilots in Aviate must meet United’s new-hire pilot minimum qualifications, as found on the United website pilot listing (United pilot position)
- Pilots must have a bachelor’s degree, graduate from United Aviate Academy, or obtain 1,000 flight hours as a Captain at an Aviate-participating UAX carrier
- Pilots must complete both the required flight hours and service minimums, described below:
 - 24 calendar months of actively performing services as a First Officer or Captain with an Aviate-participating UAX carrier.
 - Pilots will accrue service time towards their service minimums only when flying in service to United
 - 2,000 flight hours with an Aviate-participating UAX carrier in service of United
 - 1,500 flight hours with an Aviate-participating UAX carrier if they upgrade to Captain
 - Participants who hold certain management positions (for example, management positions at Aviate-participating UAX carriers, ALPA leadership positions, LCAs, ground instructors) will be provided flight credits toward required service minimums based on their respective service.

How and when do Aviate participants get hired by United? (cont.)

- Pilots must remain in continued compliance with all performance standards described below:
 - Aviate performance standards are evaluated across three categories: training, discipline, and dependability. Pilots will have their training, dependability, and discipline evaluated based on five years of service immediately prior to transitioning to United:
 - Training: Participants are expected to maintain an acceptable training level with no more than one training failure. A training failure is defined as any certificated regulatory check ride conducted under Part 121 or Part 135 operations by, or on behalf of, the FAA.
 - Discipline and Dependability: Participants are expected to maintain a disciplinary and dependability record acceptable to United
 - Pilots must be eligible to transition based on their position on the Aviate transition list
 - Pilots must satisfactorily complete other customary United pre-employment screening requirements, such as a background investigation and drug screening test. They will not need to complete another structured interview or assessment process, however, an Aviate program administrator will conduct a final review to ensure compliance with the standards of the program.

What order will participants at a UAX carrier transition to United?

- Transition to United will be based on carrier specific Aviate transition lists, ordered by “Aviate Date” (no-longer a universal FIFO list)
 - For current Aviate participants, this means no change. Their Aviate entry date is the same as their First-in First-Out (FIFO) date
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