

Operations Group Chairman Factual Report

Attachment 4 - Pilot employment and training records (ConocoPhillips)

ANC10MA068

C o n o c o P h i l l i p s

Program: ZHRPAR_GLOBAL_CAREER_HIST_RPT

HR: Global Career History

t

Date:

Client : 010 (PRD)

Repor

08/17/2010

Time:

User : JOHNSJE

Restricted and Confidential

10:42:16

Page:

1

Name:	Theron Ackerly Smith (Terry)	Status:	Withdrawn
Perno:	██████████	Pers. Area:	1005 US AK Anchorage
Job:		Pers. Subarea:	0010 Non-Union
Org:		EE Group:	1 Regular
Position:		EE Subgroup:	10 Salaried
Salary:	██████████	Part Time:	N
Location:	US AK Anchorage	Last Hire:	02/11/2008
	Anchorage Aviation	Service Date:	02/11/2008
Email:		Orig Hire Date:	02/11/2008
Supervisor:		Sal Grade Chg Date:	02/11/2008
TMT Code - Employee:	NOLM01 Locally Managed	Experience Date:	02/11/1974
TMT Code - Position:		Termination Date:	07/01/2010
Hire Type:	3 Professional - Grd 10+	Vac. Eligibility:	02/11/1974
Position Change Date:	00/00/0000 Override: 00/00/0000	Pension Date:	02/11/2008
Cross-Function Assign:	No	Birth Month & Day:	██████████
Random Drug Test Code:		Weekly Hours:	40.00

STATUS HISTORY

Start Date	End Date	Status	Action	Action Reason
→ 07/01/2010	12/31/9999	Withdrawn	<u>Terminate Employee</u>	<u>Resignation: Other Personal</u>
01/01/2010	06/30/2010	Active	Change of Org Assignment	Employee Change
→ 02/11/2008	12/31/2009	Active	Hire New Employee	New Hire
<No Pre-SAP Status History found>				



POSITION HISTORY

Start Date	End Date	Org Unit	Employee Group	Title	Work Location
07/01/2010	12/31/9999	Aviation	1 Regular	Integration: default posi	Anchorage Aviation
01/01/2010	06/30/2010	Aviation	1 Regular	Mgr, Aviation - Alaska	Anchorage Aviation
02/11/2008	12/31/2009	Aviation	1 Regular	Mgr, Aviation - Alaska	Anchorage Aviation
<No Pre-SAP Position History found>					

COMPENSATION HISTORY

Start Date	End Date	Annual Salary	Reason	Type	Area	Grp	Level
01/01/2010	12/31/9999		GO No Pay Change (Re-class)	01 Management	00 Nationwide	19	00
07/01/2009	12/31/2009		GF Annual Sal Adj	01 Management	00 Nationwide	19	00
C o n o c o P h i l l i p s							

Program: ZHRPAR_GLOBAL_CAREER_HIST_RPT
 HR
 Client : 010 (PRD)
 User : JOHNSJE
 2

: Global Career History t
 Repor 08/17/2010
 Restricted and Confidential

Date:
 Time:
 Page: 10:42:16

02/11/2008	06/30/2009		GB Starting Salary	01 Management	00 Nationwide	19	00
<No Pre-SAP Compensation History found>							





Tonya E. Chatton

Senior Counsel
Labor and Employment
Corporate, Employment & Procurement
600 N. Dairy Ashford Rd. ML 3010
Houston, Texas 77079

August 18, 2010

VIA OVERNIGHT MAIL DELIVERY

Thomas M. Little
Air Safety Investigator
National Transportation Safety Board
Western Pacific Region
19518 Pacific Avenue South, Suite 201
Seattle, WA 98188

Re: Information Request Concerning Theron Ackerly Smith

Dear Mr. Little:

This letter is written in response to your email addressed to Mr. William Hurley dated August 12, 2010. In your email, you requested the following information concerning our former ConocoPhillips employee, Theron ("Terry") Ackerly Smith:



1. Dates of employment
2. Reason for separation from Conoco Phillips
3. All flight training records which were maintained by your flight operations department
4. All employment records
5. Any other records/data relative to Mr. Smith's employment with Conoco Phillips.

Attached are 64 numbered pages of documents responsive to your request. Prior to beginning employment with ConocoPhillips, Mr. Smith would have been required to complete a Pre-placement Health Questionnaire and possibly a pre-placement medical examination. As mentioned in my August 17, 2010 email, our company considers health

Mr. Thomas M. Little
NTSB Request for Information
August 18, 2010

information confidential and, therefore, I have not provided you with copies of this information. However, I am happy to release this health information to you if you provide me with an executed release from the decedent's family or a properly served subpoena.

Respectfully submitted,



Tonya E. Chatton
Senior Counsel

Enclosures

Cc: Joe Farrell



January 23, 2008

OFFER LETTER

Theron A. Smith
[REDACTED]

Anchorage, AK 99502

Dear Theron:

We are pleased to offer you employment with ConocoPhillips Company. The details of the offer are as follows:

Job Title: Manager Aviation - Alaska
Salary: [REDACTED] annually)
Alaska Market Factor: [REDACTED] (Policy Attached)
Location: Anchorage, AK
Team: Global Aviation Services
Manager: Doug Schwartz, Manager, Global Aviation Services
Desired Reporting Date: February 1, 2008
Vacation Eligibility Date: February 1, 1974

A special vacation benefit is available for experienced exempt hires. Based on your related prior work experience, you will be granted 34 years service recognition to adjust your Vacation Eligibility Date. This adjusted Vacation Eligibility Date will be used to compute all future vacation according to the ConocoPhillips Vacation policy and your service for Short-Term Disability Pay benefits, which provide pay continuation when you are unable to work due to illness. We are pleased to provide a vacation benefit of 30 days. After 90-days of continuous employment, you are eligible to begin exercising your vacation benefit.

Salary

Subsequent changes to your salary will be based on your performance and our compensation policy.

In addition to your base salary, you may be eligible to participate in the following executive level compensation programs:

Variable Compensation Incentive program: This is an annual program, which if approved, could result in your receiving an award. The Compensation Committee generally approves the awards after the completion of the plan year. Individual awards are based upon company, unit and/or individual performance, and are prorated based on the number of months of performance. The awards can range from 0% to 200% of the target. Your target award will be 25% of your eligible earnings paid during the year.



Long-Term Incentives: This is an annual restricted stock program, which if approved, could result in your receiving an award. The Compensation Committee generally approves the awards after the completion of the plan year in February. Your target award base is 37.5% of your year-end base salary.

Employee Benefits

You will be eligible to participate in the various ConocoPhillips employee benefit plans. Please review the Summary of Benefits (attached).

In addition to the information on the enclosed benefits summary, you are eligible to purchase executive life insurance instead of the group term life insurance. The executive life insurance is group variable universal life insurance from Paragon and they will send you further information after you are employed

Standard Contingencies: Medical Evaluation/Background Checks/Employment Authorization

After you have accepted our offer, your employment is contingent upon the successful completion of a Pre-Placement Medical Questionnaire, Standard Drug Test for prohibited substances, and a background check of the information you provided. If the position requires a degree, then your education will be verified through the background check.

Under the provisions of the Immigration Reform and Control Act of 1986, your employer is required to have verification indicating you are authorized to work in the United States. Upon reporting to work, you will be requested to present certain documents to comply with this regulation. Below, you will find a link that takes you to a list of acceptable documents. If you are unable to provide these documents within three working days after the start of employment and you are authorized to work in the United States, you must provide a receipt showing application for the proper documents within the same three working days. If you cannot provide the documents within ninety (90) days after your date of hire, by law ConocoPhillips cannot continue your employment.

List of Acceptable Documents.pdf (attached)



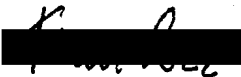
Theron A. Smith

January 23, 2008
Page 2

Some of our benefit programs require documentation of your date of birth. A list of acceptable documents to establish your date of birth can be found here (attached). You will need to bring your documentation with you on your first day of employment.

If you have any further questions concerning this offer, please contact me at [REDACTED]. Please respond to this offer by calling **Pat Leak**, [REDACTED] **as soon as possible**. We are very interested in you becoming a part of our team and have confidence that you can make significant contributions to our business objectives.

Sincerely,

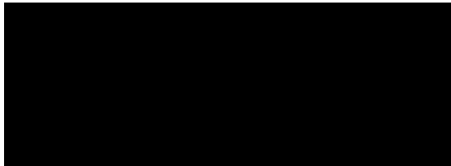

[REDACTED]

Kevin M. McGee
Human Resources Business Partner
670 Phillips Building
Bartlesville, OK 74004

KMM:pl
Enclosures

cc: Doug Schwartz
Pat Leak (HR)





January 23, 2008

OFFER LETTER

Theron A. Smith

[Redacted]
Anchorage, AK 99502

Dear Theron:

We are pleased to offer you employment with ConocoPhillips Company. The details of the offer are as follows:

Job Title:	Manager Aviation - Alaska
Salary:	[Redacted] Monthly [Redacted] annually)
Alaska Market Factor:	[Redacted] annualized (<u>Policy Attached</u>)
Location:	Anchorage, AK
Team:	Global Aviation Services
Manager:	Doug Schwartz, Manager, Global Aviation Services
Desired Reporting Date:	February 1, 2008
Vacation Eligibility Date:	February 1, 1974

A special vacation benefit is available for experienced exempt hires. Based on your related prior work experience, you will be granted 34 years service recognition to adjust your Vacation Eligibility Date. This adjusted Vacation Eligibility Date will be used to compute all future vacation according to the ConocoPhillips Vacation policy and your service for Short-Term Disability Pay benefits, which provide pay continuation when you are unable to work due to illness. We are pleased to provide a vacation benefit of 30 days. After 90-days of continuous employment, you are eligible to begin exercising your vacation benefit.

Salary

Subsequent changes to your salary will be based on your performance and our compensation policy.

In addition to your base salary, you may be eligible to participate in the following executive level compensation programs:

Variable Compensation Incentive program: This is an annual program, which if approved, could result in your receiving an award. The Compensation Committee generally approves the awards after the completion of the plan year. Individual awards are based upon company, unit and/or individual performance, and are prorated based on the number of months of performance. The awards can range from 0% to 200% of the target. Your target award will be 25% of your eligible earnings paid during the year.



Theron A. Smith

January 23, 2008

Page 2

Long-Term Incentives: This is an annual restricted stock program, which if approved, could result in your receiving an award. The Compensation Committee generally approves the awards after the completion of the plan year in February. Your target award base is 37.5% of your year-end base salary.

Employee Benefits

You will be eligible to participate in the various ConocoPhillips employee benefit plans. Please review the Summary of Benefits (attached).

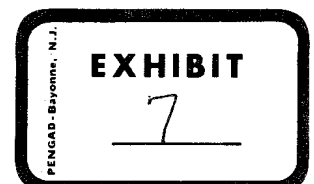
In addition to the information on the enclosed benefits summary, you are eligible to purchase executive life insurance instead of the group term life insurance. The executive life insurance is group variable universal life insurance from Paragon and they will send you further information after you are employed

Standard Contingencies: Medical Evaluation/Background Checks/Employment Authorization

After you have accepted our offer, your employment is contingent upon the successful completion of a Pre-Placement Medical Questionnaire, Standard Drug Test for prohibited substances, and a background check of the information you provided. If the position requires a degree, then your education will be verified through the background check.

Under the provisions of the Immigration Reform and Control Act of 1986, your employer is required to have verification indicating you are authorized to work in the United States. Upon reporting to work, you will be requested to present certain documents to comply with this regulation. Below, you will find a link that takes you to a list of acceptable documents. If you are unable to provide these documents within three working days after the start of employment and you are authorized to work in the United States, you must provide a receipt showing application for the proper documents within the same three working days. If you cannot provide the documents within ninety (90) days after your date of hire, by law ConocoPhillips cannot continue your employment.

