



Pilot Career Overview





Tradewind Aviation

Company Overview

- Founded in 2001 by brothers Eric and David Zipkin
- Tradewind Aviation is a growing Part 135 Commuter & On-Demand Operator with bases in Westchester, NY, Stuart, FL, and San Juan, PR
- Tradewind Aviation offers personal air travel – both private and scheduled service
- We are a company of over 400 team members with over 160 pilots

Our Commitment

Fly Personal.



SAFETY Fly with Confidence

Tradewind Aviation has maintained a spotless safety record for 20+ years, and continue to exceed all FAA, ICAO, and industry standards for aircraft operations, pilot training, and maintenance.

The Tradewind operated fleet of Pilatus PC-12s are world-renowned for their proven reliability, capability, and safety.



CONDÉ NAST TRAVELER READERS' CHOICE

Tradewind is honored to be named the 4th Best Airline in the U.S. by the prestigious 2026 Condé Nast Traveler Readers' Choice Awards.

We are thrilled to be recognized as a top US airline for the sixth year in a row.



CARBON NEUTRAL 2022 and beyond

Tradewind has committed to all flights meeting a 4AIR Level 1 Carbon Neutral rating from 2022 and beyond.

By flying 100% carbon neutral, Tradewind pledges to reduce carbon emissions and the environmental impact of air travel.

All Tradewind flights fund greenhouse gas and emissions reducing projects to support a sustainable future.

Goodspeed Culture



LIFTING ALL VOICES Diversity is our Commitment

Flying personal starts from within. Tradewind is dedicated to fostering an inclusive workplace that recognizes and celebrates diversity in all forms, including race, ethnicity, gender, sexual orientation, disability, religion, and more.

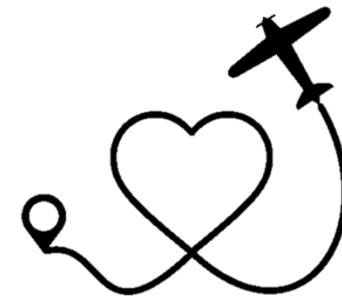
The diverse perspectives and experiences of our team members are what give meaning to our “fly personal” philosophy and enable us to deliver exceptional service.



MENTAL HEALTH Elevating Pilot Wellness

Mental health is paramount, especially for our pilots. Tradewind is committed to their well-being through our Pilot Support Program, offering assistance and resources from training onwards.

By prioritizing mental health, we ensure our pilots are better equipped to perform at their best, promoting safety and job satisfaction.



PHILANTHROPY Flying personal extends to those less fortunate.

Our company is deeply committed to philanthropy, contributing to vital organizations such as World Central Kitchen, National Breast Cancer Foundation, Redtail Flight Academy, Tango Whiskey PC-12 Squadron and many others.

Through these partnerships, we strive to make a positive impact on cancer research, education, community development, historical preservation, and aviation advancement.



