



AIRBORNE

OSHKOSH//2024

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Grounded in Tradition**

**Exploring an Opportunity,
Discovering a Career**

**Find Your Place
at Piedmont**

Dear Future Aviator,

Welcome to Piedmont Airlines! We are excited for you to learn about Piedmont Airlines and discover the incredible opportunities that await you.

As an aviation enthusiast, you would be embarking on an exciting journey with a company that prides itself on operational excellence.

As a wholly owned subsidiary of American Airlines, we trace our roots back to 1931 with Henson Aviation, founded by a man whose passion for life, integrity, and compassion continue to inspire us today. Every day, we strive to emulate these values: Our mission is to add value to American Airlines by running a safe, reliable, and profitable company. Our vision is to build Piedmont Airlines to thrive forever, guided by our core values of Caring, Compliance, Communication, and Community.

At Piedmont, we're committed to offering more than just a job—we provide a lasting career in aviation. Through innovative pathway programs and career development opportunities, we ensure our team members have the tools and support they need to grow and succeed.

Today our team boasts more than 10,000 team members at nearly 85 locations across the continental United States. With three crew bases and seven maintenance bases, there is a career near you that can take you places.

We encourage you to let your career take flight with Piedmont Airlines and look forward to seeing you soon.

Piedmont's Leadership Team



Calling all Aviation Enthusiasts

We're hiring in a city near you

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GET A HANDLE ON YOUR CAREER

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FLYING THE SKY WHILE GROUNDED IN TRADITION

by Danielle Bradley



When someone asks First Officer Martin Pereyra Dottori where he is from, he will reply that he is from the world. "I've lived in Argentina, Spain and Puerto Rico so I don't feel attached to a single culture," recalls Martin. "All of those countries are a part of who I am." Having experienced three different Hispanic cultures, he proudly embraces them all.

At age seven, Martin and his family moved from Argentina to Spain where he spent the remainder of his childhood.

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He recalls memories of attending cultural parades and people dressing up for 'Semana Santa' or Holy Week and attending church with his grandmother. While attending college in Spain, he ran with the bulls in Pamplona during the Festival of San Fermin. The sport of soccer and his love of food are the common thread among all the cultures that he carries with him. "No matter where I go, I always seek Argentinian and Puerto Rican food to eat and look for a soccer field to play on."

Martin completed his junior and senior years of high school in the United States as a foreign exchange student. Although Martin's parents wanted him to be a doctor, he had other plans. "Both of my parents are doctors, but I wanted to do something cooler like fly an airplane," he recalls with a smile. In his senior year, he recalls having to share what he planned to do after high school on stage in front of his classmates. "I told my class that I





“It’s always sunny above the clouds!”

wanted to be a pilot and my classmates laughed at me,” he shares. “They thought it was too hard for me which encouraged me even more.” After graduation, Martin returned to Spain to pursue aviation. He attended one year at the European School of Aeronautics but after speaking with several people about the increased level of flight safety in the United States, he decided to finish his degree in Puerto Rico. While living in Puerto Rico, Martin learned to be resilient, surviving two major hurricanes including Hurricane Maria where he lived on the 24th floor of his building with no electricity, running water or elevators for six months. Within three months of the devastating hurricane, his classes resumed. “We had no lights in the classrooms, so we had class outside,” recalls Martin. “We were unable to fly as there was no radar available.”

When classes resumed, Piedmont Airlines recruiters visited his school in Puerto Rico, and he had an opportunity to learn what Piedmont had to offer pilots. “They shared that Piedmont was part of the American Airlines Group and had a direct flow to the world’s largest airline which got me interested.” He obtained his bachelor’s degree in Aircraft Management Systems from Inter American University and after graduation began working as a Certified Flight Instructor (CFI) to build flight hours until the

COVID pandemic put a pause on flying. He obtained his skydiving license and worked as a skydiver pilot until flying resumed.

When commercial flying ramped back up post-COVID, he learned from some pilot friends that Piedmont was hiring and offered job security and stability as during COVID, Piedmont did not furlough a single pilot. His friends also shared that the Embraer 145 was a good airplane for someone to begin commercial flying in. Piedmont is the main operator of Embraer 145s as a wholly-owned carrier for American Airlines.

Summer of 2022, Martin relocated to the United States from Puerto Rico to fulfill his dream of being a commercial pilot and joined Piedmont as a First Officer. “I enjoy the view and seeing the sun rise and set,” share Martin. “It’s always sunny above the clouds!”

In his free time, he makes every effort to visit Argentina, Spain, and Puerto Rico when he can, often taking family and friends along using his company travel benefits. “I enjoy taking my friends and family to experience part of my culture,” shares Martin. “The places are so beautiful and rich in culture that I think everyone should experience it.”



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JET INTO YOUR NEXT ERA



QUALITY OF LIFE BENEFITS

The key to building a sustainable airline is prioritizing our skilled workforce by offering industry-leading benefits that align with your personal beliefs, values, and goals. We want you to feel valued and supported. Piedmont provides Direct Entry Captains and High Time First Officers with high-quality medical benefits and 401(k) match along with the following quality of life benefits:



Click here to check out our available bonuses.