List of Acceptable Documents.pdf (attached)



[REDACTED]

Theron (Terry) A. Smith

[REDACTED]
Anchorage, Alaska 99502
[REDACTED]

Objective: A dedicated aviation professional with chief pilot experience seeking flight operations management position.

Employment: *Alaska Airlines (Retired) 1979 - 2007*
B-737 Captain, Instructor, Check Airman and FAA Designee.
Anchorage Chief Pilot 1985 - 2007

Management Jets International 1978 - 1979
Lear 35 and King Air Captain based in Al Khobar, Saudi Arabia operating throughout the Middle East and Europe.

Aeroamb Inc. 1974 - 1978
Captain on Lear 35 and Merlin III operating on business and air ambulance flights throughout Alaska and North America.

ERA Helicopters 1973 - 1974
Captain on numerous turbo prop business aircraft in support of pipeline construction.

Education: *B.S. Aeronautical Engineering*
Northrop Institute of Technology 1971
Associate Degree Aircraft Maintenance Technology 1969

Flight Experience: Total Time: 29,200
20,000+ Alaska and North Slope
17,000+ Boeing 737

Community Involvement: Industry Advisory Board University of Alaska, Anchorage 2006 - Present
Director, Alaska Aviation Safety Foundation 1984 - Present
Director, Alaska Aviation Heritage Museum 1985 - 1990

Awards and Recognition: *FAA Alaska Region High Flyer Safety Award 1991*
Presented by Tom Stuckey, FAA Regional Administrator
Alaska Airlines Legend Service Award 2001
Presented by Bill Ayer, President & CEO, Alaska Airlines
FAA National Visionary Leader Award 2007
Presented by Marion Blakey, FAA Administrator



ConocoPhillips

U. S. Employee Exit Checklist

Location: ANCHORAGE AVIATION

Name: THERON A SMITH

Employee #: [REDACTED]

Last Day Worked: Apr 30, 2010

Employment End Date: Jun 30, 2010

Instructions: Human Resources (HR) will initiate this form and send to employee's supervisor. Please [X] boxes as items are reviewed with employee. After completion by supervisor, return form to HR. HR will review and send form to the HRSS. Passwords should not be requested as part of the Exit process.

HR TO COMPLETE

- Expatriate Assignment within last 5 years
Yes No
- If yes, please contact Expatriate Services at 1-800-662-0679 to advise termination date.
- Outstanding Account Balances
Yes No
- Promissory Note signed
Yes No
- Educational Assistance Reimbursement
Yes No
- Employee needs to clear balance prior to last day of employment or give written authorization to withhold any additional payments from a final paycheck or make other arrangements for payment.
- Final Pay (Advise employee that he/she will receive pay through the last day worked plus pay in lieu of 320 days of vacation)
- Payroll Deduction Cancellations Needed
Yes No If yes, please specify
- Advise employee to call the Benefits Center for benefits information (800-622-5501 or 718-354-1344 International callers)
- Advise employee the only information that will be released is the employee's dates of employment and most recent position title
- Advise employee to contact HR Connections for information regarding the effects of termination on any outstanding equity awards.

Note: Termination Reports issued daily / weekly cover cancellations of credit cards, voicemail, computer access, building access, memberships, and medical info.

SUPERVISOR TO COMPLETE

- (Return items to appropriate handler)
- Company Car (keys, parking permits, gas cards/fleet cards, etc.)
 - Keys (office, desk, locker, file cabinets, etc.) *N/A*
 - Recreation Pass (if applicable)
 - Identification/Security Cards
 - Mobile/Cell Phone, Blackberry, Pager
 - Computer Equipment (laptop, SecurID card, crypto card, software, company data stored on home systems)
 - If home offices have been set up: telephone computer hardware, computer software, modems, printers, fax machines, etc.
 - Appropriate business e-mails
 - Company-issued equipment
 - Supplies (books, journals, reference materials, vendor lists, etc.)
 - Final timesheet entered
 - Travel Expense Statement / Mileage Report
 - Supervisors notify Commercial Card Services when employee is leaving the company to ensure (1. no outstanding balance 2. all expenses have been filed in an expense report 3. the card has been cancelled with the bank.)
 - Corporate Cards (OneCard and telephone calling card) (Supervisor cuts up cards)
 - If employee is resigning, contact Human Resources representative to schedule an exit interview.
 - Is this employee a part of the named DRM network (a BRO - Business Records Owners; GRL - Group Records Lead; GRLA - Group Records Lead Assistant; or UO - Unit Owner)?
Yes No
- If yes, and there is a replacement, send an e-mail to the DRM mailbox "RSC:Records Management-COP" stating the name of the employee leaving, their organization and the new person that will be named in their place. If no, notify the employee receiving responsibility for the records or reassign the responsibility for review of records if the exiting/relocation employee is not able to perform the task. Note: The exiting employee's supervisor/director is **accountable** for ensuring the reassignment of responsibility for the exiting employee's records is complete.

[Signature] 30 April 2010
Signature of Person Completing Checklist Date

[Signature] 30 April 2010
Signature of Person Completing Checklist Date

HR or Supervisor - Note any special circumstances:

We will remind you that you have undertaken a secrecy obligation covering the confidential information of the Company. This obligation continues after your employment with the Company has ended as long as the information is not publicly available. It covers technical and business information of the Company, as well as information of other persons or companies that ConocoPhillips received under secrecy. You cannot disclose this information to others or use it yourself or for a subsequent employer.

Acknowledgment - I am aware of the effects of termination on any outstanding equity award(s), or I take responsibility to contact HR Connections prior to my last day to gain an understanding of the effects.

[Signature] APRIL 30, 2010
Employee's Signature Date

Important Notice: The Internal Revenue Service (IRS) permits certain distributions from ConocoPhillips qualified savings and retirement plans if it deems your termination or retirement to be a bona fide termination of employment. However, if you provide services to ConocoPhillips after your termination and you have taken a distribution from a qualified plan, you may be liable for significant tax penalties and interest if the IRS does not consider your termination to be a bona fide termination of employment. In its evaluation, the IRS considers all forms of post-retirement employment including direct employee, temporary, contractor or sub-contractor. ConocoPhillips does not provide tax advice to individuals and you should consult your own financial advisor before making any decisions.

Forwarding Address: Same as current

Original Copy: To HRSS for Personnel File
Revised, 1/26/2010 Human Resources

Copy to: Employee



Northrop Institute of Technology
upon recommendation of the Faculty has conferred on

Theron Ackery Smith
the degree of
Bachelor of Science

in

Aircraft Maintenance Engineering

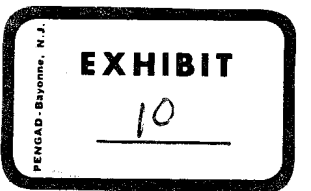
together with all the rights and privileges thereunto pertaining

The witness whereof, the Seal of the Institute and the signatures of its Officers
are hereto affixed in the City of Inglewood, State of California, this
twenty-sixth day of March, in the year nineteen hundred and seventy-one



President

Dean of Engineering



Verified

Northrop Institute of Technology

upon recommendation of the Faculty has conferred on

Theron Ackerly Smith

the degree of

Associate in Applied Science

in

Aircraft Maintenance Technology

together with all the rights and privileges thereunto pertaining

In witness whereof, the Seal of the Institute and the signatures of its Officers are hereunto affixed in the City of Inglewood, State of California, this eighteenth day of December, in the year nineteen hundred and seventy

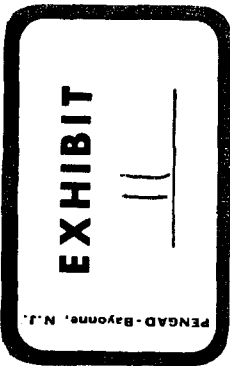


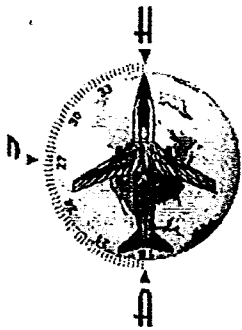
[Signature]

President

[Signature]

Dean of Engineering





HIGHER POWER AVIATION

EMERGENCY EQUIPMENT TRAINING RECORD


Student: Theron A. Smith

Date: 05-28-2008

The above student has satisfactorily completed Emergency Equipment review and operation at Higher Power Aviation, Inc. as noted:

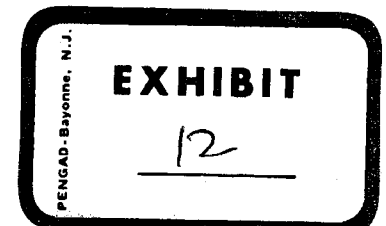
TOPIC	COMPLETED
Cabin Door With Slide	<u>5-28-08</u> BBR
Cabin Door Over Wing	<u>5-28-08</u> BBR
Fire Extinguisher	<u>5-28-08</u> BBR
Portable Breathing Equipment (PBE)	<u>5-28-08</u> BBR
EROS Oxygen Mask	<u>5-28-08</u> BBR

Location: Southwest Training Building

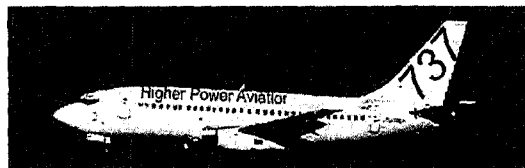


Instructor
Higher Power Aviation, Inc.

5-28-08
Date



CERTIFICATE OF GRADUATION



This is to certify that

Theron A. Smith

has successfully completed

Higher Power Aviation


Boeing 737 Recurrent Training

As of June 2008

Higher Power Aviation

4650 Diplomacy Road

Fort Worth, Texas 76155



Joe S. Poore
Chairman

EXHIBIT

13

SHARED SERVICES AVIATION



This Certifies That

Terry Smith

Has Successfully Completed with a Passing Test Score

**In-Flight Security Coordinator and Crewmember
Training**

Conducted at
Anchorage, Alaska
Nov. 6, 2009

A handwritten signature in black ink, which appears to be "Mark Hummel", written over a solid black rectangular redaction bar.

Mark Hummel
Aviation Safety/Security Specialist
Shared Services Aviation





SHARED SERVICES AVIATION

This Certifies That

Terry Smith

Has Successfully Completed with a Passing Test Score
Will Not Carry Hazardous Materials Training

Conducted at
Anchorage, Alaska
Nov. 6, 2009

A handwritten signature in black ink, which appears to be "Mark Hummel", is written over a solid black rectangular redaction box.

Mark Hummel
Aviation Ground Safety Specialist
Shared Services Aviation



**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

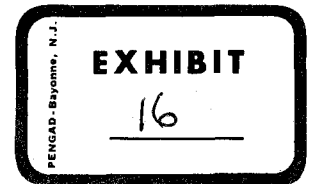
01 Jun 2009 - 30 Jun 2009

TERRY A. SMITH - SMIT

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
		PIC	Pilot	Pilot NF	ACM	Night	Actual	Sim	Hold	Track	Prec	N Prec	Pre	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim
Report To	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Year To Da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Previous 90 da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Previous 6	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Previous 12	21:27	12:28	08:59	00:00	21:27	00:00	02:54	00:00	0	0	3	0	0	9	8	0	1	00:00	00:00	16	0



Times exclude log entries with 'exclude from legality' marked



PERSONNEL TRAINING RECORD

PERCAB-Bayonne, N.J.

