

## **ATTACHMENT 5: CORRESPONDENCE**

- 5.1** EgyptAir statement concerning psychological selection of pilots (2 pages)
- 5.2** Statement of Dr. Adel Fouad concerning the psychiatric health of the cruise first officer (3 pages)
- 5.3** Statement of Dr. Adel Fouad concerning the repeated phrase heard on the Cockpit Voice Recorder (1 page)
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**5.1**  
**EgyptAir statement concerning psychological selection of pilots<sup>1</sup>**  
**(2 pages)**

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<sup>1</sup> Received in Cairo, November 1999.

## Psychological Selection of Pilots (Egypt Air )

- It is prudent for any large organisation to have a clear thought out and as far as possible a validated system for selecting its personnel. Pilot task demands a high degree of proficiency in a number of skills , and only a limited proportion of the population acquire this proficiency in a sufficient degree to become successful pilots .
- In Egypt Air we have 3 stages for psychological selection
  - First = assessment of personnel applying to join the National Aviation Academy as student pilots.
  - Second = assessment of graduated pilots before joining Egypt Air.
  - Third = Follow up assessment with renewal of licence .
- Assessment is done by Medical staff who are qualified in Neuropsychiatry and Aviation Medicine ( Consultant level), and professional advice is always available from qualified clinical psychologists, neurophysiologists, radiologists and laboratory staff .
- The first stage for assessment is done in the Egyptian Air Forces, Aeromedical board and Egypt Air Aeromedical board. The 2<sup>nd</sup> and 3<sup>rd</sup> stages are done in Egypt Air Aeromedical board.
- In the 1<sup>st</sup> stage the candidate is submitted to =
  - Paper and Pencil tests for general abilities and personality.
  - 3 aptitude tests for psychomotor abilities, ( sensory motor apparatus, control of velocity test and air crew film .)
  - Psychiatric interview .
  - Routine examination of urine for drags ( opiates, cocaine , barbiturates , amphetamine and benzodiazepines).
  - E E G . ( Electroen cephalograph )



مصر للطيران  
EGYPTAIR

- In the 2<sup>nd</sup> stage the candidate is submitted to =
  - Psychiatric interview .
  - EEG .
  - Urine examination for drugs .
- In the 3<sup>rd</sup> stage the candidate is submitted to =
  - Psychiatric interview
  - Urine examination for drugs .
  - review of reports from senior staff and other air –crew member in case of any unusual behaviour .
  - Any comment from any medical examiner of the board during his renewal of licence every 6 months

**5.2**  
**Statement of Dr. Adel Fouad concerning**  
**the psychiatric health of the cruise first officer**  
**(3 pages)<sup>2</sup>**

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<sup>2</sup> The following three pages were provided by Dr. Adel Fouad, psychiatric consultant to the Egyptian Civil Aviation Authority and EgyptAir. This report was voluntarily submitted to the National Transportation Safety Board by Dr. Fouad and reflects his independent work. The interviews and investigative activities described in this document were performed independently by Dr. Fouad and were not conducted under the party process for National Transportation Safety Board investigations described in Title 49 Code of Federal Regulations Part 831, Section 11. The views and opinions expressed by Dr. Fouad herein are not necessarily those of the Human Performance Group or the Safety Board.

**Psychiatric Report Re: Captain Gamil El Batoty  
EgyptAir Accident Flight 990**

1. Capt. Battoty had his last medical check-up on July 1999, without referral to psychiatric department.

Pilots are referred to the Psychiatric Department for the following conditions:

- a. At the start of training as students of aviation and on obtaining Private, Commercial, and Airline pilot licenses.
  - b. Reference from the medical sections on observation of any psychiatric symptoms.
  - c. On missing several periodic medical examinations with the Medical Board,
  - d. After accidents of any type.
  - e. Presence of positive urine testing for substances abuse during periodic medical examinations.
  - f. If referred by any other source such as the person himself, family doctors or his company management.
2. Capt. Battoty's previous work records were good and there were no complaints regarding him while he was in either the Air Force or at EgyptAir-
  3. In the Air Force he worked as an instructor in the Aviation Academy. He did not join actual combat in the war. After the 1973 war, he returned to EgyptAir and continued employment.,
  4. I interviewed the family after the accident. Capt. Battoty was married and had 5 children and 3 grand children. His 3 sons are university students and two of them are about to be graduated. One is already working. The family appears to be stable and greatly respecting the deceased father. Capt. Battoty was almost a father figure for many of his relatives and extended family.