1:1 longevity pay; receive a longevity credit for time at previous airlines for compensation, sick leave and vacation.



50% bonus on select holidays for all Piedmont pilots.



Direct Entry Captains will go straight to upgrade training.



Commuting pilots in non-hub locations will receive four hotel nights per month.



Once a Piedmont Captain completes 250 hours, they will be placed on long-call reserve (a minimum 12-hour call-out).



All pilots will receive a minimum of 12 days off each month.



Contractual flow to American Airlines at five years or move to top of scale pay.



Assigned a transition coordinator to expedite the hiring process.

FIND YOUR PLACE AT PIEDMONT



Take this quiz to find out where you belong at Piedmont!

Your friends would say you are:

- a. A great problem-solver
- b. Always looking for your next adventure
- c. A planner

Your ideal office is:

- a. What office?
- b. The one with the best view
- c. Bustling and busy

If you had a superpower, it would be:

- a. X-ray vision
- b. The ability to fly
- c. Seeing the future

Your favorite movie is:

- a. Transformers
- b. Top Gun
- c. Mission Impossible

Your summer style is:

- a. Functional – ready for anything!
- b. Always looking my best
- c. I'm thinking more about my plans than my style

IN THE HANGAR

MOSTLY As

Time to inspect the status of your current career. Piedmont maintenance has the nuts and bolts you need to secure your future.



IN THE CLOUDS

MOSTLY Bs

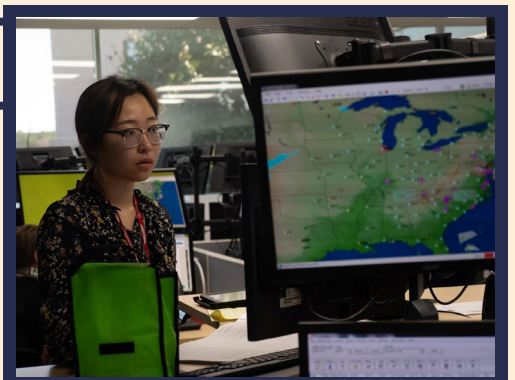
On behalf of the flight crew, it is our pleasure to welcome you aboard today's flight with service to your new career. If you look out your window, you will see the best office view available. Learn more about your next adventure in Airborne.



IN THE HEART

MOSTLY Cs

Your mission, if you choose to accept, will require you to maintain crew schedules, plan and monitor Piedmont's flight operation. Are you ready for the challenge?



BREAKING GLASS CEILINGS

by Danielle Bradley

As a young girl, Aircraft Cabin Compliance Manager Renate Freundlich recalls hearing that girls couldn't be pilots, but she still dreamed of flying the skies one day. After college, she obtained her private pilot license before pausing her career aspirations to raise a family. Years later, her passion to be a commercial pilot was reignited with goals to achieve her instrument and commercial rating in 2023.

"I'm proud to be a woman who works in aviation," shares Renate. "I have a young granddaughter now and she needs to know women can do this and that she can be anything she wants to be."

Renate grew up around airplanes in Brooklyn, New York as her stepfather was an aircraft maintenance technician for Trans World Airlines at John F. Kennedy International Airport. She earned her bachelor's degree in Liberal Arts from Brooklyn College but her passion to work around airplanes never left her. "At the time, girls were taught that we could be flight attendants not pilots," she shares. She didn't let that deter her and found a flight school where she obtained her private pilot license. Soon after she started working on her instrument ratings, she put her dream on hold to start a family.

After moving to Philadelphia and with a passion to continue working around aircraft, she worked in various airline maintenance roles from Stores to helicopter interiors. Five years later, she saw an opening for an Aircraft Cabin Condition Manager at Piedmont. Piedmont's parent





company, American Airlines had introduced a program called Cabin Condition Compliance focusing on the public's general opinion of our aircraft. "I had five years of experience monitoring helicopter interiors and thought it sounded like a great fit," exclaims Renate. "The person chosen for the position would launch the program at Piedmont and I felt like my previous jobs led me to this one."

Renate joined Piedmont in December 2017 and is responsible for the functionality, appearance and cleanliness of our aircraft interiors. Since joining, she led Piedmont to be the first regional carrier among the American Eagle Group to fully institute the Cabin Compliance Program and her leadership has earned Piedmont the top spot in cabin interiors in all but two months of the last three years among the American Eagle Group. "I may lead the program, but it takes a team of professionals who work on

our aircraft to be number one," shares Renate. "I couldn't be prouder of the success of this program." In 2022, Renate's program leadership earned her the company's highest award, the President's Award.

As a female who works in Maintenance, Renate says she feels she has proven herself to her male colleagues who may have doubted what she is capable of accomplishing. "I always want to come across as a professional who is confident and competent and expect my colleagues, male and female, to approach me with an open mind," she says. "We are all on the same team with the same goal: to be the #1 regional partner for American Airlines."

