



Flight Path Foundation

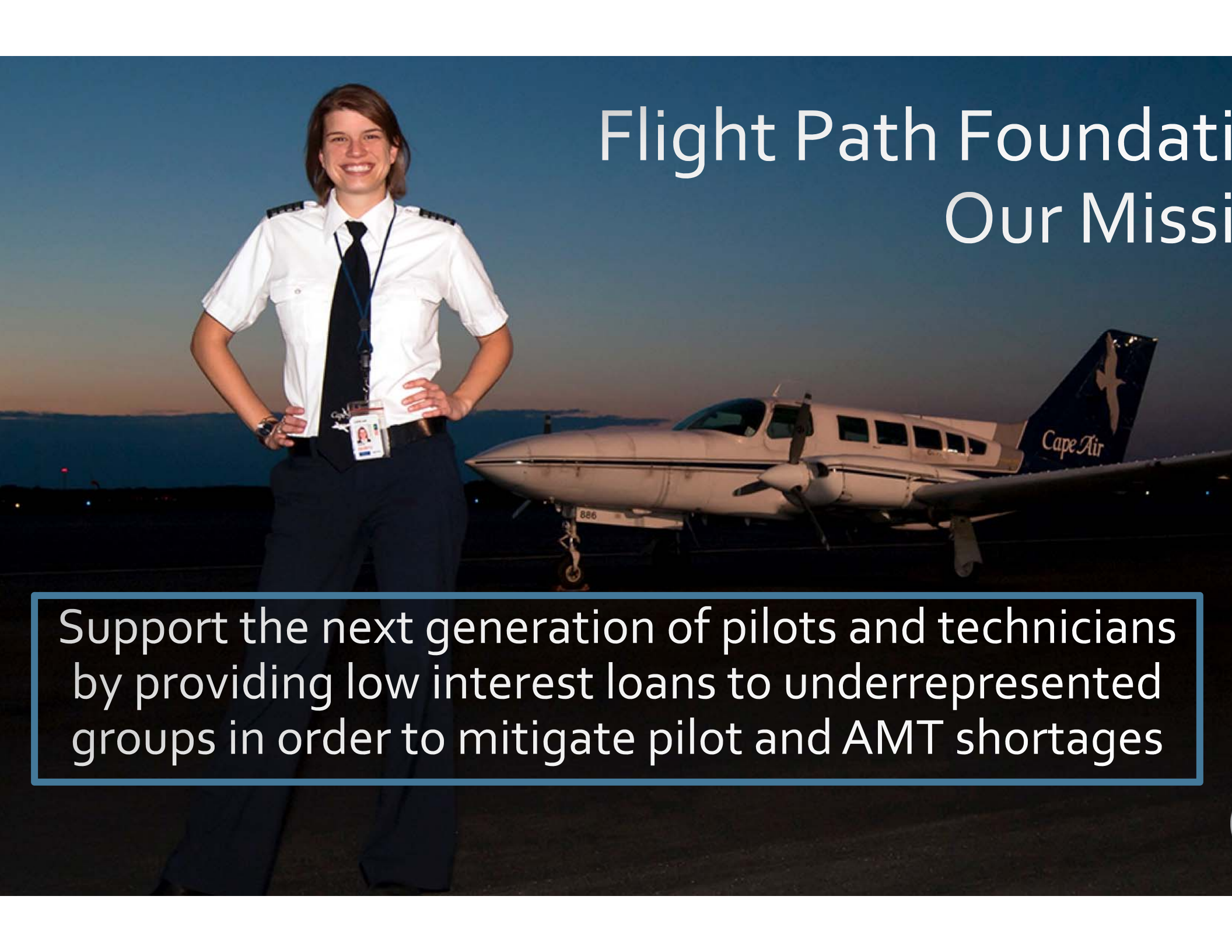
Self-sustaining financial support system for aspiring aviators