Aircraft Fleet

Private Charter & Scheduled Service

Pilatus PC-12 (Legacy, NG, and NGX models) PRO-coming in 2027

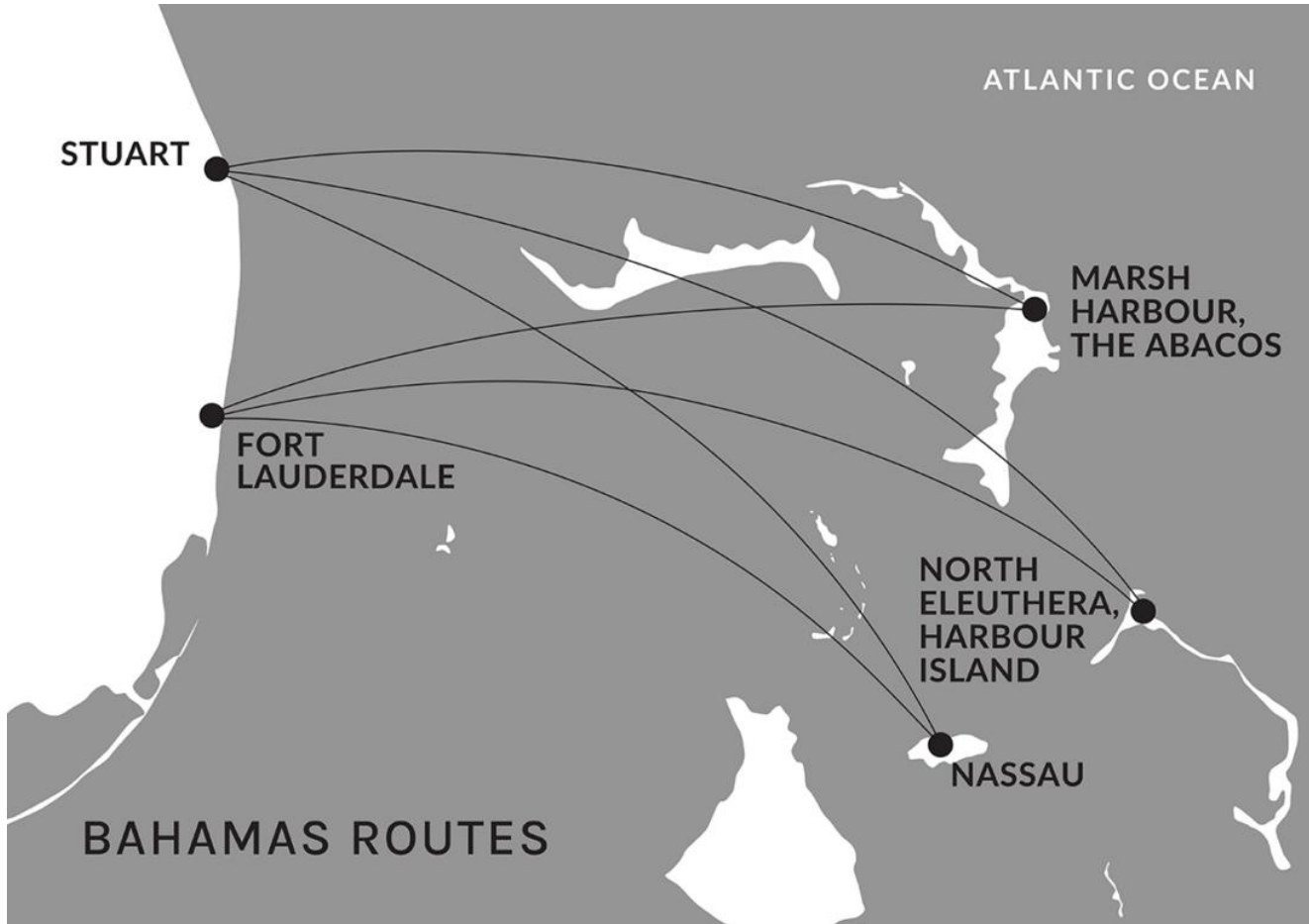
- 8 Passenger Configuration
- Single-engine Turboprop
- Range: 1,742 miles
- Cruise speed: 311 mph (270 knots)
- Ceiling: 30,000 ft