EXHIBIT

17

Contents

Master Training Log

Master Training Log.....	A
Reserved.....	B
Reserved.....	C
Reserved.....	D
Reserved.....	E

Training Requirements

New Hire / Contractor.....	F
Transition.....	G
Upgrade.....	H
Reserved.....	I
Reserved.....	J

Licenses / Ratings / Endorsements / Medicals

FAA Licenses, DPE / PPE	K
FAA Endorsements	L
FAA Medical (Archive)	M
COP Line Performance Review (LPR).....	N
125.291 PIC / Competency Letter / 125.287(b) SIC / 125.287(a) / (archive)	O

Aircraft Training Records

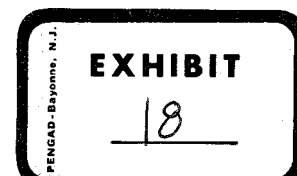
B-737 Training Documentation/Certificates.....	P
CASA C-212 Training Documentation/Certificates.....	Q
DHC-6 Training Documentation/Certificates.....	R
Reserved	S
Reserved	T

Operational Training Records

TSA/In-Flight Security.....	U
Hazmat/Dangerous Goods.....	V
Cockpit Resource Management (CRM).....	W
High Altitude Training Endorsement (61.31).....	X
RVSM	Y

Operational Training Records

De-Icing.....	Z
Reserved.....	AA
Reserved.....	BB
Reserved	CC
Reserved	DD



UNITED STATES OF AMERICA XI
 DEPARTMENT OF TRANSPORTATION FEDERAL AVIATION ADMINISTRATION

IV NAME
 THERON ACKERLY SMITH

V ADDRESS
 ANCHORAGE AK 99502-1638

VI NATIONALITY USA SEX HEIGHT WEIGHT HAIR EYES

VII D.O.B. 1947

IX. HAS BEEN FOUND TO BE PROPERLY QUALIFIED TO EXERCISE THE PRIVILEGES OF

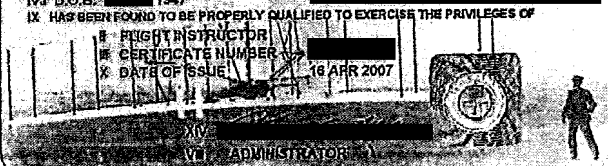
X FLIGHT INSTRUCTOR

XI CERTIFICATE NUMBER [REDACTED]

XII DATE OF ISSUE 16 APR 2007

XIII [REDACTED]

XIV ADMINISTRATOR



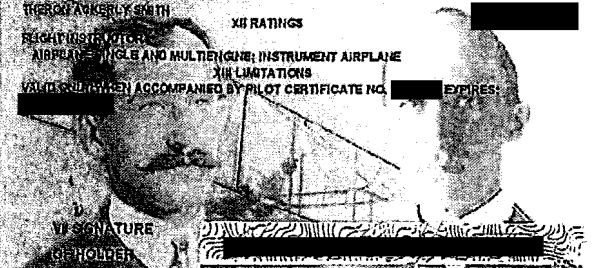
THERON ACKERLY SMITH XII RATINGS [REDACTED]

XIII AIRPLANE SINGLE AND MULTIEGINE; INSTRUMENT AIRPLANE

XIV LIMITATIONS

XV VALID WHEN ACCOMPANIED BY PILOT CERTIFICATE NO. [REDACTED] EXPIRES: [REDACTED]

VI SIGNATURE OF HOLDER



63092 99/09

PENGAD - Byonne, N.J.

EXHIBIT

19

FCC FORM 753-B
MAY 1965

UNITED STATES OF AMERICA
FEDERAL COMMUNICATIONS COMMISSION

This PERMIT, when countersigned by the Secretary of FCC, authorizes

Theron Adorly Smith

to operate licensed radio stations for which this


RESTRICTED RADIOTELEPHONE OPERATOR PERMIT

is valid under Rules and Regulations of the Commission and for the lifetime of the holder subject to suspension pursuant to the provisions of Section 303(m) (1) of the Communications Act and the Commission's Rules and Regulations. This Permit issued in conformity with Paragraph 903, International Radio Regulations, Geneva, 1947.

3-17-67
GRANT DATE

SECRETARY

PERMITTED SIGNATURE



WARNING

MAKE SURE THE RADIO STATION HAS A CURRENTLY VALID STATION LICENSE.
THIS PERMIT DOES NOT AUTHORIZE ANY ADJUSTMENT OF THE TRANSMITTER THAT MAY AFFECT THE PROPER OPERATION OF THE STATION.
MAYDAY IS THE INTERNATIONAL RADIOTELEPHONE DISTRESS SIGNAL. DISTRESS MESSAGES HAVE ABSOLUTE PRIORITY.

PROHIBITIONS: USE OF OBSCENE, INDICENT, OR PROFANE LANGUAGE.
UNAUTHORIZED DISCLOSURE OR USE OF MESSAGES.
SUPERFLUOUS, FALSE, OR DECEPTIVE SIGNALS OR COMMUNICATIONS.
TRANSMISSION OF UNASSIGNED CALL SIGNALS.

OBSERVE REQUIREMENTS FOR TRANSMISSION OF STATION IDENTIFICATION.
THIS PERMIT MUST BE CONSPICUOUSLY POSTED AT THE PRINCIPAL OPERATING LOCATION OR KEPT IN YOUR PERSONAL POSSESSION, DEPENDING UPON THE RULES GOVERNING THE PARTICULAR CLASS OF STATION BEING OPERATED.

KNOW YOUR RADIO LAWS, TREATIES, RULES AND REGULATIONS. FAILURE TO OBSERVE THEM MAY LEAD TO SUSPENSION OF THIS PERMIT.

FENGAD-Bjyomr, N.J.

EXHIBIT
20

UNITED STATES OF AMERICA
 DEPARTMENT OF TRANSPORTATION—FEDERAL AVIATION ADMINISTRATION



THIS CERTIFIES THAT
 IV. THERON ACKERLY SMITH
 V. ANCHORAGE, ALASKA 99504

DATE OF BIRTH	HEIGHT	WEIGHT	HAIR	EYES	SEX	NATIONALITY
[REDACTED]-47	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	USA

IX. HAS BEEN FOUND TO BE PROPERLY QUALIFIED TO EXERCISE THE PRIVILEGES OF:

- II. GROUND INSTRUCTOR
 - XII. ADVANCED GROUND INSTRUCTOR
 - INSTRUMENT GROUND INSTRUCTOR
- III. CERT. NO. [REDACTED]
 RATINGS AND LIMITATIONS

XIII. [REDACTED]
 XIV. [REDACTED]
 SIGNATURE OF HOLDER

X. DATE OF ISSUE: 05-23-68

X. [REDACTED]
 VIII. ADMINISTRATOR

AC FORM 8060-1 (4-67)

... certificate is of such duration as is provided in the currently effective Federal Aviation Regulations, unless sooner suspended or re- ed.




REPAIRMAN OPERATIONAL RESTRICTION
 The holder hereof shall not perform or approve alterations, repairs or sections of aircraft except in accordance with the applicable air- thinness requirements of the Federal Aviation Regulations, or such hods, techniques, and practices found acceptable to the Administrator.

REPLACEMENT OF CERTIFICATE
 If your certificate is lost, destroyed, or mutilated, a replacement may be ained at your written request. A replacement will be issued only a valid certificate. Send your request and \$2.00 (check or money er made payable to Federal Aviation Administration) to:

FEDERAL AVIATION ADMINISTRATION
 AIRMAN CERTIFICATION BRANCH
 P. O. BOX 25082
 OKLAHOMA CITY, OKLAHOMA 73125

WARNING: Alteration of this certificate is subject to a fine of not exceeding \$1,000 or imprisonment not exceeding three years, or both. (U.S. Code, Title 49, Sec. 1472(b).)



I UNITED STATES OF AMERICA <small>DEPARTMENT OF TRANSPORTATION - FEDERAL AVIATION ADMINISTRATION</small>		<small>XI</small> 
IV NAME THERON ACKERLY SMITH		
V ADDRESS ANCHORAGE AK 99502-1638		VI NATIONALITY USA
		IVa D.O.B. 1947
		SEX HEIGHT WEIGHT HAIR EYES [REDACTED]
IX HAS BEEN FOUND TO BE PROPERLY QUALIFIED TO EXERCISE THE PRIVILEGES OF		
II FLIGHT ENGINEER		
III CERTIFICATE NUMBER [REDACTED]		
X DATE OF ISSUE 19 MAY 2003		
VII SIGNATURE OF HOLDER 		XIV ADMINISTRATOR 

THERON ACKERLY SMITH

XII RATINGS

FLIGHT ENGINEER
TURBOJET POWERED

XIII LIMITATIONS

FENGAD-Byzance, N.J.

EXHIBIT

22

I. UNITED STATES OF AMERICA
DEPARTMENT OF TRANSPORTATION-FEDERAL AVIATION ADMINISTRATION



II. THIS CERTIFICATE IS ISSUED TO: IV. **THERON ACKERLY SMITH**
V. **ANCHORAGE, ALASKA 99504**

DATE OF BIRTH	HEIGHT	WEIGHT	HAIR	EYES	SEX	NATIONALITY
[REDACTED] 47	[REDACTED] IN.	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	USA

HAS BEEN FOUND TO BE PROPERLY QUALIFIED TO EXERCISE THE PRIVILEGES OF

MECHANIC III. CERT. NO. [REDACTED]
AIRFRAME RATINGS AND LIMITATIONS [REDACTED]
POWERPLANTS

SIGNATURE OF HOLDER [REDACTED]

DATE OF ISSUE: 08-11-70 X. [REDACTED] ADMINISTRATOR
VIII. [REDACTED]

PENGAD-BYONNE, N.J.
EXHIBIT
23

Applicant ID: 1996568893

UNITED STATES OF AMERICA
Department of Transportation
Federal Aviation Administration

MEDICAL CERTIFICATE FIRST CLASS

This certifies that (Full name and address):

THERON ACKERLY SMITH

ANCHORAGE AK 99502

Date of Birth	Height	Weight	Hair	Eyes	Sex
947					

has met the medical standards prescribed in part 67, Federal Aviation Regulations, for this class of Medical Certificate.

Limitations
Must wear lenses for distant, have glasses for near vision.

Date of Examination: 3/26/2008
Examiner's Designation No.: 04440

Examiner
Signature: [Handwritten Signature]
Typed Name: Willis M. Simmons, Jr., M.D. 04539-8

AIRMAN'S SIGNATURE
[Handwritten Signature]

EXHIBIT
24
PENGAD-BAYONNE, N.J.

ConocoPhillips

B-737 LINE PERFORMANCE REPORT

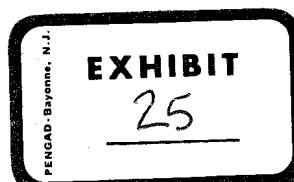
Name TERRY SMITH
 Position CAPTAIN
 Type Aircraft B-737-200
 Tail Number 136BP

Date Of Evaluation 2-9-10
 Flight Number 151/152
 Block Time 3.4

RATINGS (See remarks on reverse)

	C	F/O		C	F/O
1. PREFLIGHT			6. GENERAL		
A. Cockpit Preflight Checks	S		A. Punctuality	S	
B. Maintenance Log Review	S		B. Uniform And Appearance	S	
C. Enroute Weather	S		C. Aircraft Manuals	S	
D. Destination	S		D. Systems Knowledge	S+	
E. Alternate	S		E. Emergency Procedures	S	
F. Fuel Requirements	S		F. FAR's	S	
G. Weight And Balance	S		G. Company Policies	S	
H. Takeoff Data	S		H. Checklist Procedures	S	
I. Fueling			I. Aircraft Control	S+	
J. Other Duties			J. Auto-Pilot/Flight Director	S	
2. DEPARTURE			K. Seat Dependent Tasks	S	
A. Starting Procedures	S		L. ATC Procedures	S	
B. Before Taxi	S		M. Weather Procedures	S	
C. Taxi	S		N. Crew Coordin/Resource Mgmt.	S	
D. Takeoff Briefing	S		O. Command Responsibilities	S	
E. Takeoff	S		P. Communication	S	
F. Climb	S		Q. Passenger Relations	S	
3. ENROUTE					
A. Cruise Management	S+				
B. Fuel Management	S+				
C. Enroute Planning	S				
D. Navigation	S				
4. ARRIVAL					
A. Descent	S				
B. Landing Data	S				
C. Approach Procedures	S				
D. Landing	S				
E. Parking	S				
F. Shutdown	S				
5. POST FLIGHT					
A. Forms	S				
B. Maintenance/Ops Debrief	S				

- S+** Performance/knowledge was demonstrated in an outstanding manner.
- S** Performance/knowledge was demonstrated in a satisfactory and dependable manner.
- S-** Performance/knowledge was demonstrated in an acceptable manner, but indicated a need for additional study.
- U** Performance/knowledge was demonstrated in an unacceptable manner.



