

Factual Report – Attachment 19

Atlas Pilot Interview Process

OPERATIONAL FACTORS

DCA19MA086

Airmen

A First Officer has full responsibility for the following:

- Assists the Captain in the safe and efficient conduct of the flight.
- Constant awareness of all flight parameters, including on-time performance and the effect on customer flight schedules, customer service and image of the airline.
- Proficiency in the duties and responsibilities required of a SIC.
- Advise the Captain of any abnormality during ground and flight operations.
- Refer to *Flight Crew Responsibilities - Winter Operations* on page 10.1.22 for further responsibilities specific to Winter Operations.
- Be current and have operational knowledge of the Flight Operations Manual, Flight Crew Operating Manual, Jeppesen Airway Manual, and pertinent regulations.
- Assists in emergency and abnormal/non-normal procedures.

As all Company pilots are PIC rated, the Company expects First Officers to upgrade. Therefore, all First Officers must actively prepare themselves for the requirements of Captain. First Officers, to the extent possible, must actively participate in the monitoring and decision-making process of each flight to ensure that they cultivate the required experience, perspective, and judgment for the eventual transition to Captain.

Command

See *Command Authority and Expectations* on page 10.1.1 and *Succession of Command* on page 10.1.2.

Qualifications

Flight Time Requirements

- 1500
- -and-
- A minimum of 500 hours Turbine
- A minimum of 1000 hours Fixed Wing or 500 hours with a 121 Carrier

FAA Requirements

- 747/767/777: FAA Multi-Engine Airline Transport Pilot with English Proficient endorsement

NOTE

Acceptable - ATP issued with CIRC APCH- VMC ONLY
Limitation

- 737: FAA Multi-Engine Airline Transport Pilot or Restricted Multi-Engine Airline Transport Pilot with English Proficient endorsement
- Current FAA Class 1 Medical Certificate
- FCC Radio License

Airmen

General Requirements

- Minimum age of 23
- Legally authorized to work in the United States
- Current passport holder with no restrictions on international travel
- Has the ability to pass a 10 year security background check and a DOT pre-employment drug test

PIC (Captain) Qualifications

1. Airline Transport Pilot Certificate - Multi-Engine Land
2. Class 1 Medical
3. The criteria to upgrade to a Captain position is as follows:
 - (1) 2,500 hours total time on Large Group II Transport Category aircraft (turbojet aircraft of more than 41,000 pounds, maximum certificated takeoff weight) and 1,000 hours of Pilot-in-Command in Large Group II Transport Category aircraft (turbojet aircraft of more than 41,000 pounds, maximum certificated take-off weight), or
 - (2) 1,500 hours Second-in-Command in Large Group II Transport Category aircraft (turbojet aircraft of more than 41,000 pounds, maximum certificated take-off weight) and 500 hours as Second-in-Command at the Company.

NOTE

Any exceptions to (3)(1) or (3)(2) must be approved by the Vice President of Flight Operations or Senior Director, Flight Operations.

Administrative Control

Crew Resources has the responsibility of administrative control of all crewmembers after they report for a flight assignment. All schedule changes, disruptions, and crewmember illnesses are monitored by the Crew Resources Controller and reassignments are made to ensure the timely staffing of all flights.

EMPLOYEE RULES OF CONDUCT

General

Employees have a right to know what is expected of them. The Company, in turn, requires employees to familiarize themselves with all Company rules and regulations pertaining to their positions and duties, and requires that employees faithfully abide by these rules and regulations. Rules of conduct of general application are found in the Code of Conduct and Employee Handbook.

Alcohol and Drugs

91.19, 121.15, Part 120, OpSpec A449

Personnel Panel

Date: _____

Evaluators: _____

Candidate Name: _____

Previously interviewed with Atlas?	
Any training failures/accidents/incidents/TSA background check issues?	
Level D Sim required?	Yes No
Comments/any major issues	
Technical Interview Results	HR R DNR
Interview Results	HR R DNR

Personnel Panel

Date: 02/15/17

Evaluators: DB, HO, SW

Candidate Name: Cousad Astha

Previously interviewed with Atlas?	<i>Yes</i> <i>David Wese</i>		
Any training failures/accidents/incidents/TSA background check issues?	<i>2014 ATW</i>		
Level D Sim required?	Yes	<input checked="" type="radio"/> No	
Comments/any major issues	<i>Real nice kid kind Miami</i>		
Technical Interview Results	<input checked="" type="radio"/> HR	R	DNR
Interview Results	<input checked="" type="radio"/> HR	R	DNR



Tech Panel Interviews

Candidates should prepare for a 20 to 30 minute discussion with a Tech Panel representative. Candidates will be expected to have a basic knowledge of the following:

**Based on your current equipment and procedures.*

- Definitions: V1, Vr, V2, VMCG -VMCA / Icing conditions / Wet Runway/ SLOP/
- Stabilized Approach/ Minimum fuel- Emergency fuel / Basic lost- com procedures/
- Hot spot briefing/ LAHSO/ CRM/TEM/ Transition level / Transition Altitude
- Should be able to read a METAR and TAF report.
- Should be familiar with basic domestic and international fuel requirements, No Alt.
- Should be familiar with Jeppenson charts, 20-9 airport and 20-9A runway lighting requirements, TO weather minimums, Arrival and Approach charts. MSA block.
- Should be familiar with FAA and ICAO Pans Ops Holding speeds. When to slow?
- Should be familiar with Standard and Non- Standard holding patterns.
- If previously qualified oceanic crossing. Should be familiar with Atlantic crossing map for discussion. Position Report at 30W. Weather symbols, Jet Stream and Wind Speeds.