Scheduled Service Routes: Northeast



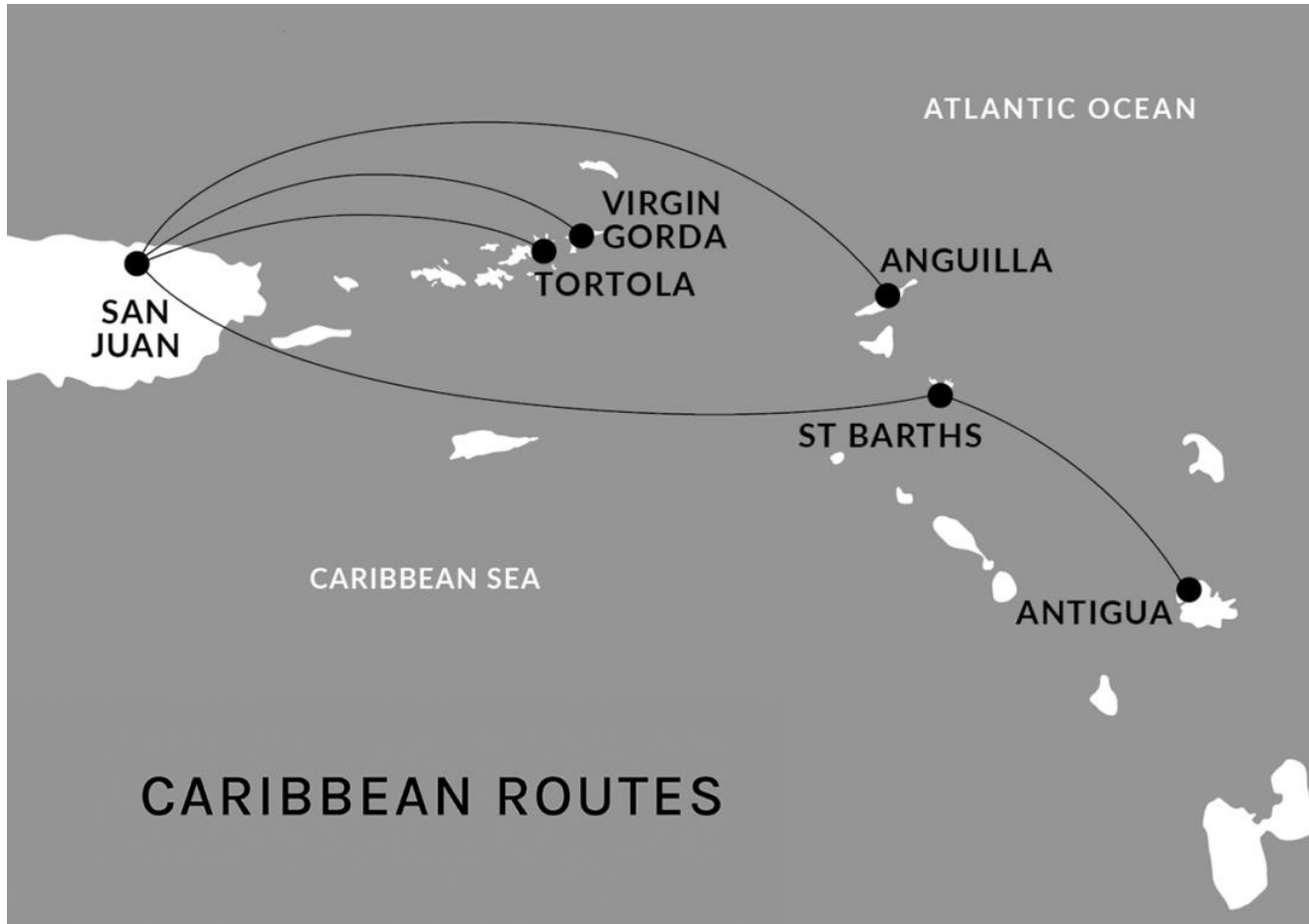
- **Westchester County Airport (KHPN)**
 - Nantucket
 - Martha's Vineyard
- **Teterboro Airport (KTEB)**
 - Nantucket
 - Martha's Vineyard
- **Hanscom Field (KBED)**
 - Nantucket
 - Martha's Vineyard

Scheduled Service Routes: Southeast



- **Witham Field (KSUA)**
 - Marsh Harbour (MHH)
 - North Eleuthera (ELH)
 - Nassau (NAS)
- **Fort Lauderdale-Hollywood International Airport (KFLL)**
 - Marsh Harbour (MHH)
 - North Eleuthera (ELH)
 - Nassau (NAS)

Scheduled Service Routes: Caribbean



- **Luis Munoz Marin International Airport (TJSJ/SJU)**
 - Tortola, British Virgin Islands (EIS/TUPJ)
 - Virgin Gorda, British Virgin Islands (VIJ/TUPW)
 - Anguilla (AXA/TQPF)
 - St Barths (SBH/TFFJ)
- **Antigua (ANU/TAPA)**
 - St Barths (SBH/TFFJ)

Pilot Requirements

Education and Qualifications, Certificates, Licenses & Document Requirements



Education

- High School Diploma or GED
- Aviation Related College Degree preferred but not required
- Successful completion of a Part 61 or 141 Flight Training Program

Qualifications, Certificates, Licenses & Document Requirements

- Valid unrestricted driver's license
- Valid unrestricted passport to travel freely where we operate
- FAA First Class Medical maintained to first class privileges
- FAA Commercial Pilot Certificate with Airplane Single-Engine Land (ASEL)
- FAA Instrument Rating
- FCC Restricted Radiotelephone Operator Permit