There is no family history of mental illness and Capt. Battoty had no previous psychiatric treatment. He was making preparations for the marriage of his son in two months time.

His small daughter had an illness (L.E.) and he took her several times to a doctor David in California. During the last visit the doctor reassured Battoty that his daughter had improved to a large extent with treatment she was receiving. On Battoty's last journey he was carrying his daughters medical records that he had shown to the doctor in California. The family lost the entire medical record file as the result of the accident and his wife sent for the doctor to obtain duplicate copies.

Capt. Battoty's son Karim told me on the telephone that Capt. Battoty was bringing home a few things for the family. Among them, two tires for their car in Cairo.

His wife Omayma told me that Battoty did not ask to leave the company, as he was already retiring in February. She said that he had many financial projects in his mind. He was due to take a good amount of money on his retirement from EgyptAir, almost 400,000 Egyptian pounds.

5. I interviewed his friends in EgyptAir, especially his close friend Capt. Badawy. There was a consensus of opinion that Battoty was always cheerful and that he loved life. He always accepted any pressures with satisfaction. He did not smoke or drink. While in New York on the day before the accident, Battoty gave Capt. Badawy a few tablets of Viagra. When Capt. Badawy asked for more tablets, he refused and said "I keep the whole bottle for many friends in Cairo."
6. I reviewed the interview summaries done by the NTSB witness group, which was led by Bart Elias and others on 1 Nov 1999. According to the interview summaries, Capt. Battoty appeared to be friendly and helpful to others. Just before the accident there were no unusual events and everything appeared normal.
7. I listened to the CVR on 30 November . I can divide the recording into several parts:
  - a. *Entrance of Capt. Battoty into the cockpit -*  
There was a discussion about who would take over the first officer duties for the first part of the flight. This ended by Capt. Battoty saying, "I am going to eat outside then come back." However, copilot Adel asked Capt. Battoty to take over, and the latter accepted and then asked for dinner.
  - b. *A period of discussion between the pilots -*  
The discussion was mainly about criticism of other pilots and policies inside the company. This went on for some time and Capt. Battoty participated in the conversation. However, he does not sound angry, rather he was calming and soothing to the others. He told Capt. Habashi not to worry, that ueverything will be alright."
  - c. *Just before the accident -*  
It was evident that Capt. Battoty had just finished eating and enjoying his dinner. The hostess asked him "Do you want any more food?" He replied using the Arabic expression "Keda foll awy" (No thank you, it was marvelous.)

*d. First stage of trouble -*

There is not much talking in this segment, other than Capt. Battoty asking repeatedly in an apprehensive way for the support of God.

*e. Final stages of trouble -*

Here there are many anxious voices. The way the voices address Capt. Battoty and the way he answers them, shows that Battoty was responding and cooperating with them.

Comment: The CVR recording gives us a unique chance to listen and examine the affective state of the crewmembers just before and during the accident. What is important is not only the content of Capt. Battoty's speech, but also the manner and the tone of speech. A sudden change occurred from the confidence, calmness and enjoyment to that of hesitation, apprehension and perplexity. There is no internal illness that can cause such a sudden change, rather this is consistent with conforming with an overwhelming and fatal situation.

8. *Final conclusions*

There is no evidence that Capt. Battoty was suffering from schizophrenia, alcohol intoxication, severe depression or any psychotic state.

In any case of suspected suicide, the specialist of human behavior searches mainly for evidence of psychological depression. If he cannot find this evidence, the possibility of suicide is remote. But further to this, if he also finds evidence of enjoyment and good mood, the possibility of suicide becomes very remote and insignificant.