The Current Landscape



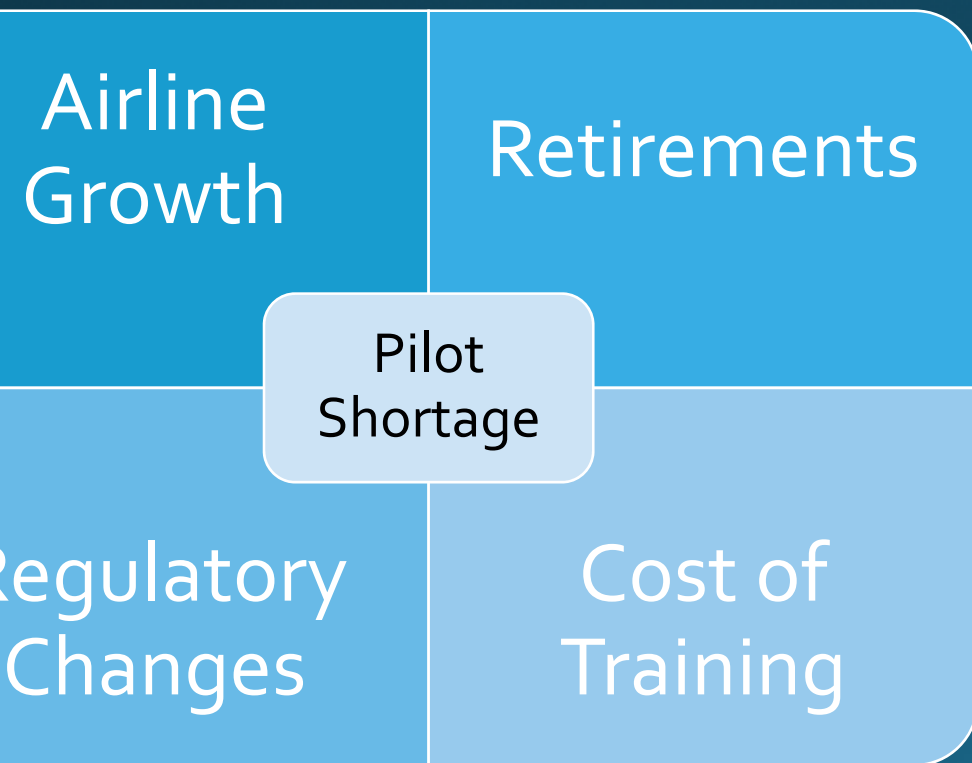
- The aviation industry is facing a shortage both pilots and aircraft maintenance technicians
- The pool of potential candidates is limited to high training costs and lack of funding to assist with those costs
- Some scholarships and loans exist, but they do not reach enough candidates to fill the industry's needs
- Women and minority groups are still severely underrepresented and should be encouraged and supported to become pilots and technicians

Flight Path Foundation Our Mission



Support the next generation of pilots and technicians by providing low interest loans to underrepresented groups in order to mitigate pilot and AMT shortages

A Shortage is Here



- Regulatory changes have led to a smaller pool of available applicants to become professional pilots
- Largest retirement wave of technicians and pilots in aviation history
- Airlines are growing more than they have in decades
- Cost of training is at an all-time high