Date: 6-27-08 _____

Student: T. Smith _____


Hours: 3.0 _____

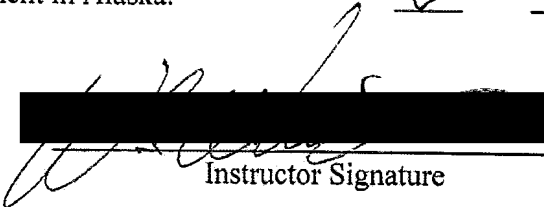
Ground School Items

Familiarization of procedures and paperwork including:

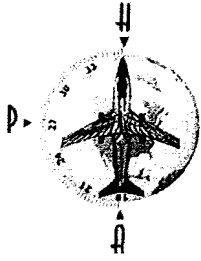
Complete

- Review and familiarization of ASA and ConocoPhillips differences. _____
- Entering Maintenance write ups. _____
- Paperwork preparation for the Captain (wx, load sheet , etc.). _____
- Ops location, Ticket counter location, maintenance location. _____
- North Slope airport descriptions and services. _____
- Cold Weather and common conditions in our operation. _____
- Performance charts, fuel and flight planning _____
- Review of CIF bulletins. _____
- Gravel Operations (limitations and equipment required, options). _____
- PDCS (general setup). _____
- De-icing. _____
- Use of MEL _____
- W&B program and procedures _____
- ConocoPhillips application of Noise Abatement in Alaska. _____


Student Signature


Instructor Signature





HIGHER POWER AVIATION

B-737 RECURRENT TRAINING

NAME: Theron A. Smith

NAME OF COMPANY: ConocoPhillips Alaska, Inc.

EQUIPMENT: B-737

RECURRENT GROUND SCHOOL TRAINING:

DATE COMPLETED: <u>03-09-2010</u>	HOURS: <u>16.0</u>	GRADE: <u>S</u>
GROUND SCHOOL INSTRUCTOR SIGNATURE: <u>[REDACTED]</u>		

SIMULATOR TRAINING:

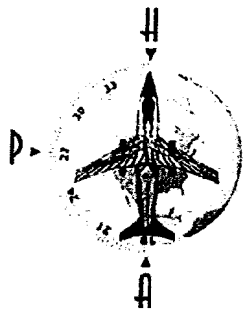
LESSON NO.	DATE	FLIGHT TIME	PNF TIME	TOTAL TIME	SIM NO. & LOCATION	INSTRUCTOR/EVALUATOR
1	03-10-10	4+0	2+0	4+0	143 HPA	KREWIN
2	03-11-10	4+0	2+0	8+0	143 HPA	KREWIN
3	03-11-10	4+0	2+0	12+0	143 HPA	KREWIN

TOTAL SIMULATOR TIME: 12+0 GRADE: S

RIGHT SEAT PROFICIENCY: PK (INSTRUCTOR INITIALS)

PROGRESS REMARKS:
EXCELLENT PREP T SITUATIONAL AWARENESS

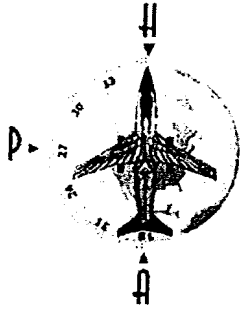




HIGHER POWER AVIATION

Pilot: Theron A. Smith

DATE	PROGRESS REMARKS
03-10-10	PREFLIGHT, COCKPIT SETUP, START PROBLEMS, PUSH BACK
	LOW VIS TAXI @ 1/6 @ 6000 RVR MASTER CAUTION ON 1/6
	CONTINUE W/ AREA DEPT. STEEP TURN TO STALLS AREA
	ARRIVAL HOLDING GEN FAILURE ^{OWN NAV} UOR 18R TO PUB MAP
	UOR 18R MONITORED APP TO LAND, DEP W/ TB, FLAP
	ASYM ON CLEARUP. (10°/7°) ILS 18R MONITORED APP
	TO LAND SHUT DOWN & PARK
03-11-10	DEP W/ LOW BODY O/H VECTOR 20L 27 CIRCLE TO LAND
	18R, DEP ENG FAIL - RESET DEP W/ ENG FAIL ILS
	TO MAP. ATTEMPT RELIGHTENABLE ILS TO LAND
	DEP ENG FAIL/FIRST - ILS TO LAND
03-12-10	PILOT MONITORED PROCEDURES PRECISION & NON-PRECISION
	WITH VARIOUS NORMAL & ABNORMAL CONDITIONS
	50' RESTRICTED LANDING
	PMA PILOT MONITORED APPROACH - DEVELOPED & REFINED PROCEDURES
	PROCEDURES & TECHNIQUES FOR CAT I PRECISION
	NON-PRECISION APPROACHES



HIGHER POWER AVIATION

B-737 RECURRENT GROUND TRAINING CLASS: 16 HOURS

Date Begun: 03-08-2010

CAPT. Student Name: Theron A. Smith

Date Ended: 03-09-2010

Name of Company: ConocoPhillips Alaska, Inc.

Instructor (s) 1. Cletus C. Browne

Name (s) 2. _____

Instructional Segments / Subjects	Instructional Time Guide
SEGMENT ONE	
I. Administration	
A. Forms, Applications	:20
B. License, Medical and Training Records Review	:10
II. Ground Training Subjects/Systems	
A. Aircraft General	:30
B. Power Plants – JT8D-17	:30
C. Fire Protection	:30
D. Auxiliary Power Unit	:30
E. Oxygen System	:20
F. Flight Controls	:30
G. Fuel System	1:00
H. Electrical System	2:00
I. Communications	:10
J. Ice Protection	:30
K. Hydraulics	1:00
Total Hours Segment I	8:00

[Signature]

Student's Signature

3/08/10

Date

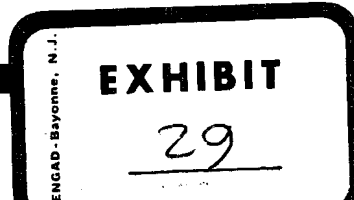
[Signature]

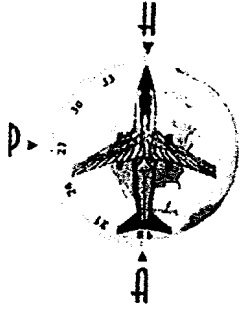
Instructor's Signature

3-08-10

Date

Instructor Comments:





HIGHER POWER AVIATION

B-737 RECURRENT GROUND TRAINING CLASS: 16 HOURS

CAPT. Student Name: Theron A. Smith Date Begun: 03-08-2010
 Date Ended: 03-09-2010

Name of Company: ConocoPhillips Alaska, Inc. Instructor (s) 1. Paul Kewin
 Name (s) 2. _____

Instructional Segments / Subjects	Instructional Time Guide
SEGMENT TWO	
I. Systems Continued	
A. Landing Gear & Brakes	:30
B. Air Conditioning	1:00
C. Pneumatics	1:00
D. Pressurization	:30
E. Avionics & Automatic Flight	:45
F. Supplemental & Abnormal Procedures	1:00
G. Warning Systems & Windshear	:30
H. Performance, Weight & Balance	1:45
II. Review, Critique & Discussion	1:00
Total Hours Segment 2	8:00

[Signature]
 Student's Signature

3-09-2010
 Date

[Signature]
 Instructor's Signature

03-09-2010
 Date

Instructor Comments:

PAKU STRIKE REC.
TRAINING

SUPPLEMENTARY PROCEDURES
A. Adverse Weather Operations
B. De-icing Manual
C. Review AC 91-74 / Icing Conditions Pilot Guide
D. Evacuation & Flight Attendant Coordination/ Communication

NGAD - Bayonne, N.J.
EXHIBIT
30

CERTIFICATE OF GRADUATION



This is to certify that


Theron A. Smith

has successfully completed
Higher Power Aviation

Boeing 737 Part 125 Recurrent Training

As of March 2010

Higher Power Aviation
4650 Diplomacy Road
Fort Worth, TX 76155

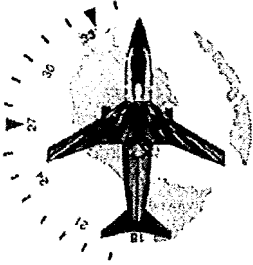


Joe S. Poore
Chairman

PENGAD - Bayonne, N.J.

EXHIBIT

31



HIGHER POWER AVIATION

CONOCOPHILLIPS ALASKA, INC.

B-737 RECURRENT TRAINING

NAME : Theron A. Smith

NAME OF COMPANY: ConocoPhillips Alaska, Inc.

EQUIPMENT: B-737 X

RECURRENT GROUND SCHOOL TRAINING:

DATE COMPLETED 11/17/2009 HOURS 16 GRADE S

GROUND SCHOOL INSTRUCTOR SIGNATURE: [REDACTED]

SIMULATOR TRAINING:

LESSON NO.	DATE	FLIGHT TIME	PNF TIME	TOTAL TIME	SIM NO. & LOCATION	INSTRUCTOR/EVALUATOR
1	11/18/09	4:00	2:00	4:00	217 HPA	KEWIN
2	11/19/09	4:00	2:00	8:00	217 HPA	KEWIN
3	11/20/09	4:00	2:00	12:00	143 HPA	KEWIN

TOTAL SIMULATOR: TIME 12.0 GRADE S

RIGHT SEAT PROFICIENCY: PK (INSTRUCTOR INITIALS)

PROGRESS REMARKS: EXTRAORDINARY EXPERIENCE - NICE JOBS



HIGHER POWER AVIATION

DATE	PROGRESS REMARKS
11/18/09	PREFLIGHT, COCKPIT SETUP, TAXI & TAKEOFF
-300	BRIEFINGS, ENG START PROBLEMS, LOW VIS TAXI & TAKEOFF AREA DEPT W/ MULTIPLE HDC, COURSE & ALTITUDE CHANGES. AFT CENTER BOOST PUMP FAIL. STEEL TURNS & STALL SERIES AREA ARRIVAL, HOLDING, VOR 18R TO PUBLISHED MAP. (OWN WAY) L/W BODY O/H ILS 36L W/ FLAP ASSY @ 50. TO LANDING DRP 36L - LOC 27 CIRCLE 18R TO LAND 4/ NOSE GEAR FAIL TO EXTEND (MAN. GEAR EXT) 500 RVR T/O W/ REJECT - ENG. FAIL
11/19/09	COCKPIT SETUP, BRIEFING, TAXI - LOW VIS.
-300	500 RVR T/O W/ ENG FAIL @ V, ILS 36L TO ^{LAND} DEP W/ ENG FAIL/FIRE @ V, VOR 18R TO REJECTED LANDING (W/K) LOC 27 CIRCLE 18R TO LAND DRP W/ ENG FAIL & B SYS LOSS. SHUT DOWN & SECURE
11/20/09	COCKPIT SETUP, BRIEFING, TAXI, TAKEOFF LSP
	INCAP - RSP LAND DRP 36L AREA DEPT & #) A PUMP FAIL RETURNS ILS 36L W/ ASSYS LOSS - AND DEP W/ A PUMP FAIL > 80 KTS B SYS LOSS VOR 18R MONITORED DRP TO LAND DRP W/ ENG FAIL @ V. RELIANT UNSUCCESSFUL ILS 36L TO LAND. FIRE ON ENR TO EURE. SHUT DOWN & SECURE
	CPT'S INITIAL TRAINING
11-18-09	500 RVR TAKEOFF
11/19-09	500 RVR REJECTED T/O
	500 RVR TAKEOFF W/ ENG. FAIL @ V.

PENGAD-BYRON, N.J.
EXHIBIT
33



HIGHER POWER AVIATION

CONOCOPHILLIPS ALASKA, INC.