Renate is a member of the Professional Women in Aviation Employee Resource Group and enjoys networking with

MAINTENANCE FEATURE

other like-minded professionals and cheering on other female aviators. "To those looking to advance in their aviation or pilot careers, keep your eye on the prize," says Renate. "There will be people who will discourage you along the way but there are also those who will cheer you on and mentor you along your journey. Becoming a commercial pilot will complete the circle for me and I am committed to finding my way to the flight deck."



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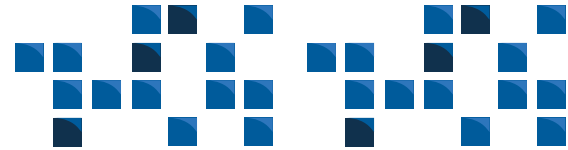
**BECOME A "BOLT"
ABOVE THE REST**
as a Piedmont AMT



EXPLORE A CAREER IN AVIATION MAINTENANCE

PDTmtcrecruiting@aa.com

Aircraft maintenance is the anchor of every airline. Our aircraft maintenance technicians (AMTs) have the experience and expertise to maintain all aspects of our aircraft. From preventive maintenance to complicated repairs, our mechanics tackle every job safely with talent and precision.



PARTNER SCHOOLS

- Mohawk Valley Community College
- PIA Hagerstown
- Liberty University
- Aviation Institute of Maintenance Norfolk
- PIA Myrtle Beach



Perks of a career in aviation?
Free travel!



Many mechanics and technicians have the tinker gene or are kinesthetic learners. Like Tony Stark or Amelia Earhart, you are a natural maker driven by curiosity. Interest in aviation sparks from the fascination beyond flight and the mechanics behind the operation.

THE TINKER GENE

: the obsessive need, since childhood, to take things apart to see how they work, and put them back together just a little bit better than they were before.

KINESTHETIC LEARNER

: a natural doer. You learn best when you process information while being physically active or engaged.

If you are fascinated by how things work, the use of different tools, and how to be a problem solver, aircraft maintenance is the career for you!

AMT careers are in high demand. Piedmont Airlines has partnered with select schools on the East Coast to provide full tuition assistance towards Airframe & Powerplant (A&P) certification. After students successfully obtain an A&P certification they are guaranteed a job at Piedmont Airlines. Click the button to learn more >



FLYING SKY-WORD



F X M A I N T E N A N C E C O N T R O L R J R E C Y U A P Q D
 L Q F Q Y X E K B G T U V Q Q T P G W C H E R I I R R L P T S
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American Airlines
 Captain
 Dash Eight
 Family
 Ground Handling
 Maintenance Control
 Regional Carrier
 Upgauge

Avionics
 Caring
 Dispatch
 Finance
 Henson
 Mechanic
 Runway
 Wheels Up

Belonging
 Communication
 EAA
 First Class
 Inflight
 Oshkosh
 Speedbird
 World

Biscoff
 Community
 Elevate
 First Officer
 Jet
 Piedmont
 Ticket Counter

Boarding Pass
 Compliance
 Embraer
 Flight Attendant
 Landing Gear
 Pilot
 Toolbox

Cabin
 Corporate
 Engine
 Flight Deck
 Leadership
 Ramp Agent
 Tower

Cadet
 Crew Scheduling
 ERG
 Gate Agent
 Luggage
 Recruiting
 Travel

A FAMILY AFFAIR

BY LEXUS WILSON >

SPREADING LOVE FOR PEOPLE THROUGH AVIATION

A common fascination for planes birthed a family to become fully immersed in aviation with Piedmont Airlines.

Melissa Mills was born in Guam and raised in Hawaii. Melissa discovered her fascination with planes while her father was a Chief in the Navy. "My dad being in the service and growing up around planes really caught my eye growing up," she recalls. Melissa had no idea how much she already had in common with her soon-to-be husband, James, at such a young age.

James Lee Mills is from Tucson, Arizona but was raised in California. James realized his love for planes from his father as well as a retired member of the Air Force. "My dad fought in the German War, Vietnam War and Korean War," shares James. "I grew up close to the boneyard in Tucson where all the old planes that needed to come in and be fixed were stationed." The Davis-Monthan Air Force Boneyard is a storage location for retired military aircrafts after World War II and continues through this day. It has evolved into the largest aircraft boneyard in the world.

Nearly two decades ago, Melissa and James met in 2000 and have been together ever since. The two share

"When leaders and management notice our hard work and want us to elevate our roles, we know we are equal and no better than anyone else. We just love what we do."



eight children, three of which are Piedmont employees. That number is expected to grow to four with their youngest daughter Jaleesa next year once she turns 18.