First Officer

Experience & Professional Skills



Experience & Professional Skills

- 800 hours total time preferred
- 75 hours night preferred
- CFII experience preferred
- Current IFR knowledge and experience
- Previous customer service experience



Reduced Hiring Requirements - United Aviate

- 600 hours total time - United Aviate Program
- 500 hours total time - United Aviate Academy
- 300 hours total time - United Aviate Academy with Recommendation from Academy Leadership

Reduced Hour Requirements - JetBlue Gateways

- 600 hours total time - JetBlue Gateways

Highly Qualified First Officer

Experience & Professional Skills



Experience & Professional Skills

- 1,000+ hours total time
- 500+ hours cross country (point to point)
- 75+ hours instrument
- 80+ hours night
- Current IFR knowledge and experience
- Previous customer service experience



Expectations

Goal: Pilots will have a quicker upgrade once they meet the Part 135 Captain Requirements and successfully pass company orientation and training.

1. Complete the First Officer check ride then initial IOE on the line
2. After successful completion of IOE and released as a line pilot, the First Officer will be immediately mentored as a Captain through our PIC upgrade program
3. Once Captain mentoring is complete and all requirements are met, the candidate will be scheduled for upgrade training to transition to the Captain role under the Tradewind 135 captain training standards.

Physical and Other Requirements



Physical Requirements

The physical demands described here are representative of those that must be met by a team member to successfully perform the essential functions of this job.

- Load and unload aircraft as necessary.
- Moderate to heavy lifting is required (up to 70lbs).



Other Requirements

- Good Moral Character
- Pass DOT/FAA compliant pre-employment drug screen and background check.
- Must be at least 18 years of age.
- Must be legally authorized to work in the United States without sponsorship

Crew Bases

- Operation bases in:
 - Westchester County Airport - White Plains, NY (HPN)
 - Witham Field - Stuart, FL (SUA)
 - Luis Muñoz Marín International Airport - San Juan, Puerto Rico (SJU)
- Pilots must be able to report to duty within 90 minutes. This requires relocation to within 60 minutes from base
- Due to our operations this position is **NOT** commutable





Shift Requirements

- You can expect to have guaranteed 13 days off a month, any less than would be paid as a Volunteer Day (following training)
 - Most schedules are 4 on / 3 off
- Schedules are released up to 30 days in advance
- Trips are pre-scheduled including 5-6 legs
- During your day, your schedule is fluid, and we ask for your flexibility
 - Max Duty Day is 14 hours
 - Rest is 10 hours (8 for Scheduled Service)
 - Most nights home, but expect to have some overnights
- Volunteer Days - On your off days, you may volunteer for additional pay and flight hours
- Requesting time off
 - Paid time (Vacation and Sick Time)
 - Options for swaps/trades and with an extensive pilot pool

Crew Rotations & Tours

- If the operation dictates the company will pay to relocate you to a different region for a temporary duty assignment, TDY.
- TDY expectations:
- NE based crews will complete tours in the Caribbean or Florida during winter months
- Florida/ Caribbean Based crews will complete tours in the Northeast during the summer months
- Pilots can expect to relocate to San Juan, PR, Westchester, NY or Stuart Florida, for 2-5 months during the region's peak seasons with the longer tours in the winter season.
- Company provides accommodations and transportation during tours away from assigned base
 - Utility & rent free - single occupancy room accommodations, with up to three pilots per condo
 - One crew car per unit



Training

- Full salary at the start of training along with single occupancy room accommodations, with up to three pilots per condo until completion of training.
- One month of training consisting of a combination of in-class lectures, online modules, and hands-on aircraft training
 - In-person training including Basic Indoc, Operator Specific Training, and Parts 91/61 Review in Oxford, CT
 - Full-motion simulator training in Dallas, TX or Tampa, FL
 - Initial Operating Experience (IOE) with a Standards Captain/Instructor