B-737 RECURRENT GROUND TRAINING CLASS: 16 HOURS

Date Begun: 11-16-2009

Capt. Student Name: Theron A. Smith

Date Ended: 11-17-2009

Name of Company: ConocoPhillips Alaska, Inc.

Instructor(s) 1. Cletus C. Browne

Name(s) 2. _____

Instructional Segments/ Subjects	Instructional Time Required
SEGMENT ONE	
I. Administration	
A. Forms, Applications	:20
B. License, Medical and Training Records Review	:10
II. Ground Training Subjects/Systems	
A. Aircraft General	:30
B. Power Plants JT8D-17	:30
C. Fire Protection	:30
D. Auxiliary Power Unit	:30
E. Oxygen System	:20
F. Flight Controls	:30
G. Fuel System	1:00
H. Electrical System	2:00
I. Communications	:10
J. Ice Protection	:30
K. Hydraulics	1:00
Total Hours Segment 1	8:00

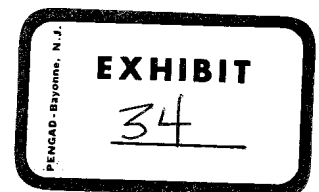
[Signature]
Student's Signature

11-16-09
Date

[Signature]
Instructor's Signature

11-16-09
Date

Instructor's Comments:





HIGHER POWER AVIATION

CONOCOPHILLIPS ALASKA, INC.

B-737 RECURRENT GROUND TRAINING CLASS: 16 HOURS

Date Begun: 11-16-2009

Capt. Student Name: Theron A. Smith

Date Ended: 11-17-2009

Name of Company: ConocoPhillips Alaska, Inc.

Instructor(s) 1. Paul Kewin

Name(s) 2. _____

Instructional Segments/ Subjects	Instructional Time Guide
DAY TWO	
I. Systems Continued	
A. Landing Gear & Brakes	:30
B. Air Conditioning	1:00
C. Pneumatics	1:00
D. Pressurization	:30
E. Avionics & Automatic Flight	:45
F. Supplemental and Abnormal Procedures	1:00
G. Warning Systems & Windshear	:30
H. Performance, Weight & Balance	1:45
II. Review, Critique & Discussion	1:00
Total Hours Segment 2	8:00

SUPPLEMENTARY PROCEDURES	
A. Adverse Weather Operations	
B. De-icing Manual	
C. Review AC 91-74 / Icing Conditions Pilot Guide	
D. Evacuation & Flight Attendant Coordination/ Communication	

[Signature]
Student's Signature

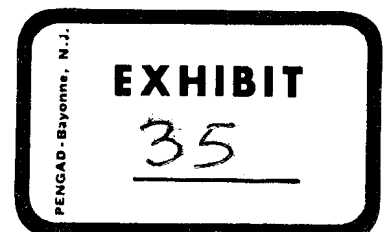
11/17/09
Date


[Signature]
Instructor's Signature

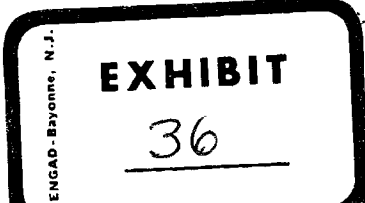
11/17/2009
Date

Instructor Comments:

SID/STAR/ALTITUDE
AWARENESS TRAINING
CD78 - LOW VISIBILITY TAKEOFF
INITIAL TRAINING
EMER. EQUIPMENT REVIEW



AIRMAN PROFICIENCY/QUALIFICATION CHECK				DATE OF CHECK <i>06-24</i> <i>06-05-30-2008</i>	
				LOCATION Higher Power Aviation, Fort Worth, Texas	
NAME OF AIRMAN (Last, first, middle initial) Smith, Theron A.				TYPE OF CHECK Proficiency Captain	
EMPLOYED BY Conoco Phillips Alaska		BASED AT (City and State)		TYPE AIRCRAFT/SIMULATOR USED B-737-200 Level C Simulator #143	
NAME OF CHECK AIRMAN • Turner M. Gauntt, Jr. <i>06b</i> <i>06-05-30-2008</i> <i>C. BROWN</i>				BLOCK TIME <i>2-100</i>	
FLIGHT MANEUVERS GRADE (S - Satisfactory U - Unsatisfactory)					
PILOT			FLIGHT ENGINEER		
S - SATISFACTORY W - WAIVER (See Appendix F to 121)	U - UNSATISFACTORY	AIR-CRAFT	SIMULATOR	ITEM	S U
PREFLIGHT				1. EQUIPMENT EXAM (Oral) (Written)	
1. EQUIPMENT EXAMINATION (Oral or written)				2. PREFLIGHT CHECK OF AIRCRAFT	
2. * PREFLIGHT INSPECTION				3. COMPUTATION OF FUEL LOAD & FUEL LOADING PROCEDURE	
3. TAXIING				4. COMPLETION OF COMPANY APPROVED FORMS	
4. POWERPLANT CHECKS				5. STARTING, TAXI AND RUNUP	
TAKEOFFS				6. POWERPLANT AND PROPELLER CONTROL	
5. NORMAL				7. CRUISE CONTROL AND COMPUTATIONS	
6. INSTRUMENT				8. AIRCRAFT/POWERPLANT OPERATION ANALYSIS	
7. CROSSWIND				9. FUEL SYSTEM MANAGEMENT	
8. WITH SIMULATED POWERPLANT FAILURE				10. AIR CONDITION & PRESSURIZATION CONTROL	
9. * REJECTED TAKEOFF				11. ELECTRICAL SYSTEM OPERATION	
INSTRUMENT PROCEDURES				12. POWERPLANT FIRE CONTROL	
10. * AREA DEPARTURE				13. EMERGENCY GEAR AND FLAP EXTENSION	
11. * HOLDING				14. HEATER FIRE AND CARGO COMPARTMENT FIRE	
12. * AREA ARRIVAL				15. SMOKE EVACUATION	
13. ILS APPROACHES				16. EMERGENCY DEPRESSURIZATION	
OTHER INSTRUMENT APPROACHES				17. FUEL DUMPING PROCEDURE	
CIRCLING APPROACHES				18. POWERPLANT SHUTDOWN AND RESTART	
16. MISSED APPROACHES				19. DEICING AND ANTI-ICING	
INFLIGHT MANEUVERS				20. LOCATION AND USE OF EMERGENCY EQUIPMENT	
17. * STEEP TURNS				21. EMERGENCIES-HYDRAULIC, PRESSURIZATION, ETC.	
18. * APPROACHES TO STALLS				22. CREW COORDINATION AND MONITORING	
19. * SPECIFIC FLIGHT CHARACTERISTICS					
20. POWERPLANT FAILURE					
LANDINGS				REMARKS	
21. NORMAL				<i>C. Brown</i> 	
22. FROM AN ILS					
23. CROSSWIND					
24. WITH SIMULATED POWERPLANT(S) FAILURE					
25. REJECTED LANDING					
26. FROM CIRCLING APPROACH					
27. NORMAL AND ABNORMAL PROCEDURES					
28. EMERGENCY PROCEDURES					
29. JUDGEMENT					
30. HOVERING MANEUVERS					
31. RAPID DECELERATIONS (Quick stops)					
32. AUTOROTATIONS (Single engine helo. only)					
Items that may be waived are indicated by an asterisk (*) See Appendix F to FAR 121. All applicable items must be graded S, U or W.					
RESULT OF CHECK		APPROVED		CHECK AIRMAN'S PERFORMANCE	
		DISAPPROVED			
SIGNATURE		DISTRICT OFFICE		INSPECTOR'S SIGNATURE	





B-737 Captain Checkout

Name	Terry Smith
Position	Captain
Type Aircraft	B-737-200
Tail Number	N736BP

Date Of Checkout			
6-27-08	6-27-08	6-27-08	
Route of Flight			
PANC-PACV	PACV-PAHO	PAHO-PANC	
Block Time			
:55	:55	:55	

1. PREFLIGHT		2. TAKEOFF	
A. Emergency Equipment	P	A. Normal	P
B. Door Exits	P	B. Crosswind (If Practical)	P
C. Airstair Operation	P	C. Right Seat Take Off	P
D. Cockpit Preflight Checks	P	3. INSTRUMENT PROCEDURES	
E. Takeoff Data	P	A. Manual ILS Approach	P
F. Push back procedures	P		
G. Engine Start	P		
H. Taxi/Nose wheel steering	P	4. LANDINGS	
I. Crew Resource Management	P	A. Normal	P
		B. From an ILS	P
		C. Crosswind (If Practical)	P
		D. Engine Out (Simulated)	P
		E. Right Seat Landing	P

P - Proficient / U - Unsatisfactory

Remarks:

PANC-PACV Left Seat PF: Flap 5 strong gusty crosswind take off, 1 tailwind ILS Flap 30 touch & go, 1 Flap 40 full stop, 1 Simulated SE Landing
PACV-PAHO Right Seat PF: Flap 15 take off, Flap 40 landing
PAHO-PANC Left Seat PF: Flap 5 take off, 1 ILS Flap 30 landing strong gusty crosswinds

All normal sop's were observed including: instrument departures and arrivals, transitions to approaches, various flap 30 & 40 landings with gusty crosswinds and tailwinds, 1 simulated SE approach & landing, tailwind ILS to landing within limitations, strong gusty crosswind take offs & landings.
 All maneuvers & sop's were accomplished at or above proficient standards while demonstrating excellent situational awareness, performance and airmanship throughout all phases of flight.

Terry Smith is hereby released to fly the B737 as Captain or F/O in both Left Seat and Right Seat positions.



Signature of Examinee



Signature of Examiner





FAR PART 125
CREWMEMBER RECORDS

SMITH, TERRY



PENGAD - Bayonne, N.J.

EXHIBIT

38

DEPARTMENT OF TRANSPORTATION UNITED STATES OF AMERICA
 FEDERAL AVIATION ADMINISTRATION
 THIS CERTIFICATE IV THERON ACKERLY SMITH
 THAT V [REDACTED] AK 95515
 DATE OF BIRTH [REDACTED] HEIGHT [REDACTED] WEIGHT [REDACTED] HAIR [REDACTED] EYES [REDACTED] SEX [REDACTED] NATIONALITY VI USA
 HAS BEEN FOUND TO BE PROBABLY QUALIFIED TO EXERCISE THE PRIVILEGES OF
 II. AIRLINE TRANSPORT PILOT III. CERT. NO. [REDACTED]
 RATINGS AND LIMITATIONS
 XII. AIRPLANE MULTIENGINE LAND & SEA
 LR-JET B-737 G-111
 COMMERCIAL PRIVILEGES
 XIII. AIRPLANE SINGLE ENGINE LAND & SEA
 GLIDER
 VII. [REDACTED]
 X. DATE OF ISSUE 10-19-51 VIII. [REDACTED]
 ACTING ADMINISTRATOR

DEFINITION
 THIS CERTIFICATE IS OF SUCH DESIGN AS IS PROVIDED BY THE CURRENTLY EFFECTIVE FEDERAL AVIATION REGULATIONS, UNLESS SOOTHER SPECIFIED OR REVOKED. IRMAN IS NOT AUTHORIZED TO EXERCISE PRIVILEGES OR ANY CLASS OR RATINGS LISTED IN ERROR. RETURN IMMEDIATELY FOR CORRECTION. CERTIFICATE SHOULD BE RETURNED TO ADDRESS BELOW WITHIN 30 DAYS OF DEATH OF AIRMAN.
 FEDERAL AVIATION ADMINISTRATION
 IRMAN CERTIFICATION BRANCH
 P.O. BOX 25082
 OKLAHOMA CITY, OKLAHOMA 73125-4940
 REPAIRMAN OPERATIONAL RESTRICTION
 THE HOLDER HEREOF SHALL NOT PERFORM OR APPROVE ALTERATIONS, REPAIRS, OR INSPECTIONS OF AIRCRAFT, EXCEPT IN ACCORDANCE WITH THE APPLICABLE REQUIREMENTS OF THE FEDERAL AVIATION REGULATIONS OR SUCH OTHER METHODS, TECHNIQUES AND PRACTICES FOUND ADAPTABLE TO THE ADMINISTRATOR.
 THIS CERTIFICATE IS SUBJECT TO A FEE OF NOT EXCEEDING THREE DOLLARS PER YEAR, OR FIFTY PERCENT OF THE FEE OF THE FEDERAL AVIATION ADMINISTRATION, WHICHEVER IS GREATER.