Love brought these two together, but aviation is one of the things that keeps their bond stronger than ever. "My oldest son Lucas was the first of the Mills to start working with Piedmont," said Melissa. "We were able to use his flight benefits to travel because flying a family of six was expensive. After 19 years of not being able to go back home to Hawaii we decided the time was now." As Melissa waited in line for their flight, she looked around at all the people in the airport and said to James, "You never know what occasion someone is flying for. It could be for a funeral or a vacation. You can hide so much behind a smile, you never know what someone is going through," she reflected. This moment encouraged her to go back to school to get her diploma and apply for a job.

Melissa and James both took a job with Worldwide flight service shortly after. Melissa started out as a ticket

agent and James was a ramp agent. Melissa's sisters followed her and applied along with her two older sons making it a family affair.

"A temporary duty service (TDY) position opened after I had been with the company for three months in Asheville, North Carolina. A three-week job opportunity for James and I turned into three months," said Melissa. An offer to become a supervisor opened following their outstanding performance. James stayed in Asheville for three years, and Melissa stayed for two years. "Once COVID hit we were furloughed, and our love to work with a go-go-go mentality was put on pause," shared James. Sitting at home was hard for us. "When things opened back up, I saw an opening as a ramp agent for Piedmont in Arizona," said Melissa. A 29-hour drive was the only thing in the way of Melissa getting this position. "My son Jalyeo and I took the car to be prepared in case I got hired on the spot in September 2020." Melissa got the job and flew her son back home without flight benefits and started as soon as possible.

"I was so happy to wake up every morning and come to work because of the atmosphere and the love at the workplace."

Melissa traveled back and forth to Asheville every time she had a day off over the course of a year. "I would grind all week working 13-hour shifts, then jump on the red-eye to be home with my family in Asheville for a day and a half before going to work in Arizona," said Melissa. "The culture at Piedmont is great and so family oriented."

One of their daughters, Jalyah followed in her mothers' footsteps the summer after her high school graduation. "My mom is a mover that loves aviation so when she got the chance to come back to Arizona she jumped at the opportunity," shared Jalyah. "I applied for a position with Piedmont and took a night shift while my mom was working mornings. When I first started, I was shy and wasn't as outgoing as the rest of my family. Once I began meeting so many people, I ended up falling in love with my job," said Jalyah. "I was so happy to wake up every morning and come to work because of the atmosphere and the love at the workplace."

James and their son Jalyeo soon joined the rest of the family in Arizona as ramp agents. "When we came to the ramp, we created a family outside of our blood family. We had people we molded with and worked well with," shared James. "We help each other out on gates when help is needed even if it's not our gate. It's gotten to a point where colleagues my age will come over to our house," said Jalyeo. Jalyah echoed the sentiments of her brother sharing "We as a family can't stand by and see someone struggling and not help. If any team member fails,

we all fail because we are a unit."

The Mills family has been recognized by their peers and leaders for their hard work and dedication. The accolades are nice, they say, but doing the work is what keeps this family happy. "I'm average, I'm just like everyone else out there on the ramp. When leaders and management notice our hard work and want us to elevate our roles, we know we are equal and no better than anyone else. We just love what we do," shared James.

Loving what you do while caring for others is a big message that has been instilled in the Mills Family household, similar to Piedmont's mission of caring for people on life's journey. Respect and face to face dialogue are a key component to connecting with employees and customers daily. Their children share the positive outlook this has had on them growing up.

"Being in a big household, my parents always allowed us to be who we were with endless support," said Jalyah. Coworkers began to ask if working with family could become too much quality time. "No, I absolutely love my family and my home dynamic. Following our parents in their footsteps that they guided us in is setting us up in life. I cherish these moments with them," shared Jalyeo.

The Mills Family started a new tradition of blessing others in need with recycled resources.

"Family dinner is big to us which led us to start "Mills Love Holidays," said Melissa. Before COVID, Piedmont's parent company, American Airlines would give out blankets to customers over the holidays and whatever was left would be thrown away. "Our son Lucas would bring home the unused blankets before being thrown away in trash bags to be washed and given out to those in need on Christmas Eve. "We dedicated our time to make hotdogs and buy water bottles to distribute to the homeless in the area alongside the blankets," shared Melissa. "One time as we were passing out supplies, I came across a woman that was barefoot, so I took the shoes off of my fiancé's feet and put them on the lady," said Jalyeo. "Who would've thought blankets being discarded would be a blessing for so many others," James shared.

The success of helping the homeless inspired the Mills Family's wildly important goal as Piedmont's ground handling stations prepare for spring and summer travel. "We would love to visit other stations and work, let others see what we love to do," shared Melissa. The family looks forward to implementing their goal of "The Summer Mills Team," which will allow them to travel to other stations to show their colleagues how to operate in love with safety as the top priority. "Spreading our love for people through aviation is a win in our book!"