Dr. M. Adel Fouad, M.R.C. Psych. Lond Consultant Psychiatrist



**5.3**

**Statement of Dr. Adel Fouad concerning  
the repeated phrase heard on the Cockpit Voice Recorder  
(1 page)**



مصر للطيران  
**EGYPTAIR**

Further to our telephone conference on 20/1/2000

Arabic: توكلت على الله

Pronounced: "Tawakalt Ala Alla"

Dictionary meaning: "I rely on God" or "I put my trust in God"

This short sentence is very commonly used in Egypt. To know the exact meaning and uses of this sentence a western person should understand 1<sup>st</sup> the underlying Eastern religious background.

A basic Islamic belief is that during life humans are continuously supported and controlled by God. A religious person believes there are limitations to all his abilities. Consequently in any act he needs the support of God so as to be successful. The more the person is a believer the more common that he uses this sentence, so much so that many people may use it during routine minor acts like starting his way to work every morning.

Another important point about the use of this sentence, it is used only when one embarks on a good action and not a bad one. Good & bad as seen by his own society. Examples of good acts where this sentence could be used e.g. Major one like trying to save a person from drowning e.g. minor ones like starting a journey by bus or train.

Examples of bad acts where this sentence could never be used. e.g. major acts like killing somebody or planning to rob a house ...etc  
e.g. minor acts like intending to hit his son or to quarrel with somebody.

Dr. Adel Fouad

**5.4**

**Letter submitted to EgyptAir on February 23, 2000 containing  
questions to be answered in writing  
(3 pages)**



## National Transportation Safety Board

Washington, D.C. 20594

Office of Aviation Safety

Captain Shaker Kelada  
G.M. Flight Control – EgyptAir  
Head, EgyptAir Accident Investigation Team – EgyptAir Flight 990 Investigation  
(Hand Delivered)

Dear Captain Kelada:

In order to establish an accurate record of EgyptAir's management policies and practices regarding pilots' salaries, retirement benefits, insurance and other benefits, as well as specific information about the personnel histories of the pilots on flight 990, we are requesting that you provide formal written responses to following questions.

Please respond to the following questions regarding all flight crew on active or inactive status that were on board flight 990:

1. What is the salary schedule for pilots employed by EgyptAir? Is this based on position and length of service? How are they compensated (e.g., flight hour, duty hour, duty day, flat rate for scheduled route, etc.)?
2. What were the current salaries and salary histories of each of the pilots on flight 990?
3. Does the company, pilots union or any other source have any insurance policy(ies) that pays financial benefits to families of pilots who receive fatal injuries while involved in company activities? What are the conditions of this insurance? What is the amount of money received by the dependants?
4. Are there any other benefits (such as pension plans, health benefits, etc.) that the families will receive as a consequence of the pilots' deaths?
5. How are pensions, stipends and other financial benefits for retirement determined? For example, in the United States, pensions are usually calculated as a percentage of the persons last three or five years of service. How is such monetary compensation calculated at EgyptAir? Have there been any recent changes in the manner in which retirement benefits are determined? Are all pilots covered under the same retirement benefits program? If not, please explain.

6. Please describe any agreements or contracts that EgyptAir pilots are required to sign regarding service commitments to the airline in exchange for training (such as type ratings, upgrade training, transition training, etc.). Please specify the length of service specified in these agreements and any consequences if the service agreement is not fulfilled (for example, repayment of training costs and/or monetary penalties).
7. Are there any consequences for not fulfilling a service agreement due to mandatory retirement at age 60? (For example, are training costs deducted from the pilot's pension stipend?)
8. For each of the flight crewmembers, what were the outstanding service commitments for training, if any?
9. Does EgyptAir provide loans to pilots? If so, under what circumstances.
10. Can loans to EgyptAir or other lenders be repaid through payroll deductions?
11. For each of the flight crewmembers, what were the principal amounts and interest rates of any outstanding loans? If applicable, how much money was being deducted from their pay in order to repay these loans?
12. Please provide a history of sick leave taken over the past two years (See below for more detailed request regarding Mr. ElBatouty's sick leave).

