



UPS Airlines

Presented By Dan Sherlock



A large, stylized graphic of the UPS logo, featuring the letters 'UPS' in a bold, blue, sans-serif font with a white outline, set against a dark blue background with a subtle grid pattern. The graphic is positioned on the left side of the slide, partially overlapping the yellow header.

Operational Overview

UPS Airline:

- Started in 1988
- Louisville, KY
- 22,500 UPS employees (SDF)
- 444,000 employees-Worldwide
- Atlanta, GA (UPS Corporate)
- 362,000 - Domestic
- 82,000 - International

Operational Overview

UPS Serves:

- 10.3 million customers daily
- Every address in North America
- Every address in Europe
- Over 220 Countries and territories
- Global Brand
- Respected around the world





Operational Overview

UPS Delivery Volume - 2016:

- 4.9 billion annual
- 19.1 million daily
- Shipper and receiver (38.2 million people)
- More than one customer



Operational Overview

UPS Key Words for the future

- Invest
- Grow
- Deliver

S2-FIA-2

Operational Overview

Key Factors

- Automation
- Technology
- Capacity
- Smart Logistics
- Investing in the next generation





Operational Overview

UPS Delivery Fleet:

- 108,210 package cars, vans, tractors and motorcycles
- 420 leased aircraft
- 237 jet aircraft
 - ➔ B757-200 (75)
 - ➔ MD-11 (38)
 - ➔ A300 (52)
 - ➔ B767-300ER (59)
 - ➔ B747-400 (13)
 - ➔ **Adding 747-8 (14)**

The image shows a vertical graphic on the left side of the slide, featuring the UPS logo in a stylized, textured font. The logo is primarily brown and gold, set against a dark blue background with a fine grid pattern. The letters 'U', 'P', and 'S' are visible, with the 'U' being the most prominent.

Operational Overview

UPS Domestic Air Hubs:

- Columbia, SC (CAE)
- Dallas, TX (DFW)
- Ontario, CA (ONT)
- Louisville, KY (SDF)
- Philadelphia, PA (PHL)
- Rockford, IL (RFD)

Operational Overview

UPS International Air Hubs:

- Cologne/Bonn, Germany (CGN)
- Hong Kong (HKG)
- Miami, FL (MIA)
- Shanghai, PRC (PVG)
- Shenzhen, China (SZX)





Operational Overview

- 2704 Crewmembers
- UPS Crewmember Domiciles
 - Anchorage, AK (ANC)
 - Louisville, KY (SDF)
 - Miami, FL (MIA)
 - Ontario, CA (ONT)



Line Pilot Hiring Review

- 2017 - 325
- 2016 - Hired 62
- 2015 - Hired 84
- 2014 - Hired 40
- 2008-2013 - No Hiring
- 2007 - Hired 232



Line Pilot Hiring Review

- New Hire Assignments
 - First Officer
- New Hire Demographics
 - 46% Current/Former Military
 - 54% Civilian



Competitive Qualifications

- 6,949 Total Flight Time (average)
- 3001 Total PIC Time (average)
- Bachelor's Degree or higher
- One or more UPS employee referrals



Minimum Requirements

- Unrestricted ATP Certificate, Airplane Multi-engine Landing (AMEL)
- Current First-Class Medical
- FCC Restricted Radiotelephone Operator Permit
- Valid passport
- Authorized to work in the U.S.



Minimum Requirements

- Line Pilot Position
 - 1,500 Total Fixed Wing Hours

- Management Position
 - 4000 Total Fixed Wing Hours
 - Leadership roles/experience



Preferred Requirements

- Turbine PIC – 1000 hours
 - Fixed-Wing
 - Jet and/or
 - Multi-Engine Turbo Prop
 - As defined in 14 CFR 1.1

- Change as of Jan 2017

Hiring Process Information

- Must meet minimum requirements
- Application and flight specific experience “scored”
- Pre-screen process
- Hogan Assessment
- Interview and Simulator Evaluation
- Decision to place in “pool” or reject





Application Process

- www.upsjobs.com
- Complete application
- January 1 - December 31
- Must re-apply every year



Summary

UPS is looking for:

- Attitude
- Strong work ethic
- Commitment to customer
- Commitment to UPS
- UPS Culture
- Leadership
- Professionalism



UPS Pilot Hiring Team

- Dan Thomas - HR Manager
- Lorrie White - HR Supervisor
- Jean Thompson - HR Interviewer
- Mark Kurtzahn - FQS Interviewer
- Dan Sherlock - FQS Interviewer
- Larry Parker - FQS Interviewer
- Frances Perryman - FQS Interviewer
- Angie Miller - Lead HR Administrative



UPS INTERNSHIP PROGRAM

- Junior, Senior or up to 2 years post-grad
- Commercial, Multi, Instrument
- Preferred CFI and 500 TT
- Paid Position, 401K, UPS stock purchase plan
- Flexible start dates based on school schedule



UPS GATEWAY PROGRAM

- Partnership between UPS & Ameriflight
 - Completed UPS Internship Program
 - Commercial, Multi, Instrument & 500 TT
 - Minimum of 30 months with Ameriflight
 - Completion of Gateway Program would result in a Guaranteed interview with UPS airline as a First Officer