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ACCEPTANCE FOUND AND OPPORTUNITIES ABOUND

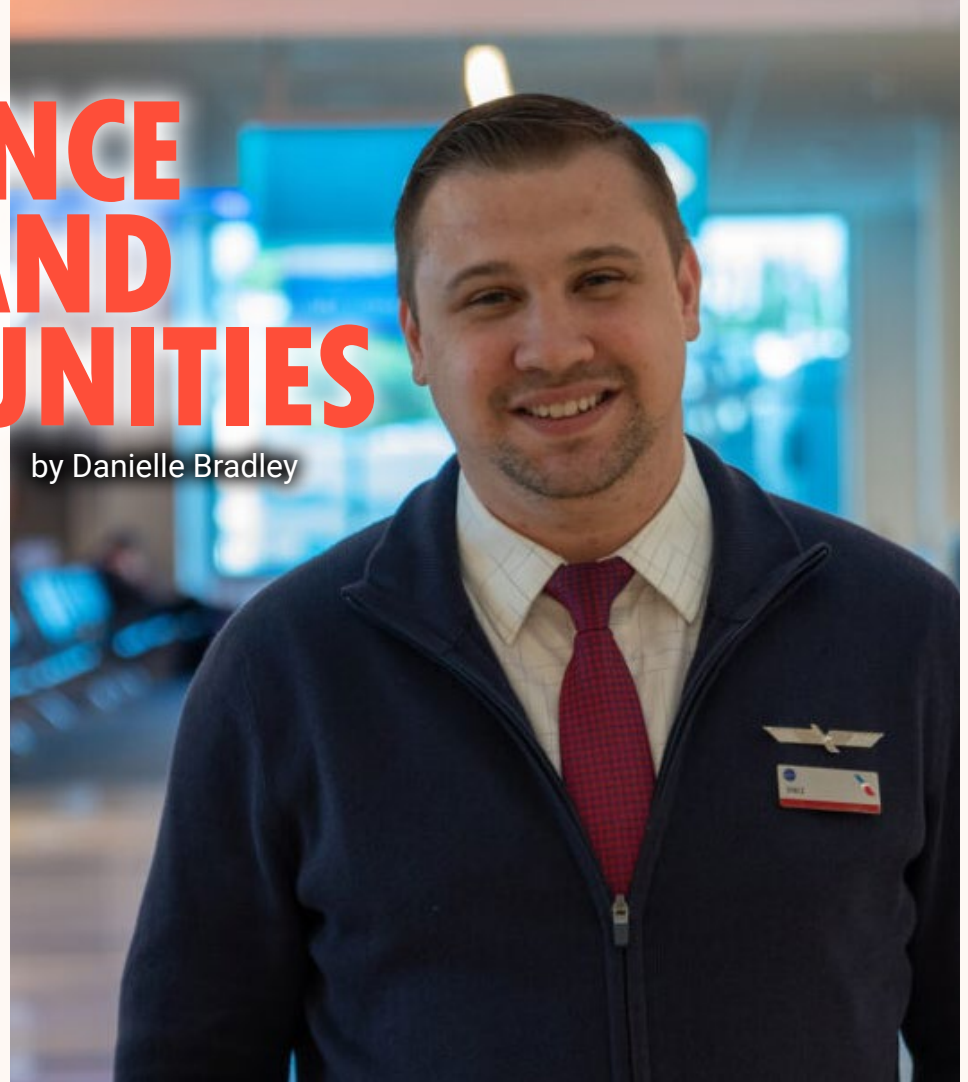
by Danielle Bradley

“It isn’t possible for someone with your disability to work in aviation” is what Flight Attendant Vince Leggio heard from teachers in high school. Not to be deterred, Vince set out to prove them wrong and pursue a career in aviation. He successfully worked on the ramp and as a customer service agent for nearly eight years before becoming a Piedmont flight attendant. Vince is proud to work for a company who welcomes and accepts him as he is.

“I worked for a different regional airline as a flight attendant and was judged by my disability,” shares Vince. “I felt welcome at Piedmont from the start. Even after I disclosed that I had autism to the recruiter, she was encouraging, and it felt good to be accepted. Gaining acceptance from others is what everyone wants.”

Vince grew up in a military family and lived all over the United States, in Japan, the United Kingdom and Canada. Growing up on military bases exposed him to the world of aviation, watching planes land and take-off regularly. Vince graduated high school and joined Piedmont as a cross-trained agent in Phoenix, Arizona (PHX). Four years later, he joined American Airlines as a customer service agent but always had a goal to become a flight attendant.

He was hired as a flight attendant by a regional airline and even though he received 100% on his tests, he was constantly being questioned by his instructors about his disability. The environment wasn’t a good fit for Vince, so he applied at Piedmont and became a flight attendant on February 14, 2023.



Vince wanted to return to Piedmont after his positive experience working with the Piedmont Ground Handling team in PHX. “Everyone knows everyone and there is a family feel at Piedmont,” shares Vince. He had a great experience in flight attendant training and applauds the instructors for understanding that everyone learns differently. Vince shares that the Inflight Management team in Charlotte is always supportive and shows they care. “I’m lucky to have awesome colleagues in the Inflight department.”