We also request that you respond to the following questions regarding specific crewmembers on board flight 990:

1. Please provide a history of sick leave for Mr. ElBatouty during his entire 12 year employment with the company.
2. Please provide complete medical files from the EgyptAir hospital for Mr. ElBatouty his daughter, and any other members of his immediate family (wife and children) that were treated at the EgyptAir hospital.
3. When was Mr. ElBatouty scheduled to retire? What pension, stipends, or other financial benefits was Mr. ElBatouty scheduled to receive when he retired? Are his dependants still eligible to receive any of these financial benefits now that he is deceased? If so, what are their entitlements?
4. Did Mr. ElBatouty regularly fly the Cairo-New York-Los Angeles-New York-Cairo route? Were there any changes anticipated in Mr. ElBatouty's flight schedule between November 1999 and his scheduled retirement date (for example, route changes, less frequent trips, etc.)? If so, please explain.

5. Did Mr. ElBatouty ever attempt to obtain his Airline Transportation Pilot (ALTP) rating? If so, please describe the dates, circumstances and outcome(s). Were there any other factors preventing him from upgrading to Captain?
6. Did the company or the pilot's union provide financial assistance or any other special treatment (such as a leave of absence or extended layovers) to Mr. ElBatouty because of a medical situation involving his daughter? If so, please describe this support. Was any financial support provided in the form of a loan to be repaid or was it considered a gift from the company?
7. When was Capt. Habashy scheduled to retire? What pension, stipends, or other financial benefits was Capt. Habashy scheduled to receive when he retired? Are his dependants still eligible to receive any of these financial benefits now that he is deceased? If so, what are their entitlements?

Thank you for your cooperation.

Sincerely,

A black rectangular redaction box covers the signature of Bart Elias, Ph.D.

Bart Elias, Ph.D.  
Human Performance Investigator  
Office of Aviation Safety

**5.5**

**Facsimile from Egyptian Ambassador Fahmy  
to Chairman Hall received January 7, 2000  
(3 pages)**



*Embassy of the Arab Republic of Egypt*  
3521 International Court NW, Washington, D.C. 20008

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## Facsimile Cover Sheet

<b>To:</b>	The Honorable James E. Hall Chairman National Transportation Safety Board
<b>Phone:</b>	
<b>Fax:</b>	██████████
<b>From:</b>	Ambassador Nabil Fahmy Embassy of the Arab Republic of Egypt
<b>Phone:</b>	██████████
<b>Fax:</b>	██████████
<b>Date:</b>	January 7, 2000
<b>Pages including this cover page:</b>	4



MC 2000035



*Embassy of The Arab Republic of Egypt*

*Ambassador*

January 6, 2000

The Honorable James E. Hall  
Chairman  
National Transportation Safety Board  
490 L'Enfant Plaza, S.W., Suite 6410  
Washington, D.C. 20594-2000

Dear Mr. Chairman,

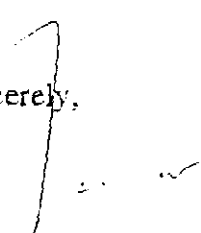
I recently learned that there has been some discussion at the working group level of the possibility of sending written questions to the family members of the crew Flight 990. This, I understand, would be in lieu of the face-to-face interviews in Egypt which you and I recently discussed. Please advise me if this is accurate.

If it is still the case, however, that the NTSB intends to conduct personal interviews in Egypt, as I have previously indicated, I will help facilitate those interviews. In the meantime, I would like to meet with you to discuss the protocols for such interviews. If our schedules do not coincide, we can designate a representative to discuss and report to us on the matter.

Among other things, I believe we should discuss who will conduct and/or participate in the interviews. I recall, several weeks ago, it was suggested that no criminal investigators participate in these interviews. I do not believe that this issue has been resolved. Presumably, those conducting the interviews will be drawn from personnel assigned to the Human Factors Working Group, including Dr. Fouad. In any event, there should be no need for a translator, as the Egyptian representatives will be participating in the interviews.

I am sure there are many other issues, including the nature of the questions, which we could fruitfully discuss when we meet. I look forward to hearing from you.

Sincerely,



Nabil Fahmy

**5.6**

**Letter from Chairman Hall to Egyptian Ambassador Fahmy and  
attached questionnaire for flight crewmembers' families sent  
February 8, 2000  
(2 pages)**

FEB 8 2000

Ambassador Nabil Fahmy  
Embassy of the Arab Republic of Egypt  
3521 International Court, N.W.  
Washington, D.C. 20008

Dear Ambassador Fahmy:

Thank you for your December 30, 1999, and January 7, 2000, faxes in which you offer to facilitate contact with the family members of the flight crew of EgyptAir flight 990.