Training Costs and Funding

Training is self-funded

Loans supply some help; Scholarships are limited

Financial support is a consistent barrier to entry for aspiring aviators.*

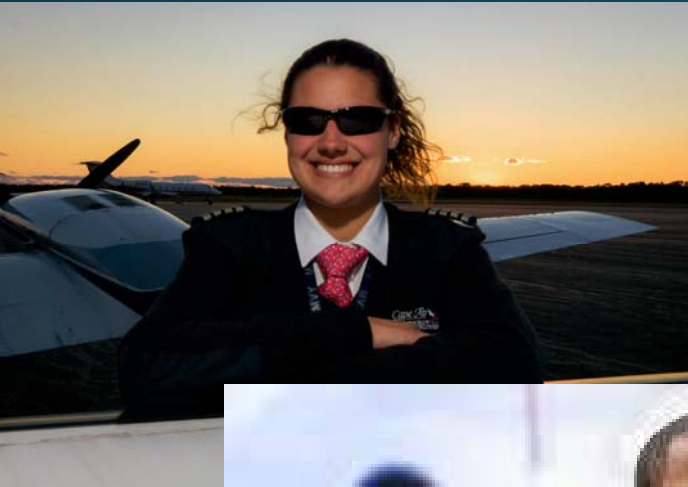
Programs like ACE entice candidates from under-represented groups but funding prohibits further pursuit

Some discontinue training because of cost; many leave aviation



**Commercial, Instrument and Multi-Engine Rating is ~\$75k
AMT at State Schools is \$18-\$30K; “For Profit” even higher**

Lack of Diversity in Aviation



- The industry is lacking a strong representation of women and minority groups
- 5-6% of pilots are women; Less for AMTs
- 2% of pilots are African American; Less for AMTs

We Still Have a Long Way to go

Lack of Diversity in Aviation Causes Loss of Quality in the Pool

The best pool of pilots has equal representation of the most highly motivated candidates from each segment of our population.

In World War II, the Tuskegee Airmen and the Women Air Service Pilots (WASPs) recruited the best and they proved themselves.

Since that time, we have lost sight of opportunities inherent in diversity.

EPF can help make a difference.

We're Missing Some of the Best Candidates by
Not Being Inclusive and Diverse

Progress...But Not Enough

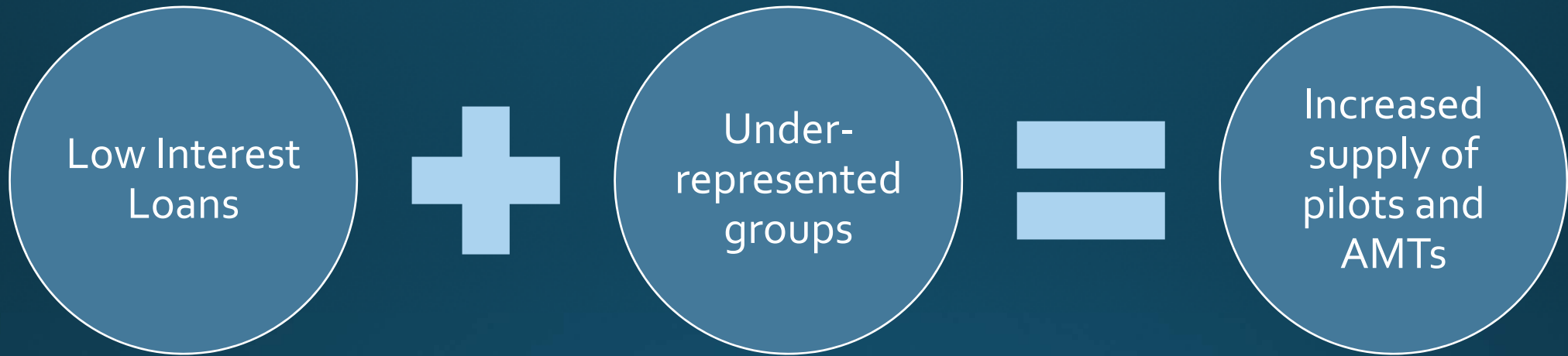
Scholarships are granted yearly by The Organization of Black Aerospace Professionals (OBAP), Women in Aviation and other organizations

Training costs, commercial loan approval and repayment continue to be obstacles, especially for underrepresented groups.