Previously working as an agent taught Vince patience and customer service skills which he brings with him to his Inflight role. “Being patient with passengers and providing excellent customer service are essential to a great customer experience,” shares Vince. “I love being a flight attendant. You’re somewhere different every day and meet so many people with different personalities.”

Vince experiences a visible head tick which often causes people to stare or

ask him about it. “My disability doesn’t stop me from doing my job and being the best flight attendant I can be,” says Vince proudly. “Let us be who we are and please don’t judge anyone by their disability.”

He encourages those with disabilities who may want to pursue a career in the aviation industry to not give up. “If you are applying for positions and feel like you want to give up, keep trying. Do your best and show prospective employers what you can bring to the organization. Most importantly, be yourself and the right one will welcome you.”

Piedmont Airlines has always and will continue to recruit, hire, transfer, train and make all other employment decisions without regard to race, color, religion, sex, age, national origin, ancestry, disability, veteran status, genetic information, sexual orientation, gender identity or any other legally protected characteristic.



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EXPLORING AN OPPORTUNITY, DISCOVERING A CAREER

BY
DANIELLE BRADLEY

When Piedmont Airlines CEO Eric Morgan spoke about the success of Piedmont's pipeline programs to team members in Harrisburg, Pennsylvania, one of the programs sparked an interest in Flight Pay Specialist Erin Grayson. Although Erin wasn't familiar with the role of a dispatcher, the Dispatcher Trainee Program sounded like a great opportunity to learn more about airline operation. She applied to the program, was selected, completed the 12-week training, and is now thriving on the next leg of her aviation journey as a federally certified dispatcher.

Flying from the East Coast to the West Coast regularly as a child, Erin became a seasoned traveler and always had an interest in aviation. Some of her extended family members worked as flight attendants and she also aspired to become a flight attendant, until she learned she did not meet the height requirement.

During the COVID pandemic, Erin began contemplating what was important for her. "I wanted to be happy and work in an environment where I could grow, so I began looking at airline jobs," she reflects.

Erin joined Piedmont in November 2022 as a Flight Pay Specialist working in Harrisburg, Pennsylvania. Shortly after, Erin heard about the Dispatcher Trainee Program from Eric Morgan and wanted to learn more

about it. "I wasn't quite sure what a dispatcher's role was, so I researched it online," shares Erin. "I learned that dispatchers monitor weather, develop flight plans and follow flights from beginning to end. Essentially a dispatcher is the flight captain's eyes on the ground; I anticipate their needs to ensure a timely and safe departure and arrival as well as aid in the event of an emergency."

Additionally, to fuel her interest she attended an open house at Piedmont's headquarters in Salisbury, Maryland and spoke with Jason Culver, Piedmont's Director of Operational Control. When the next Dispatcher Trainee class was announced for September 2023, Erin was excited where this opportunity could take her career and applied and was selected to participate.

Since inception, the Dispatcher Trainee Program has created a pathway for 20 candidates to pursue a career as a flight dispatcher with Piedmont. The program brings the training class to Piedmont's Operations Control Center in Salisbury at no cost to trainees who are selected for the program. Once trainees obtain their Dispatch certificate, they are guaranteed a job with Piedmont.

Erin immersed herself into six weeks of classroom training followed by a month of ground school. To wrap up her training, she was required to work side-by-side with a seasoned dispatcher for two weeks. She



succeeded in her training and was signed off to work the desk alone on December 26.

"I love everything about the job," shares Erin. "No one can describe the job to you until you actually do it. When you finally start doing it, you have an 'a-ha' moment where it all comes together."

Her previous knowledge as a Flight Pay Specialist has helped her in her role as a dispatcher. "I had a relationship with many of our pilots which has been helpful; as a dispatcher, I communicate with the flight captains," shares Erin. "Having been on the other side makes me more empathetic to looking at situations from their point of view. When I jump seat, I still get questions about Flight Pay," she says with a smile.

She recommends anyone interested in becoming a dispatcher to research what a dispatcher does. "I watched many videos on YouTube. I also learned that this job requires time management

and if you have a lot of other commitments, this job may be a challenge." Erin advocates that a good candidate for a dispatcher position should have good attention to detail, have a willingness to learn continuously, and be punctual. "You will be trained but you must have the willingness to take the time to learn."

Erin enjoys using her company travel benefits and likes that Salisbury has direct flights to large hubs like Philadelphia, Pennsylvania and Charlotte, North Carolina. She is an active member of the Black Professionals Network Employee Resource Group and this past February, spoke on a panel to HBCU college students attending Johnson C. Smith University in Charlotte about black aviation professionals.

"No matter what department I've worked in at Piedmont, the one thing that I enjoy most about working for this company is that we all look out for each other like a family."



Click to read more on
[Piedmont-Airlines.com](https://www.piedmont-airlines.com)

COMMUNITY AND BELONGING

BELONG AT PIEDMONT

Join our employee driven and employee founded Employee Resource Groups (ERGs) to build long lasting friendships and to positively impact the culture at Piedmont.