I greatly appreciate your offer to help arrange for our human performance investigators to meet with the families of the flight crewmembers of EgyptAir flight 990. To help our investigators prepare for possible interview with the family members, I ask that you please distribute the enclosed questionnaire to the flight crewmembers' families. Written responses to these questions will enable our investigators to determine whether it is necessary to conduct face-to-face interviews with family members. If, after reviewing the written responses to these questionnaires, my staff advises me that interviews are needed with the flight crew's family members, I will ask for your help in arranging the interviews. I am hopeful that we will be able to agree on appropriate protocols and participants at that time.

I greatly appreciate your assistance in this important aspect of our investigation, and my staff and I look forward to receiving the completed questionnaires as soon as possible.

Sincerely,

ORIGINAL SIGNED BY  
JIM HALL

Jim Hall  
Chairman

Enclosure

Elias, B./drafted 01-06-00; revised:1/10/00; revised DLM: 1/12/00;Sears1/13/00  
Filename: H:\as50co\Mailctr 2000\MC2000007.doc  
final adh 1/19/00  
cc: C, GA, RE, MD, RE, FA, AS-50 General Heshmat  
Draft proofread by) Sears 1/20/00



## National Transportation Safety Board

Washington, D.C. 20594

Office of Aviation Safety

It is routine for the National Transportation Safety Board, in the course of its investigation of an airplane accident, to obtain information about the general health, behavior, and lifestyle of pilots. The best source for this information is members of the pilots' immediate families. Even information that seems routine can be very helpful to the investigation. If you choose to respond, please provide written answers to the questions that follow on a separate sheet of paper. We greatly appreciate your cooperation.

1. The pilot's activities before he left on his trip and his activities in the United States before the accident;
2. The pilot's general activities during past visits to the United States, including information about any relatives or friends in the United States we could contact to assist us in the investigation;
3. The pilot's health and physical fitness, including the pilot's visits to doctors and use of medication in the past year, and any changes in the pilot's health over the past year;
4. The pilot's family and personal life, including any significant events in the pilot's family or personal life over the past year, and the pilot's plans for the future;
5. The pilot's financial situation, including any significant changes in the pilot's financial situation over the past year; and
6. The relationships between the pilot and the other crewmembers on board the airplane and the pilot's relationship with the company.

Finally, please provide us with any additional information about the pilot that may be helpful to our investigation.

**5.7**

**Letter from Sheik Al-Azhar Dr. Mohamed Sayed Tantani concerning the meaning of the repeated phrase heard on the cockpit voice recorder (CVR) recording with unofficial English translation provided by the Embassy of the Arab Republic of Egypt, Washington DC  
(2 pages)**

الأزهري  
مكتبة الإمام الأكبر  
شيخ الأزهر

السيد الأستاذ الدكتور/ إبراهيم أحمد الدميري

وزير النقل

السلام عليكم ورحمة الله وبركاته

فيما عني كتاب سيادتكم ، الذي تسألون فيه عن معني  
ومفهوم عبارة " توكلت على الله " ومن المواضع التي تستخدم ليها  
ولما لفهوم رجل الشارع المصري؟

أفيد سيادتكم بأن معني ومفهوم عبارة " توكلت على الله "  
في العريضة الإسلامية أي: اعتمادى من كل أمرى على الله وحده ،  
وإن هذه العبارة تستخدم وتقا لفهوم رجل الشارع من مصر  
في كل تصرف من التصرفات العامة واليومية التي يقوم بيها  
الفرد من حياته ، كالصروج من المنزل ، وكباشرة أى ميل من  
الإصمال العادية سواء كانت تجارية أم صناعية أم زراعية أم غير ذلك .

هذا وبالله الترتيب

والسلام عليكم ورحمة الله وبركاته

شيخ الأزهر

محمد سيد طنطاوى

تحريرا في 05 من ذى الحجة سنة 1420 هـ

الموافق: 11 من سيار سنة 2000

( دكتور محمد سيد طنطاوى )

2000/11/11



مفت



*Embassy of the Arab Republic of Egypt*

**Unofficial Translation**

In the name of Allah  
Most merciful, most compassionate.

