



## President's Award Winner Kyle Reed

Maintenance and Engineering



**Nomination #1:** Kyle Reed was promoted to a Maintenance Training Instructor in May of 2024, where he and another instructor took on the challenge of developing a completely new EMB-145 Familiarization course. The course would provide instructor-lead presentations and would utilize an aircraft for hands-on training with a tight deadline for the first class in July of 2024. Kyle worked 60+ hours each week during those months to meet the deadline. The change took a one-week course to four weeks. Since implementation, 95 technicians have completed the course through September 2025. The previous course would've taken 3,800 classroom hours and the new course is 15,200 combined hours. Kyle took the initiative to develop an evaluation process and provide feedback about each technician to their management team for a better analysis of their dependability, work ethic, competency, teamwork and attitude. This process has enabled a uniform standard of evaluation to be combined with their evaluations at their stations. Kyle implemented another initiative to combine the three main OJT books into the tasks administered, allowing faster completions when technicians return to their station. We have seen a 15% increase in OJT completions at their 60-day and 10% increase at their 120-day evaluations.

Kyle Reed has upheld the standard of compliance with strict enforcement to follow all tasks and procedures, which has identified issues with other stations not having the right test equipment or needing repair. For example, a base had to get their Accuflate equipment fixed and training assigned out to prevent the safety risk of tire explosion/damage. Kyle, with assistance from another instructor worked many additional evenings beyond a 40-hour work week to develop a "Gust Lock Operation" video to aid in the understanding of how the lock and unlocking cycle work to decrease incomplete or misunderstood discrepancies. This not only is used by MX Training but was modified and is now being used by the Flight Training Department. Kyle recognized the need to standardize the classroom presentations due to expansion of the team. He led the development of a standard presentation for the classroom including consistent imagery, format/test and style and provided training to the entire training team. Kyle continues to support and ensure compliance for safety and SMS, not only for Maintenance Training but for the Maintenance Department as well.

**Nomination #2:** I am nominating Kyle Reed for the President's Award because he consistently demonstrates an extraordinary level of dedication, leadership, and innovation that far exceeds the expectations of his role as Training Department Manager. Since assuming this position in July, Kyle has shown unwavering commitment to Piedmont's success and to the growth and well-being of his team. Kyle leads by example, stepping in to teach classes when instructors are unavailable, traveling to bases across the network to personally gather feedback, and working weekends to ensure critical projects move forward without delay. His willingness to take on additional responsibilities reflects genuine care for his people and the company's mission. Beyond his day-to-day duties, Kyle has spearheaded several transformative initiatives, including the development of a new electrical training course and the digital modernization of the training department. His self-driven approach has improved training efficiency, increased engagement among new hires, and positioned Piedmont as a forward-thinking organization appealing to the next generation of technicians. Kyle's professionalism, work ethic, and personal investment in Piedmont's continued success make him an outstanding example of the company's values and a deserving candidate for this top honor.

Kyle's leadership has directly advanced Piedmont's operational reliability, team unity, and company culture. Under his management, he has modeled Caring through hands-on support, personally filling instructor gaps to ensure uninterrupted training and mentoring new team members with patience and professionalism. He exemplifies Compliance by holding the highest standards of safety and regulatory integrity. His insistence on strict adherence to FAA and company protocols has set a clear tone of accountability throughout the department. Through Communication, Kyle has created an open, dependable flow of information via regular meetings, timely updates, and clear feedback channels. He is approachable and proactive, ensuring that instructors, managers, and trainees are aligned on priorities and expectations. His sense of

Community is evident in his broader vision for Piedmont's future. By creating modernized, media-rich training content and transitioning outdated systems into digital platforms, Kyle has strengthened Piedmont's reputation as a modern, innovative airline that invests in its people. His leadership in these initiatives has enhanced recruitment appeal and long-term retention among younger mechanics, creating a lasting impact on both culture and capability. In every instance, Kyle's actions have gone beyond routine management; they've fostered collaboration, improved performance, and strengthened the company's operational reliability. His commitment, energy, and forward-thinking mindset truly embody the excellence the President's Award seeks to honor.