Employee Resource Groups:

Asian American & Pacific Islander, Black Professionals Network, Caribbean, Christian, Latin Diversity Network, Pride, Professional Women in Aviation, Veterans & Military, Wellness Champions, and Young Professionals Network



Left: Flight Attendant Marrantz Aubain (PHL) networking with a student from Johnson C Smith University in CLT about aviation careers.; **Right:** First Officer Vladimira Kristianova (CLT) with Piedmont recruiters at the PAPA Annual Conference.

GROW AT PIEDMONT

At Piedmont, growing your career is all about building connections with professional organizations that help grow your skill sets and help you advance. We also care about your overall well-being, which is why we partner with Caravan Wellness to support our team members' physical, mental, and emotional health. This way, you can grow both at work and in your personal life.



Top: Piedmont supporting a military recruiting event; **Bottom:** Employee Resource Group Black Professionals Network Board Members Whitney Turner (SBY) and Harriett Gray (GSP) representing Piedmont at the Sisters of the Skies Annual Scholarship Gala.

Professional Organizations Piedmont Supports:

NGPA – The Worldwide LGBT Aviation Community, OBAP – Organization of Black Aerospace Professionals, WAI – Women in Aviation International, LPA – Latino Pilots Association, PAPA – Professional Asian Pilot Association, and SoS – Sisters of the Skies



Piedmont team members sharing the multiple career paths with students at UNC Charlotte.

GET INVOLVED AT PIEDMONT

At Piedmont, getting involved in the community is a big part of who we are. We encourage employees to participate in local events and volunteer opportunities, making a positive impact together. Whether it's joining a community clean-up, supporting local charities, or celebrating important cultural events like Juneteenth and Pride, there are plenty of ways to give back and connect with others.



Piedmont's Employee Resource Group Professional Women in Aviation creating items for a local nonprofit supporting preemie babies.

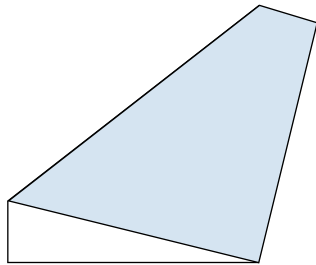
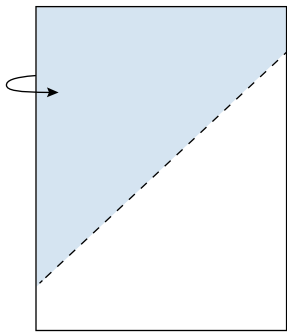


Click to read more on Piedmont-Airlines.com

OPENING A WINDOW INTO AVIATION

Making paper airplanes is a centuries-old activity that sparks nostalgia and creativity and ignites an interest in aviation. For some, paper airplanes are simply a class distraction. For others, building a paper airplane opens a window into the world of aviation and piques their aspiration to join an industry made up of extraordinary, unique people that share a passion for flying.

The Sprinter

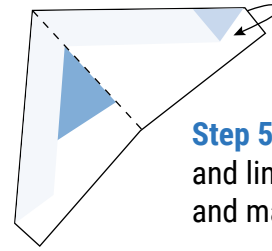
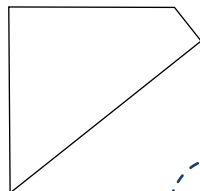
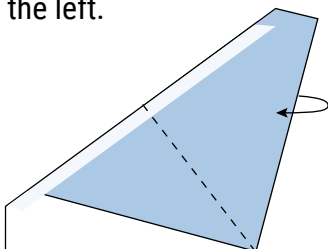
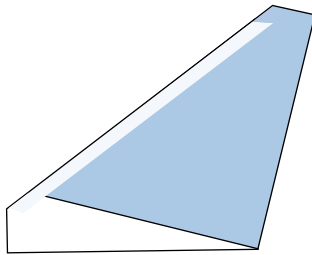


Step 1: Start vertical with an 8.5 x 11.0-inch piece of regular paper.

Step 2: Fold the paper in half diagonally so opposite corners meet.

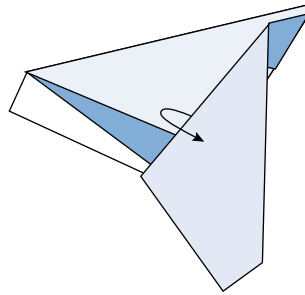
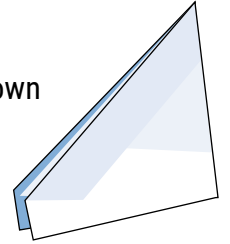
Step 3: Fold the long edge about 3/4 inch.

Step 4: Fold the paper in half towards you and then rotate so that the thickest point is facing up. The squared-off point will be facing to the left.