His Excellency Prof. Dr. Ibrahim Ahmed El Demiry,  
Minister of Transport  
Peace be upon you.

Concerning your letter in which you inquired about the meaning of  
the expression "Tawaklt ala Allah" in Islamic theology and the situations  
in which it is used by the Egyptian layman.

I would like to inform your Excellency that the meaning of this  
expression is that, "I depend in my daily affairs on the omnipotent Allah  
alone." This expression is very often used by the Egyptian layman in his  
day to day activities, such as when he goes out of his home, or while he is  
doing his work whether it is commercial, industrial or agricultural  
activities etc.

Peace be upon you.

Sheik Al-Azhar  
Dr. Mohamed Sayed Tantawy





## **5.8**

**Height and weight of EgyptAir flight 990 flight crewmembers  
from their last medical examination  
provided by Dr. Mohamed A. Gaafar,  
Chief, Egyptian Civil Aviation Medical Board  
(1 page)**

001/7

**Height & Weight of every Pilot  
During his Last medical examination**

SR	Name	Height	Weight
1	ALTP. AHMED MOHAMED EL-HABASHY	169 c.m	105 km
2	C.P. ADEL ANWAR HOSNY	177 c.m	80 km
3	ALTP. HATEM ALY RUSHDY	176 c.m	85 km
4	C.P. GAMEEL AHMED EL - BATOTY	181 c.m	90 km
5	C.P. HISHAM FAROUK ABD EL - HALIM	173 c.m	91 km

Major General DR (Ret)

Mohamed A. GAAFAR

MB . B . Ch, (Cairo) D.A.V. Med ( U.K) M. Sc. Med ( Cairo)  
Chief, Egyptian Civil Aviation Medical Board

**5.9**  
**Letter from Dr. Mohamed El Rafei, M.D. to Egyptian Ambassador  
Fahmy dated November 18, 1999<sup>3</sup>**  
**(1 page)**

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<sup>3</sup> This letter was provided to the National Transportation Safety Board by Captain Moshen El Missiry, the Egyptian Civil Aviation Authority representative to the Egyptian accident investigation delegation

Handwritten Arabic notes at the top left of the page.

MOHAMED ELRAFEI, M.D.  
DIPLOMATE, AMERICAN BOARD OF PSYCHIATRY AND NEUROLOGY  
401 HAMBURG TURNPIKE, SUITE 303  
WAYNE, NEW JERSEY 07470  
TELEPHONE (973) 790-9222  
FAX (973) 790-0471

Handwritten Arabic notes in the top right corner.

November 18, 1999

Handwritten Arabic signature and notes on the right side of the letter.

Attn: Mr. Nabil Fahmy  
Egyptian Ambassador to USA, Washington DC

Dear Mr. Fahmy:

I write to you out of my great concern over the new developments in how the media and NTSB are handling the investigation of the tragedy of the Egyptian Flight 990

I am the president of the Arab American Psychiatric Association and private psychiatrist in Wayne, New Jersey. I was a friend of Mr. Gamil El Batouty and have been in contact with him on a regular basis during his trips to New York

In my professional opinion that Mr El Batouty had no signs or symptoms of depression, which is usually the leading cause for suicide. Mr El Batouty had a cheerful, outgoing personality, with a great sense of humor that brings joy to the life of all people who he was in touch with. Mr. El Batouty was a proud and admirable man who loved people and was always giving his efforts and energy to help people in a caring and compassionate manor.

I admired Mr. Batouty's strong ego in dealing with the stress of his daughter's illness and his strong faith in God and medicine to help cure her Lupus illness. Finally I find it quite outrageous, frustrating and annoying to see the rush into judgment and presenting out the theory of suicide-murder presented by the media.

I hope this psychological profile of Mr. El Batouty I am presenting is helpful in shedding some light on how remote these speculations about him are.

Sincerely,

Redacted signature area.

Mohamed Elrafei, M.D

Handwritten Arabic signature at the bottom right.