GAD-Byonne, N.J.
EXHIBIT
 39

UNITED STATES OF AMERICA
 Department of Transportation
 Federal Aviation Administration

MEDICAL CERTIFICATE First **CLASS**

This certifies that (Full name and address):
 Smith, Theron Ackerly
 [REDACTED]
 Anchorage, AK 99502

Date of Birth	Height	Weight	Hair	Eyes	Sex
[REDACTED] /1947	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

has met the medical standards prescribed in part 67, Federal Aviation Regulations, for this class of Medical Certificate.

Limitations	<p>HOLDER SHALL WEAR LENSES THAT CORRECT FOR DISTANT VISION AND POSSESS GLASSES THAT CORRECT FOR NEAR AND INTERMEDIATE VISION.</p>
-------------	---

Date of Examination	Examiner's Designation No.
December 1, 2009	04440-1

Examiner	Signature
	<p>[REDACTED]</p>
	Typed Name
	Ernest J. Meinhardt, M.D.

AIRMAN'S SIGNATURE
 [REDACTED]

FAA Form 8500-9 (9-08) Supersedes Previous Edition





Subject: FAR Part 125.281 Compliance

Shared Services Aviation Alaska is knowledgeable of and has ensured compliance with the requirements of this section.

All ConocoPhillips pilots meet the requirements of FAR 125.281 (a) and (b) due to compliance with FAR 61.159 Aeronautical Experience requirements to hold an Airline Transport Pilot Certificate which is a condition of employment with ConocoPhillips as a pilot.

A handwritten signature in cursive script, which appears to read 'William Weiss', is written over a thick black horizontal redaction bar.

William Weiss
Chief Pilot
ConocoPhillips Aviation Alaska






2010 INITIAL AND RECURRENT PILOT TESTING

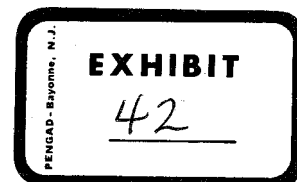
FAR 125.287(a) 1-9 WRITTEN TEST

FAR 125.287(a) 1-9 requires initial and recurrent testing for all Pilots on the subject matter contained in this section of the regulation.

This is an annual requirement and this test has been designed to satisfy that requirement.

<u>Terry Smith</u>	<u>March 28 2010</u>
Crewmember Name	Date
	96%
Check Airman Signature	Grade

This page shall be kept in the FAA records section at CPAI as documentation of testing compliance.



Airman: Terry Smith

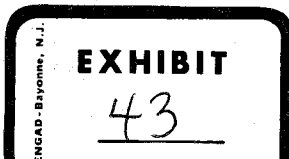
B 737- 200

Part 125.287 (a) Oral or Written items

	Initial
1. FAR pts 61, 91, and 125. Flight Operations Manual. Operations specifications.	<u>PK</u>
2. Airplane performance.	<u>BK</u>
3. Weight and balance	<u>BK</u>
4. Navigation and instrument approach procedures	<u>PK</u>
5. ATC procedures	<u>PK</u>
6. Meteorology	<u>PK</u>
7. Turbulence, icing and thunderstorm avoidance	<u>PK</u>
8. New equipment, procedures and techniques	<u>PK</u>
9. Winter Operations Manual	<u>BK</u>

	PAUL KEWIN	PK	11/19/2009
Check Airman Signature	Print	Initial	Date
	WILLIAM J. KUNKLER	BK	12-8/2009
Check Airman Signature	Print	Initial	Date
Check Airman Signature	Print	Initial	Date

Check airman will initial areas that they have given an oral or written test of the airman's knowledge in that area. Upon completion, sign and date the bottom of the form.



LOA C078, Lower than standard takeoff minima training

Airman: TERRY SMITH

B 737-200

Ground School items

Initial

- 1. SAFO 07003, confirming takeoff runway alignment PK
- 2. Low visibility instrument takeoff cross check priorities PK
- 3. Acceleration and climb disorientation factors and illusions PK
- 4. Low visibility taxiing, runway incursion prevention, SMGCS PK
- 5. Taxiway critical areas PK
- 6. Crew coordination and planning PK
- 7. Required ground based visual aids. (stop bars, taxi hold position lights) PK
- 8. Required ground based electronic aids. (ILS and transmissometers) PK
- 9. Determination of takeoff alternates PK

Simulator items

- 1. Rejected takeoff (RVR 500) PK
- 2. Engine failure during critical phases of takeoff (RVR 500) PK
- 3. Normal takeoff (RVR 500) PK

[Signature]
Instructor Signature

PAUL KEWIN
Print

PK
Initial

11/19/2009
Date



AIRMAN PROFICIENCY/QUALIFICATION CHECK

DATE OF CHECK **03-12-2010**
 LOCATION **Higher Power Aviation, DFW, Texas**
 TYPE OF CHECK **Proficiency Check 125.287(a)(2), 125.291**
 TYPE AIRCRAFT/SIMULATOR USED **B-737-200 Level C Simulator # 143**
 BLOCK TIME **2+00**

NAME OF AIRMAN (Last, first, middle initial)
Smith, Theron A.
 EMPLOYED BY
Conoco Phillips Alaska, Inc.
 NAME OF CHECK AIRMAN
Paul Kewin

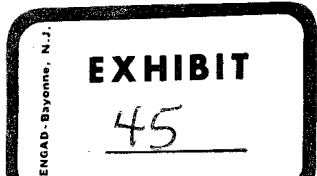
BASED AT (City and State)
Anchorage, AK

FLIGHT MANEUVERS GRADE (S - Satisfactory U - Unsatisfactory)				FLIGHT ENGINEER	
PILOT	AIR-CRAFT	SIMU-LATOR	ITEM	S	U
S - SATISFACTORY U - UNSATISFACTORY W - WAIVER (See Appendix F to 121)					
PREFLIGHT					
1. EQUIPMENT EXAMINATION (Oral or written)		/	1. EQUIPMENT EXAM (Oral) (Written)		
2. * PREFLIGHT INSPECTION		S	2. PREFLIGHT CHECK OF AIRCRAFT		
3. TAXIING		S	3. COMPUTATION OF FUEL LOAD & FUEL LOADING PROCEDURE		
4. POWERPLANT CHECKS		S	4. COMPLETION OF COMPANY APPROVED FORMS		
TAKEOFFS					
5. NORMAL		/	5. STARTING, TAXI AND RUNUP		
6. INSTRUMENT		S	6. POWERPLANT AND PROPELLER CONTROL		
7. CROSSWIND		S	7. CRUISE CONTROL AND COMPUTATIONS		
8. WITH SIMULATED POWERPLANT FAILURE		S	8. AIRCRAFT/POWERPLANT OPERATION ANALYSIS		
9. * REJECTED TAKEOFF		S	9. FUEL SYSTEM MANAGEMENT		
INSTRUMENT PROCEDURES					
10. * AREA DEPARTURE		/	10. AIR CONDITION & PRESSURIZATION CONTROL		
11. * HOLDING		S	11. ELECTRICAL SYSTEM OPERATION		
12. * AREA ARRIVAL		S	12. POWERPLANT FIRE CONTROL		
13. ILS APPROACHES		S	13. EMERGENCY GEAR AND FLAP EXTENSION		
14. OTHER INSTRUMENT APPROACHES		S	14. HEATER FIRE AND CARGO COMPARTMENT FIRE		
15. CIRCLING APPROACHES		S	15. SMOKE EVACUATION		
16. MISSED APPROACHES		S	16. EMERGENCY DEPRESSURIZATION		
INFLIGHT MANEUVERS					
17. * STEEP TURNS		/	17. FUEL DUMPING PROCEDURE		
18. * APPROACHES TO STALLS		S	18. POWERPLANT SHUTDOWN AND RESTART		
19. * SPECIFIC FLIGHT CHARACTERISTICS		S	19. DEICING AND ANTI-ICING		
20. POWERPLANT FAILURE		S	20. LOCATION AND USE OF EMERGENCY EQUIPMENT		
LANDINGS					
21. NORMAL		/	21. EMERGENCIES-HYDRAULIC, PRESSURIZATION, ETC.		
22. FROM AN ILS		S	22. CREW COORDINATION AND MONITORING		
23. CROSSWIND		S			
24. WITH SIMULATED POWERPLANT(S) FAILURE		S			
25. REJECTED LANDING		S			
26. FROM CIRCLING APPROACH		S			
27. NORMAL AND ABNORMAL PROCEDURES		/			
28. EMERGENCY PROCEDURES		S			
29. JUDGEMENT		S			
30. HOVERING MANEUVERS		N/A			
31. RAPID DECELERATIONS (Quick stops)		N/A			
32. AUTOROTATIONS (Single engine helo. only)		N/A			

REMARKS
0078 LOW VISIBILITY 1/0

Paul Kewin
 Check Airman
 Conoco Phillips Aviation, Alaska

RESULT OF CHECK	<input checked="" type="checkbox"/>	APPROVED	CHECK AIRMAN'S PERFORMANCE	SATISFACTORY
		DISAPPROVED		UNSATISFACTORY
REGION		DISTRICT OFFICE	INSPECTOR'S SIGNATURE	



AIRMAN PROFICIENCY/QUALIFICATION CHECK				DATE OF CHECK 11-20-2009	
				LOCATION Higher Power Aviation, Fort Worth TX	
NAME OF AIRMAN (Last, first, middle initial) Smith, Theron A.				TYPE OF CHECK Proficiency Check - 125.287(a)(2) & 125.291	
EMPLOYED BY Conoco Phillips Alaska, Inc.		BASED AT (City and State) Anchorage, AK		TYPE AIRCRAFT/SIMULATOR USED B-737-200 Level C Simulator #143	
NAME OF CHECK AIRMAN Paul Kewin				BLOCK TIME 2:00	
FLIGHT MANEUVERS GRADE (S - Satisfactory U - Unsatisfactory)					
PILOT			FLIGHT ENGINEER		
S - SATISFACTORY W - WAIVER (See Appendix F to 121)	U - UNSATISFACTORY	AIR-CRAFT	SIMULATOR	ITEM	S U
PREFLIGHT					
1. EQUIPMENT EXAMINATION (Oral or written)			S	1. EQUIPMENT EXAM (Oral) (Written)	
2. * PREFLIGHT INSPECTION			S	2. PREFLIGHT CHECK OF AIRCRAFT	
3. TAXIING			S	3. COMPUTATION OF FUEL LOAD & FUEL LOADING PROCEDURE	
4. POWERPLANT CHECKS			S	4. COMPLETION OF COMPANY APPROVED FORMS	
TAKEOFFS					
5. NORMAL			S	5. STARTING, TAXI AND RUNUP	
6. INSTRUMENT			S	6. POWERPLANT AND PROPELLER CONTROL	
7. CROSSWIND			S	7. CRUISE CONTROL AND COMPUTATIONS	
8. WITH SIMULATED POWERPLANT FAILURE			S	8. AIRCRAFT/POWERPLANT OPERATION ANALYSIS	
9. * REJECTED TAKEOFF			S	9. FUEL SYSTEM MANAGEMENT	
INSTRUMENT PROCEDURES					
10. * AREA DEPARTURE			S	10. AIR CONDITION & PRESSURIZATION CONTROL	
11. * HOLDING			S	11. ELECTRICAL SYSTEM OPERATION	
12. * AREA ARRIVAL			S	12. POWERPLANT FIRE CONTROL	
13. ILS APPROACHES			S	13. EMERGENCY GEAR AND FLAP EXTENSION	
14. OTHER INSTRUMENT APPROACHES			S	14. HEATER FIRE AND CARGO COMPARTMENT FIRE	
15. CIRCLING APPROACHES			S	15. SMOKE EVACUATION	
16. MISSED APPROACHES			S	16. EMERGENCY DEPRESSURIZATION	
INFLIGHT MANEUVERS					
17. * STEEP TURNS			S	17. FUEL DUMPING PROCEDURE	
18. * APPROACHES TO STALLS			S	18. POWERPLANT SHUTDOWN AND RESTART	
19. * SPECIFIC FLIGHT CHARACTERISTICS			S	19. DEICING AND ANTI-ICING	
20. POWERPLANT FAILURE			S	20. LOCATION AND USE OF EMERGENCY EQUIPMENT	
LANDINGS					
21. NORMAL			S	21. EMERGENCIES-HYDRAULIC, PRESSURIZATION, ETC.	
22. FROM AN ILS			S	22. CREW COORDINATION AND MONITORING	
23. CROSSWIND			S		
24. WITH SIMULATED POWERPLANT(S) FAILURE			S		
25. REJECTED LANDING			S		
26. FROM CIRCLING APPROACH			S		
27. NORMAL AND ABNORMAL PROCEDURES			S		
28. EMERGENCY PROCEDURES			S		
29. JUDGEMENT			S		
30. HOVERING MANEUVERS			N/A		
31. RAPID DECELERATIONS (Quick stops)			N/A		
32. AUTOROTATIONS (Single engine helo. only)			N/A		
REMARKS SID/STAR/ALTITUDE AWARENESS TRAINING COTR LOW VISIBILITY TAKEOFF INITIAL TRAINING					
Items that may be waived are indicated by an asterisk (*) See Appendix F to FAR 121. All applicable items must be graded S, U or W.					
RESULT OF CHECK		CHECK AIRMAN'S PERFORMANCE		SATISFACTORY	
X APPROVED				UNSATISFACTORY	
DISAPPROVED					
REGION		DISTRICT OFFICE		INSPECTOR'S SIGNATURE	
				Paul Kewin Check Airman Conoco Phillips Aviation, Alaska	