There hasn't been a self-sustaining solution until now

The Flight Path Foundation Solution



- Low-interest loans (granted in phases) for those with financial need
- Principal and Interest are repaid back to FPF to fund further loans
- New pilots: No payments until reach R-ATP minimums
 - Incentivize pilots to work as instructors to train more pilots
- AMTs: no payments until FAA A&P license granted

Loan Payment Options

Pilots	Technicians
Begin paying loan P&I upon reaching R-ATP or ATP minimums	Begin paying P&I within 90 days of completing training and eligible for FAA certification
FPF Corporate Members employing pilot and technicians may opt to pay P&I while individual is employed by them	
If pilot or technician drops out of training or leaves field, they are fully responsible for the contract and loan repayment on their own	

The FPF Organization Model

Board of Directors

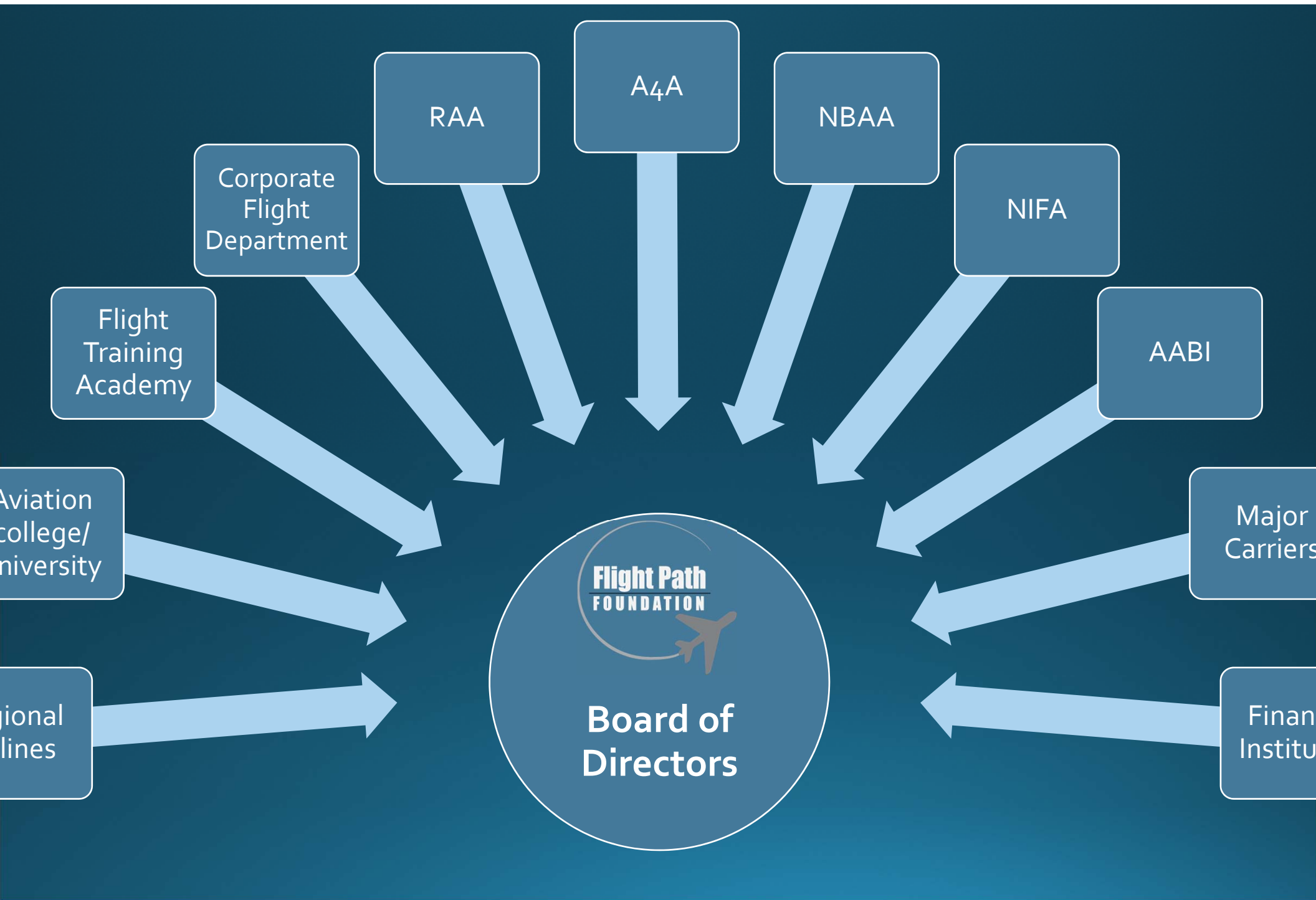
Representatives from:

- Airlines
- Corporate Aviation
- Industry Trade Groups
- Universities/Colleges

FPF Members

- Airlines
- Corporate Aviation Companies
- Training Providers
- Universities/Colleges

Aviation candidates join FPF for free



RAA

A4A

NBAA

NIFA

AABI

Major Carriers

Financial Institutions

Aviation College/University

Regional Airlines

Flight Training Academy

Corporate Flight Department

Flight Path
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Board of
Directors

The “WIIFMs”

Candidates from Underrepresented Groups

- Encouragement for a defined career path and a “funding path”
- Access to low-interest funding
- Delay in repayment until fully qualified for employment

- **Industry**

- Works with FPF to define career path and provide opportunities for funding for that path
- Knows the quality of the applicants and of training entities
- At employer’s option - pays P&I...**for those they hire**

- **All Stakeholders**

- Further inclusion of underrepresented groups
- Get the “best of the best” from all demographics
- Addresses pilot and AMT shortages

Tentative Student Career Path

(subject to FPF Board action)

- Attend Flight Path Foundation Member Training Academy or University
- Pilots - work as flight instructor for 1,000 hours or one year and then continue work with FPF-member aviation company.
- Technicians - work for FPF-member aviation company for at least two years.

Self-Sustaining Loan Program

- All payments return to “aviation loan program” under control of Flight Path Foundation (501(c)(3))
- Each year’s grant amount is based on repayment funds from gaining entities
- Loan application and approval process TBD by FPF Foundation Board



FPF Staff and Resources

- Part-time executive director
- Part-time administrative support
- Remote meeting capability to reduce expenses
- Overhead ratio targets set by board, with grant application process and fundraising most critical needs

Program Framework and Loan Process

Initial and Ongoing Framework

- Revolving annual membership for loan-selection committee
- Committee establishes initial criteria to be approved by full board
- Committee will periodically review criteria and make recommendations to board
- Subject to annual independent audit

Loan Process

- Set timeline and advertise biennial window period for applications
- Review applications
- Grant loans
- Establish repayment timelines and process

Program Launch

- Initial grants and donations needed
- Explore public sector (e.g. Perkins Act) and private foundations for start-up funds
- First loans will be granted when foundation has at least \$500,000 available
- First four years of loans will be allocated for sustainability, as defined by board

FPF Founders

- Jay Bailey – Delta Air Lines and Atlanta ACE Program
- Krista Poppe – JetBlue Airways pilot
- Dave Bushy – Delta Air Lines, JetBlue Airways and Cape Air (retired)
- Linda Markham - Cape Air – President
- Nancy Shane – Accenture – Management Consulting Manager
- Amy Majewski – Endeavor Air – Corporate Communications
- Eric Poole – JetBlue Airways – Base Chief Pilot
- Peter Morton – Boeing (retired)

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The logo for the Flight Path Foundation features the text "Flight Path" in a large, bold, white sans-serif font, with a thin horizontal line underneath it. Below the line, the word "FOUNDATION" is written in a smaller, bold, white sans-serif font. The text is centered within a large, light blue circular arc that is open at the bottom right. To the right of the circle, there is a stylized, light blue silhouette of an airplane in flight, angled upwards and to the right. The entire logo is set against a dark blue background.

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Thank you!

Flight Path Foundation