**5.10**

**Letter from Eng. Mohamed F. Rayan, Chairman and CEO of EgyptAir  
responding to questions presented to EgyptAir in item 5.4<sup>4</sup>  
(2 pages)**

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<sup>4</sup> Received May 15, 2000

Dear Capt./ Shaker Kelada

Please find enclosed hereunder are the answers for the points raised by Mr./ Brat Elias in his letter sent to you regarding the pilots of EgyptAir Flight 990.

First, here is a list of salaries for certain positions in Egypt:-

- The Salary of the Egyptian Minister of Transportation is L.E. 1843 per month.
- The Salary of EgyptAir Chairman of Board of Directors is L.E. 3762 per month.
- The Salary of Vice President - Information Sector is L.E. 6184 per month.
- The Salary of Vice President - Flight Service is L.E. 5280 per month.
- The Salary of Vice President - Technical Division is L.E. 6470 per month.

- 1- The salary is determined according to the position of the pilot and his service period , in addition he is paid for his working hours outside Cairo an amount of 2.5 USD for the pilot and 1.5 USD for the Co-Pilot for each hour, he is also paid extra bonus for each flying hour after the first forty hours at 1/40 of the monthly bonus.
- 2 EgyptAir bears all costs related to hotel accommodation for crew members in five stars hotels during operations out of base.
- 3 W/O El Batouty's salary for October 1999 is L.E. 3761.77 plus L.E.5939.28 as out of base allowance, totaling L.E. 9701.05 .
- Capt./ El Habashy's salary for October 1999 is L.E. 12298.74 plus L.E. 10315.77 as out of base allowance, totaling L.E. 22614.51.

This is in addition to the profits and payments paid to all EgyptAir staff periodically.




- 4- The pilots have established a fund named "Cockpit Crew Insurance Fund" which pays the pilot in case of retirement or death an amount of L.E. 180 000, in case of accident such amount is increased to L.E. 220 000 maximum.

In addition EgyptAir insures its pilots / co. pilots against death or injury up to an amount of L.E. 250 000 each.  
As of 15/4/2000 the compensation amounts for the pilot/ co. pilot are equal to those of the passengers.

- 5- Medical Care is presented to all EgyptAir employees and their families during their service period and after its termination for whatever reason.
- 6- Pension stipend is determined according to Egyptian law on the basis of the average salary of the last two years of service.
- 7- End of service award is not given to government employees as per the laws of Egypt and is only given to the employees of the public and private sectors as specified by work regulations.
- 8- EgyptAir regulations do not permit giving loans to its employees.
- 9- F/O El Batouty was to retire on 2/2/2000 and Capt./ El Habashy was to retire on 7/12/2000 , and their families were paid compensation amount due to them which is equal to L.E. 482 000 , in addition to payments made by "Cockpit Crew Insurance Fund" which amount to L.E. 201 000 for F/O El Batouty and 208 000 for Capt./ El Habashy.

Thank you for your Cooperation

  
Eng. Mohamed H. Rayan  
Chairman & CEO

**5.11**

**Letter from Dr. Mohamed A. Gaafar, Chief Egyptian Civil Aviation Medical Board, concerning Civil Aviation Medical Board review of the cruise first officer's psychiatric assessment<sup>5</sup>  
(2 pages)**

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<sup>5</sup> Received June 1, 2000. Although Dr. Gaafar indicates in this facimile that the cruise first officer joined EgyptAir in "79", EgyptAir records indicate that the cruise first officer's date of hire was September 8, 1987.



*Handwritten notes:*  
15/11/2000  
15/11/2000

**ATTN : CAPTAIN SHAKER KELADAH**  
**FAX NO : 716 - 776 - 1569 - U.S.A - WASHINGTON**

Creetings,

Referring to you the fax concerning CP. Gameel El Batoty.

Thanks & Best Regards  
Dr. Mohamed A. Gaafar  
*Handwritten signature and date:*  
20/11/2000

**CP GAMEEL AHMED EL BATOY**

When he joined Egypt Air in 79 his previous psychiatric assessment in the Egyptian Air Force were reviewed by Chief of Egyptian Civil Aviation Medical Board at that time.

**Major General Dr. (Ret)**

**Mohamed A. Gofar**

**M.B., B.Ch (Cairo)**

**D.A.V. Med. (U.K.), M.Sc.Med. (Cairo)**

**Chief of Egyptian Civil Aviation Medical Board**