Compensation

Salaries and Pay Add-ons

- **Competitive pay scales** with established **yearly increases** and **bonuses**
- **Majority** of pilots often earn **well above** the **starting salary**
 - **Pilatus PC-12 First Officer** - Starting Salary: \$50,000 a year
 - **Pilatus PC-12 Captain** - Starting Salary: \$70,000 a year
- Compensation **add-ons increase** salaries -- these include:
 - **Per Diem**: \$3.21 Domestic and International per duty hour
 - **Overnight Pay**: \$20 Domestic, \$35 International
 - **Flight Duty Pay**: All legs flown over leg 6 is an additional \$125 per leg



Compensation

Volunteering

- **Volunteer Pay:** Receive a daily rate on your scheduled day off
 - **Pilatus PC-12**
 - First Officer: \$300 per day (\$450 starting year two)
 - Captain: \$700 per day (\$1,000 starting year two)





Team Member Benefits

Full-time Team Members are offered the following:

- Three Choices of Medical PPO plans, Prescription, Vision, Dental
- Available Flexible Spending Healthcare Account – Medical and Dependent Care
- Global Emergency Services
- PREFERRED RATES AND GUARANTEED ISSUE FOR: Voluntary Accident, Life Insurance, Critical Illness, and Legal Plans
- 401K Plan with Tradewind Aviation matching team member contributions
- Paid Time Off: vacation, sick, parental, bereavement days with vacation sell back (18 vacation, 6 sick days a year)
- Standby travel on select Tradewind scheduled flights
- ZED fair travel is available on Delta, JetBlue, United, and several other major & regional airlines
- Discounts on hotels, rental cars, wireless, shipping, and more!
- Keep all hotel and frequent flyer points

For more information, please visit: flytradewind.com/careers



Position-Specific Benefits

- Company paid uniforms
- Cockpit Access Security System (CASS)
- Crewmember Access Point (CMAP)/ Known Crewmember (KCM) - available for purchase by team member



United Aviate

Most Secure Path to United

- Tradewind is proud to be a partner of United Aviate, United's industry-leading pilot career development program which offers pilots a secure career path to the flight deck as a United First Officer.
- As an Aviate-participating Part 135 operator, candidates who are employed by or have accepted an offer with Tradewind can apply to the Aviate program and upon acceptance, receive a conditional job offer as a United First Officer.
- United Transition Requirements :
 - 1,200 hours as a PIC for Tradewind Aviation
 - Unrestricted FAA Airline Transport Pilot (ATP) certificate with airplane multiengine class rating – Tradewind offers ATP-CTP Sponsorship and multi-engine support for ATP checkride
 - All other requirements listed in United First Officer position

For more information, please visit: unitedaviate.com



JetBlue Gateways

Skip the Regionals

- Tradewind Aviation is a JetBlue Gateway partner, opening opportunities for qualified Tradewind pilots to secure a path to joining JetBlue as a First Officer.
- JetBlue Gateways requirements:
 - 18 months as a Captain with Tradewind Aviation and meet Tradewind's Flight Training Agreement
 - Reduced to 12 months, if hired through the gateway program
 - ATP-CTP – Sponsorship available with Tradewind
 - Must meet all requirements of an ATP without restriction, including 50 multi-engine hours

For more information, please visit: jetbluegateways.com

Interview Process

- Applicants apply for the job posting via the online portal
- A recruiter will review the applicant's documents and qualifications
- The first step if selected is to complete an initial virtual interview
- If the initial interview is successful, the second step is a technical interview for the candidate also done virtually.
- If the candidate is satisfactory in the technical interview, the candidate will be offered Simulator Evaluation at our corporate base in Waterbury-Oxford Airport - Oxford, CT (OXC)
- The hiring board will review all candidate factors
- The Chief Pilot will offer the candidate a conditional pilot position
- Once the candidate completes a satisfactory drug test, and onboarding paperwork, the candidate is assigned a class date, and our training department coordinates travel





How to communicate with us?

Email is the ONLY method of communication

- recruitment@flytradewind.com
- All emails are reviewed and added to applications.
- There is not a method of outbound communication
- Applications are screened, and scored weekly based on hiring need/demand
- Please do not stop by one of our operational base locations to try to reach us in person. These are operating bases and not part of the recruitment/hiring process.
- Please do not call our flight operations phone numbers, these are for operational purposes and not for recruitment/hiring process.
- Please do not message us through social media regarding the status of your application. Our social media team is not involved in the hiring process and cannot provide application updates.