F.A.R. 125.287(b) NOT APPLICABLE

PILOT IN COMMAND SEE 125.291



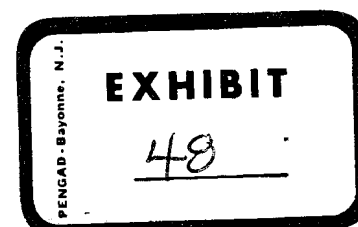
March 12, 2010

Letter of Competency

Captain Theron Ackerly Smith ATP certificate [REDACTED] completed a Pilot in Command Instrument Proficiency Check in a Boeing 737 level C simulator on March 12, 2010 and is competent to serve as Pilot in Command IAW FAR 125.291.

Captain Theron Ackerly Smith satisfactorily demonstrated an ILS precision approach and two different non-precision approaches IAW FAR 125.291(b).

[REDACTED]
Paul Kewin
Check Airman [REDACTED]
ConocoPhillips Aviation, Alaska





This is to certify that Terry Smith has met the requirements of FAR 125.285 (c) on Dec. 8, 2009 and is proficient and qualified to perform flight duty in operations under this part.

[Redacted Signature]

Check Airman, Boeing 737-200



November 20, 2009

Letter of Competency

Captain Theron Ackerly Smith, ATP certificate [REDACTED] completed a Pilot in Command Instrument Proficiency Check in a Boeing 737 level C simulator on November 20, 2009 and is competent to serve as Pilot in Command IAW FAR 125.291.

Captain Theron Ackerly Smith satisfactorily demonstrated an ILS precision approach and two different non-precision approaches IAW FAR 125.291(b).

[REDACTED SIGNATURE]

Paul Kewin
Check Airman [REDACTED]
ConocoPhillips Aviation, Alaska



**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

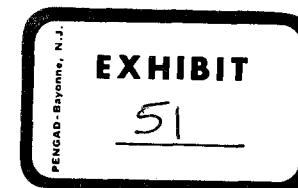
TERRY A. SMITH - SMIT

01 May 2010 - 31 May 2010

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
		PIC	Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N Prec	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES				DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	
Report Tot	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Year To Da	55:13	37:32	17:41	00:00	55:13	09:08	07:30	00:00	0	0	6	14	0	14	16	8	6	00:00	00:00	32	0	
Previous 90 d	28:38	16:33	12:05	00:00	28:38	01:18	03:06	00:00	0	0	2	6	0	9	10	1	0	00:00	00:00	17	0	
Previous 6	69:21	48:13	21:08	00:00	69:21	16:57	09:48	00:00	0	0	7	18	0	16	18	12	10	00:00	00:00	40	0	
Previous 12	69:21	48:13	21:08	00:00	69:21	16:57	09:48	00:00	0	0	7	18	0	16	18	12	10	00:00	00:00	40	0	



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

01 Apr 2010 - 30 Apr 2010

Page 26 of

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
		PIC	Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N Pre	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	
06 Apr 2010	B737	03:24	01:44	01:40	00:00	00:00	00:18	00:00	0	0	1	0	0	1	1	0	0	00:00	00:00	2	0	PANC-PAKU,PAKU-PANC
19 Apr 2010	B737	00:53	00:53	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	1	1	0	0	00:00	00:00	1	0	PANC-PANC
20 Apr 2010	B737	03:23	03:23	00:00	00:00	00:00	00:24	00:00	0	0	0	2	0	2	2	0	0	00:00	00:00	2	0	PANC-PAKU,PAKU-PANC
27 Apr 2010	B737	03:46	01:55	01:51	00:00	00:00	00:30	00:00	0	0	0	1	0	1	1	0	0	00:00	00:00	2	0	PANC-PASC,PASC-PANC

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES				DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	
Report To	11:26	07:55	03:31	00:00	11:26	00:00	01:12	00:00	0	0	1	3	0	5	5	0	0	00:00	00:00	7	0	
Year To Da	55:13	37:32	17:41	00:00	55:13	09:08	07:30	00:00	0	0	6	14	0	14	16	8	6	00:00	00:00	32	0	
Previous 90 da	39:12	25:26	13:46	00:00	39:12	03:12	04:54	00:00	0	0	5	8	0	12	13	3	2	00:00	00:00	23	0	
Previous 6	69:21	48:13	21:08	00:00	69:21	16:57	09:48	00:00	0	0	7	18	0	16	18	12	10	00:00	00:00	40	0	
Previous 12	69:21	48:13	21:08	00:00	69:21	16:57	09:48	00:00	0	0	7	18	0	16	18	12	10	00:00	00:00	40	0	



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

01 Mar 2010 - 31 Mar 2010

Page 8 of

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary	
		PIC	Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N	Pre	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C		Sim
02 Mar 2010	B737	03:17	01:37	01:40	00:00	00:00	00:18	00:00	0	0	0	0	0	0	1	1	0	0	00:00	00:00	2	0	PANC-PAKU,PAKU-PANC
04 Mar 2010	B737	03:43	01:53	01:50	00:00	00:00	00:30	00:00	0	0	1	0	0	1	1	0	0	00:00	00:00	2	0	PANC-UBW,UBW-PANC	
16 Mar 2010	B737	03:28	01:54	01:34	00:00	00:48	00:18	00:00	0	0	0	1	0	0	1	1	0	00:00	00:00	2	0	PANC-PAKU,PAKU-PANC	
23 Mar 2010	B737	03:25	01:38	01:47	00:00	00:30	00:18	00:00	0	0	0	1	0	1	1	0	0	00:00	00:00	2	0	PANC-PAKU,UBW-PANC	
31 Mar 2010	B737	03:19	01:36	01:43	00:00	00:00	00:30	00:00	0	0	0	1	0	1	1	0	0	00:00	00:00	2	0	PANC-PAKU,PAKU-PANC	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N	Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C
Report To	17:12	08:38	08:34	00:00	17:12	01:18	01:54	00:00	0	0	1	3	0	4	5	1	0	00:00	00:00	10	0
Year To Date	43:47	29:37	14:10	00:00	43:47	09:08	06:18	00:00	0	0	5	11	0	9	11	8	6	00:00	00:00	25	0
Previous 90 days	43:47	29:37	14:10	00:00	43:47	09:08	06:18	00:00	0	0	5	11	0	9	11	8	6	00:00	00:00	25	0
Previous 6 months	57:55	40:18	17:37	00:00	57:55	16:57	08:36	00:00	0	0	6	15	0	11	13	12	10	00:00	00:00	33	0
Previous 12 months	57:55	40:18	17:37	00:00	57:55	16:57	08:36	00:00	0	0	6	15	0	11	13	12	10	00:00	00:00	33	0



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

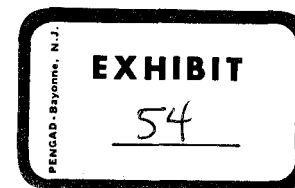
28 Feb 2010 - 28 Feb 2010

Page 29 of

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH		DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
		PIC	Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N Pre	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim
Report To	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Year To Da	26:35	20:59	05:36	00:00	26:35	07:50	04:24	00:00	0	0	4	8	0	5	6	7	6	00:00	00:00	15	0
Previous 90 da	40:43	31:40	09:03	00:00	40:43	15:39	06:42	00:00	0	0	5	12	0	7	8	11	10	00:00	00:00	23	0
Previous 6	40:43	31:40	09:03	00:00	40:43	15:39	06:42	00:00	0	0	5	12	0	7	8	11	10	00:00	00:00	23	0
Previous 12	40:43	31:40	09:03	00:00	40:43	15:39	06:42	00:00	0	0	5	12	0	7	8	11	10	00:00	00:00	23	0



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

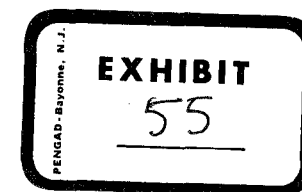
31 Jan 2010 - 31 Jan 2010

Page 29 of

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
		PIC	Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N Prec	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim
Report To	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Year To Da	16:01	12:06	03:55	00:00	16:01	05:56	02:36	00:00	0	0	1	6	0	2	3	5	4	00:00	00:00	9	0
Previous 90 da	30:09	22:47	07:22	00:00	30:09	13:45	04:54	00:00	0	0	2	10	0	4	5	9	8	00:00	00:00	17	0
Previous 6	30:09	22:47	07:22	00:00	30:09	13:45	04:54	00:00	0	0	2	10	0	4	5	9	8	00:00	00:00	17	0
Previous 12	30:09	22:47	07:22	00:00	30:09	13:45	04:54	00:00	0	0	2	10	0	4	5	9	8	00:00	00:00	17	0



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

31 Dec 2009 - 31 Dec 2009

TERRY A. SMITH - SMIT

Date	A/C	PIC	FLIGHT TIMES				INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
			Pilot	Pilot NF	ACM	Night	Actual	Sim	Hold	Track	Prec	N Prec	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim
Report To	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Year To Da	14:08	10:41	03:27	00:00	14:08	07:49	02:18	00:00	0	0	1	4	0	2	2	4	4	00:00	00:00	8	0
Previous 90 d	14:08	10:41	03:27	00:00	14:08	07:49	02:18	00:00	0	0	1	4	0	2	2	4	4	00:00	00:00	8	0
Previous 6	14:08	10:41	03:27	00:00	14:08	07:49	02:18	00:00	0	0	1	4	0	2	2	4	4	00:00	00:00	8	0
Previous 12	14:08	10:41	03:27	00:00	14:08	07:49	02:18	00:00	0	0	1	4	0	2	2	4	4	00:00	00:00	8	0



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

02 Dec 2009 - 02 Dec 2009

Page 29 of

Date	A/C	FLIGHT TIMES					INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
		PIC	Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N Pre	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	

SUMMARY for TERRY A. SMITH - SMIT

	FLIGHT TIMES						INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
	PIC	Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim
Report To	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Year To Da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Previous 90 da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Previous 6	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0
Previous 12	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0