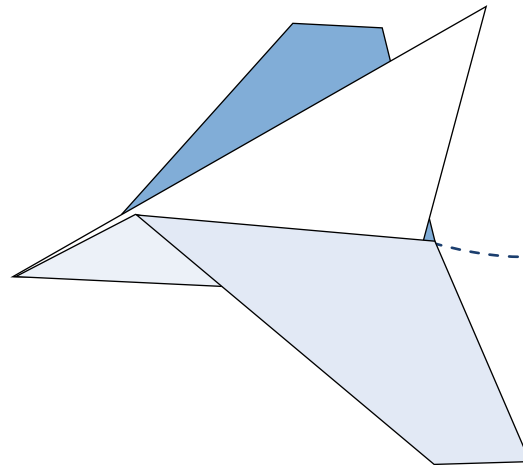
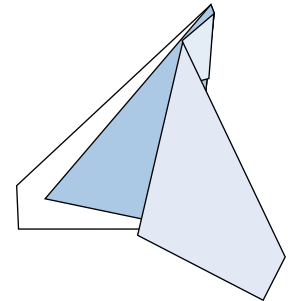
Step 5: Fold the right side over and line it up with the left side and make a vertical crease.

Step 6: Fold the other side down so opposite sides meet.



Step 7: To make the first wing, fold one outer flap down. The body will be about 3/4 inches tall.

Step 8: Fold the other flap down to complete the plane.



We challenge you to build your own paper airplane! Follow our instructions for "The Sprinter," or click here to download our other blueprints.

Discover Your Journey

Hundreds of Piedmont team members work behind the scenes to keep our airline running. From Safety to Payroll, we need accountants, human resource professionals, administrative assistants and communication specialists to support our front line employees.

Explore what Piedmont has to offer

Piedmont Airlines, Inc. is a premier regional carrier of American Airlines, providing service both on the ground and in the air across the United States. Every day, nearly 10,000 aviation professionals take pride in fostering a mission of caring, compliance, and communication on and off the airfield. Behind the thousands of team members who work out in the operation, is the best support team ever.

Internships

Piedmont offers paid work experience that builds skill and knowledge that students can apply to any profession.

- Interns receive significant exposure to company leaders including our senior leadership team.
- Interns are exposed to career opportunities with American Airlines and enjoy the same travel benefits as other employees.
- Interns do not necessarily have to be enrolled in an airline specific program.

Are you seeking a career, more than just a job?

Piedmont offers many career advancement opportunities for employees who want to grow with us.

Within our corporate offices, Piedmont offers a variety of corporate aviation jobs

Departments

- Corporate Communication
- Safety
- Finance
- Human Resources
- Benefits
- Talent Acquisition

Office Locations

- Charlotte, NC
- Salisbury, MD
- Philadelphia, PA
- Harrisburg, PA
- Phoenix, AZ

Our Mission and Vision

Our mission is to add value to American Airlines by running a safe, reliable, profitable company.

Our vision is to build Piedmont Airlines to thrive forever.

Our Values

- Caring
- Compliance
- Communication
- Community

As a wholly-owned subsidiary of the American Airlines Group, Piedmont operates nearly 400 daily departures to 55+ cities throughout the eastern United States, from Charlotte, Philadelphia, and Chicago. Headquartered in Salisbury, Maryland, Piedmont Airlines employs nearly 10,000 aviation professionals.



Compensation and Benefits

Piedmont provides excellent travel benefits for you and your family on the American Airlines network, as well as a competitive compensation and benefits package. For more information, please view our open positions.

APPLY NOW ▶



Travel for Free

- Enjoy American Airlines industry-best, no-cost travel
- Immediate family members also fly for free



BENEFITS AT A GLANCE

When you join Piedmont, you will receive industry-leading benefits.



Piedmont's Health Provider Network is Highmark Blue Shield



Piedmont offers three diverse coverage options for health insurance to full-time team members. Different plan options align with the needs and lifestyles of both frequent and infrequent users. The **co-pay, co-insurance, deductibles** and **out-of-pocket max** amounts vary with each plan.

	PPO plan A	PPO plan B	CDHP plan
Deductible (amount required to pay before insurance starts to cover)	 None	 Medium	 High
Out-of-Pocket Maximum (the most you will pay annually for medical expenses)	 Low	 Medium	 High
Co-Pay (set amount paid at a specific provider)			
Co-Insurance (the amount you pay for services after reaching your deductible)	 10%	 20%	 20%

All three plan options include vision coverage through VBA (Vision Benefits of America) and extends to covered spouses and dependents.



Dental available through Aetna.

Basic restorative care is covered 85% up to \$1000 | Major restorative care is covered 50% up to \$1000

Plan covers 100% of Preventative Care.



Medical prescription coverage is included across all three plan options.



You can view your enrollment options and elections in Workday. Plan and coverage details are available on the Benefits page of myPiedmont, our team member portal.



Piedmont and Pet Benefit Solutions offer discount pet care programs and pet accident and illness coverage to all team members regardless of full time or part time status.



Team members fly free using standby seating and receive 20% off positive space tickets.



A variety of deals and discounts are available under the American Airlines Group.



JET INTO YOUR NEXT ERA

with a first-class regional airline

Let's be social 



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