Times exclude log entries with 'exclude from legality' marked

Shared Services Aviation

FLIGHT DUTY TIMES

01 Mar 2010 - 31 May 2010

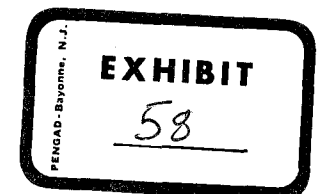
SMITH, TERRY A. [SMIT]

DATE (HOME)		REQ'D	ACTUAL	AC TAIL	FAR	DUTY	BLOCK	BLOCK	DUTY	DUTY	ACTUAL	BLOCK
BEGIN	END	REST	REST									
02 Mar 2010	02 Mar 2010	10:00	*	N736BP	125	05:30	06:51	08:28	---	---	01:37	01:37
							09:25	11:05	11:35	06:05	01:40	03:17
04 Mar 2010	04 Mar 2010	10:00	44:55	N736BP	125	08:30	10:00	11:53	---	---	01:53	05:10
							14:30	16:20	16:50	08:20	01:50	07:00
16 Mar 2010	16 Mar 2010	10:00	276:40	N736BP	125	05:30	06:51	08:45	---	---	01:54	08:54
							09:35	11:09	11:39	06:09	01:34	10:28
23 Mar 2010	23 Mar 2010	10:00	161:51	N736BP	125	05:30	06:57	08:44	---	---	01:47	12:15
							09:42	11:20	11:50	06:20	01:38	13:53
31 Mar 2010	31 Mar 2010	10:00	189:40	N736BP	125	09:30	10:58	12:34	---	---	01:36	15:29
							15:10	16:53	17:23	07:53	01:43	17:12
06 Apr 2010	06 Apr 2010	10:00	132:07	N736BP	125	05:30	07:00	08:44	---	---	01:44	18:56
							09:44	11:24	11:54	06:24	01:40	20:36
19 Apr 2010	19 Apr 2010	10:00	313:26	N736BP	125	13:20	14:09	15:02	15:32	02:12	00:53	21:29
20 Apr 2010	20 Apr 2010	10:00	13:58	N736BP	125	05:30	06:51	08:29	---	---	01:38	23:07
							09:25	11:10	11:40	06:10	01:45	24:52
27 Apr 2010	27 Apr 2010	10:00	161:50	N736BP	125	05:30	06:50	08:41	---	---	01:51	26:43
							10:20	12:15	12:45	07:15	01:55	28:38

TOTAL for SMITH, TERRY A.:											56:48	28:38
-----------------------------------	--	--	--	--	--	--	--	--	--	--	-------	-------

REPORT TOTAL:											56:48	28:38
----------------------	--	--	--	--	--	--	--	--	--	--	-------	-------

*Includes only activities with a code value = 1 - FLIGHT DUTY; Excludes cancelled activities; e = estimated - leg not verified / amended ;
 * The first ACTUAL REST BEFORE for each crew will have no value since there is no previous record to compare it with; N/F = flight duty activity is not associated with actual trip;*



**Shared Services Aviation
FLIGHT DUTY TIMES**

01 Mar 2010 - 31 Mar 2010

SMITH, TERRY A. [SMIT]

DATE (HOME)		REQ'D	ACTUAL	AC TAIL	FAR	DUTY	BLOCK	BLOCK	DUTY	DUTY	ACTUAL	BLOCK
BEGIN	END	REST	REST									
02 Mar 2010	02 Mar 2010	10:00	*	N736BP	125	05:30	06:51	08:28	---	---	01:37	01:37
							09:25	11:05	11:35	06:05	01:40	03:17
04 Mar 2010	04 Mar 2010	10:00	44:55	N736BP	125	08:30	10:00	11:53	---	---	01:53	05:10
							14:30	16:20	16:50	08:20	01:50	07:00
16 Mar 2010	16 Mar 2010	10:00	276:40	N736BP	125	05:30	06:51	08:45	---	---	01:54	08:54
							09:35	11:09	11:39	06:09	01:34	10:28
23 Mar 2010	23 Mar 2010	10:00	161:51	N736BP	125	05:30	06:57	08:44	---	---	01:47	12:15
							09:42	11:20	11:50	06:20	01:38	13:53
31 Mar 2010	31 Mar 2010	10:00	189:40	N736BP	125	09:30	10:58	12:34	---	---	01:36	15:29
							15:10	16:53	17:23	07:53	01:43	17:12
TOTAL for SMITH, TERRY A.:										34:47	17:12	

*Includes only activities with a code value = 1 -- FLIGHT DUTY; Excludes cancelled activities; e = estimated - lsg not verified / amended;
* The first ACTUAL REST BEFORE for each crew will have no value since there is no previous record to compare it with; N/F = flight duty activity is not associated with actual trip;*



**Shared Services Aviation
FLIGHT DUTY TIMES**

01 Feb 2010 - 28 Feb 2010

Page 22 of 24

SMITH, TERRY A. [SMIT]

DATE (HOME) BEGIN	DATE (HOME) END	REQ'D REST BEFORE	ACTUAL REST BEFORE	AC TAIL	FAR	DUTY ON	BLOCK OUT	BLOCK IN	DUTY OFF	DUTY TIME	ACTUAL BLOCK TIME	BLOCK ACCUM
09 Feb 2010	09 Feb 2010	10:00	*	N736BP	125	05:30	06:56	08:32	---	---	01:36	01:36
							09:25	11:14	11:44	06:14	01:49	03:25
16 Feb 2010	16 Feb 2010	10:00	161:46	N736BP	125	05:30	07:22	08:59	---	---	01:37	05:02
							09:54	11:35	12:05	06:35	01:41	06:43
25 Feb 2010	25 Feb 2010	10:00	212:25	N733PA	125	08:30	10:30	12:33	---	---	02:03	08:46
							14:30	16:18	16:48	08:18	01:48	10:34
TOTAL for SMITH, TERRY A.:										21:07	10:34	

*Includes only activities with a code value = 1 - FLIGHT DUTY; Excludes cancelled activities; e = estimated - leg not verified / amended;
* The first ACTUAL REST BEFORE for each crew will have no value since there is no previous record to compare it with; N/F = flight duty activity is not associated with actual trip;*



**Shared Services Aviation
FLIGHT DUTY TIMES**

01 Jan 2010 - 31 Jan 2010

Page 22 of 27

SMITH, TERRY A. [SMIT]

DATE (HOME) BEGIN	DATE (HOME) END	REQ'D REST BEFORE	ACTUAL REST BEFORE	AC TAIL	FAR	DUTY ON	BLOCK OUT	BLOCK IN	DUTY OFF	DUTY TIME	ACTUAL BLOCK TIME	BLOCK ACCUM
13 Jan 2010	13 Jan 2010	10:00	*	N736BP	125	05:30	06:50	08:34	---	---	01:44	01:44
							09:00	10:47	---	---	01:47	03:31
							11:30	13:15	---	---	01:45	05:16
							15:10	16:57	17:27	11:57	01:47	07:03
18 Jan 2010	18 Jan 2010	10:00	113:53	N736BP	125	11:20	12:50	14:27	---	---	01:37	08:40
							15:45	17:26	17:56	06:36	01:41	10:21
23 Jan 2010	23 Jan 2010	10:00	111:31	N736BP	125	09:27	11:00	13:18	13:48	04:21	02:18	12:39
26 Jan 2010	26 Jan 2010	10:00	63:42	N736BP	125	05:30	06:50	08:28	---	---	01:38	14:17
							09:25	11:09	11:39	06:09	01:44	16:01
TOTAL for SMITH, TERRY A.:										29:03	16:01	

Includes only activities with a code value = 1 - FLIGHT DUTY; Excludes cancelled activities; e = estimated - leg not verified / amended;
* The first ACTUAL REST BEFORE for each crew will have no value since there is no previous record to compare it with; N/F = flight duty activity is not associated with actual trip;



**Shared Services Aviation
FLIGHT DUTY TIMES**

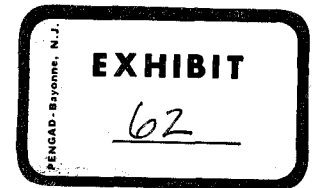
1 December 2009 to 31 December 2009

Page 23 of

CREWMEMBER NAME: SMITH, TERRY A.

HOME BASE DATE BEGIN	HOME BASE DATE END	REST BEFORE*	DUTY ON	BLOCK OUT	BLOCK IN	DUTY OFF	DUTY TIME	BLOCK TIME	REQ'D REST BEFORE	BLOCK ACCUM	FAR	AC TAIL NUMBE
12/8/2009	12/8/2009	-----	05:30	06:55	08:48	-----	-----	01:53	10:00	01:53	125	N736BP
		-----	-----	10:28	12:12	12:42	07:12	01:44	-----	03:37	125	-----
12/15/2009	12/15/2009	160:48	05:30	07:00	08:54	-----	-----	01:54	10:00	05:31	125	N736BP
		-----	-----	10:00	11:38	12:08	06:38	01:38	-----	07:09	125	-----
12/17/2009	12/17/2009	44:22	08:30	10:00	11:52	-----	-----	01:52	10:00	09:01	125	N733PA
		-----	-----	14:50	16:34	17:04	08:34	01:44	-----	10:45	125	-----
12/21/2009	12/21/2009	90:16	11:20	12:44	14:24	-----	-----	01:40	10:00	12:25	125	N736BP
		-----	-----	15:45	17:28	17:58	06:38	01:43	-----	14:08	125	-----
SUBTOTAL f6MITH, TERRY A.							29:02	14:08				

* NOTE: The first flight duty Rest Before field for each crew will have no value since there is no previous record to compare it with. N/F = No Flight e = estimated times - t



**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

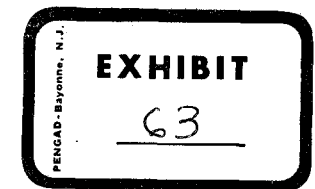
09 Nov 2009 - 09 Nov 2009

Page 29 of

Date	A/C	PIC	FLIGHT TIMES				INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
			Pilot	Pilot NF	ACM	Night	Actual	Sim	Hold	Track	Prec	N Prec	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	

SUMMARY for TERRY A. SMITH - SMIT

	PIC	FLIGHT TIMES					INSTRUMENT				APPROACHES			DAY		NIGHT		TRAINING		FLIGHTS	
		Pilot	Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim
Report To	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Year To Da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Previous 90 da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Previous 6	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Previous 12	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	00:00	00:00	0	0	



Times exclude log entries with 'exclude from legality' marked

**Shared Services Aviation
CREWMEMBER ACTIVITY SUMMARY**

TERRY A. SMITH - SMIT

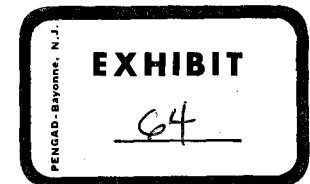
31 Jul 2009 - 31 Jul 2009

Page 27 of

Date	A/C	PIC	FLIGHT TIMES				INSTRUMENT				APPROACH			DAY		NIGHT		TRAINING		FLIGHTS		Itinerary
			Pilot	Pilot NI	ACM	Night	Actual	Sim	Hold	Track	Prec	N Pre	HUD	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	

SUMMARY for TERRY A. SMITH - SMIT

	PIC	Pilot	FLIGHT TIMES				INSTRUMENT				APPROACHES				DAY		NIGHT		TRAINING		FLIGHTS	
			Pilot NF	ACM	Total	Night	Actual	Sim	Hold	Track	Prec	N Prec	Cat 2	T/O	Land	T/O	Land	Actual	Sim	A/C	Sim	
Report Tot	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Year To Da	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Previous 90 d:	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Previous 6	00:00	00:00	00:00	00:00	00:00	00:00	00:00	00:00	0	0	0	0	0	0	0	0	0	00:00	00:00	0	0	
Previous 12	03:25	01:45	01:40	00:00	03:25	00:00	00:30	00:00	0	0	1	0	0	1	1	0	0	00:00	00:00	2	0	



Times exclude log entries with 'exclude from legality' marked