Good Luck and remember these are discussion items not a test but more of a discussion scenario concerning basic aviation knowledge!

TECHNICAL PANEL SCENARIO/QUESTION GUIDE

Intent: A Guide to Standardize the TECH Interview

Profile: Flight CVG to BRU with ocean crossing, Fast forward to MIA for FLIPR Arrival to RNAV 9

Charts: CVG: 20-9, 20-9A, BRU: 11-4A, MIA: 10-2E, 12-3, Atlantic WX MAP w/ NATS

Plus METARs and TAFs, Domestic and International

** (Have them answer all questions using their current company guidance and procedures) **

Start with METARS and TAFs: Ask them to read a few lines and how long they are valid.

Discuss Fuel Planning Requirements: Domestic Flight, and then, INTL Flight (with ALTNs)

Bonus: No ALTN available

When is a WX ALTN required, and what the Weather needs to be to be a legal ALTN.

What is the difference between MINIMUM FUEL and EMERGENCY FUEL (Have you ever declared?)

Use CVG Jepps, (20-9): Start with Departure on 36C (Heavy), ask definitions of V1, Vr, V2, Vmcg, Vmca.

Same weight, move to 36R and ask what V speeds would change and how, (assume it can be done)

Definition of WET Runway, plus visual clues of WET, What effect on V speeds

VIS reduces: Ask questions on Takeoff Minimum Weather (20-9A): RVR, etc. (500/500/Inop)

Can ask Runway Lighting Definitions also, plus have them find the CVG Hot Spot

Rejected Takeoff: Procedure, below 80k, about/above 80k, low vis runway markings

Then reference Atlantic Crossing Map: Discuss NAT Tracks, miles between each, SLOP, ETP, etc.

Rapid Decompression Procedures, and then where and how to deviate on the NAT

Ask questions about the WX symbols on chart, jet stream and wind speeds.

Bonus: Ask them to point to: 50N, 30W

BRU ILS Jepp: Why 3 MSA blocks, Define MSA. Define TL and TA and how they are used.

Plus other questions generated from the Jepp that you want...

Bonus: What does an (*) signify in a Comm Block on Jepp chart

Fast Forward to MIA (10-2E) (12-3): ATC Clearance: "FLIPR RNAV Arrival, expect RNAV 9 Approach"

Hold at FLIPR: When can you slow down, holding speeds, timing, etc.

Lose Comm: Procedures, EFC, chart procedures, squawk code, how to execute the arrival and approach to landing, including descents, etc.

(give Comm back)

RNAV 9 Situation questions: Engine Failure before and after FAF, WX goes below MINs before and After FAF, CRM, Wind Shear Warning at 500 feet including procedures, etc.

Definitions/Procedures: Compressor Stall, Stabilized Approach, LAHSO, CRM, TEM, etc.

**CRM situations can be addressed throughout the interview: i.e Captain wants to Takeoff/Land

In unsafe/WX below MINs conditions (during Takeoff, Holding, Approach, Landing) What do you do?

Cobos, Luis

(CHICAGO)

KORD 132351Z 20007KT 10SM BKN065 M06/M09 A2982 RMK AO2 SLP110 4/002 60000
T10611094 11061 21117 58020 \$

KORD 132338Z 1400/1506 21010KT P6SM SCT028 OVC050
FM140300 23009KT P6SM SCT020 BKN250
FM140900 21007KT P6SM SCT007 BKN100
FM141700 22013G18KT P6SM FEW010 BKN250
FM150100 21010KT P6SM FEW008 SCT015 BKN030

(SEATTLE)

KSEA 132353Z 18005KT 10SM FEW030 OVC065 06/04 A2986 RMK AO2 SLP120 60036
T00610039 10078 20061 53020

KSEA 132338Z 1400/1506 16005KT P6SM VCSH SCT035 BKN080
FM140600 18007KT P6SM SCT050 BKN080
FM141200 18007KT P6SM BKN020 BKN080
FM141700 18006KT P6SM SCT025 BKN150
FM142300 02005KT P6SM BKN070 OVC100

(FRANKFURT/MAIN)

EDDF 140020Z 12003KT 9999 SCT027 02/00 Q1017 NOSIG

TAF EDDF 132300Z 1400/1506 20006KT 9999 SCT030
TEMPO 1400/1506 BKN030
TEMPO 1413/1417 4000 RASN BKN014
TEMPO 1421/1506 22015G25KT
TEMPO 1502/1506 4000 SNRA BKN014

(SAO PAULO / GUARULHOS)

SBGR 140000Z 16003KT 9999 OVC011 23/22 Q1013

TAF SBGR 132200Z 1400/1506 15005KT 8000 BKN010 TN18/1408Z TX26/1416Z
PROB30 1406/1412 5000 BR BKN007
BECMG 1413/1415 9999 SCT017
PROB30
TEMPO 1418/1423 5000 DZ BR BKN010
BECMG 1500/1502 9000 BKN012 RMK PGD

Luis Cobos | Flight Dispatcher | Global Control Center | HDQOW5Y | KJFKGTIW
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DOMESTIC

KMIA 062053Z 08012KT 10SM SCT032 SCT180 BKN300 28/21 A3000 RMK
AO2 SLP158 T02830206 56012

KMIA 061720Z 0618/0718 07012KT P6SM BKN035 BKN200
FM070100 10005KT P6SM SCT030
FM070700 VRB03KT P6SM VCSH SCT025 BKN200
FM071400 05008KT P6SM VCSH SCT025 BKN035 BKN200

KSEA 062053Z 36007KT 10SM FEW040 25/14 A3002 RMK AO2 SLP172
T02500139 58014

KSEA 061733Z 0618/0724 00000KT 4SM BR VCFG SCT002
FM061900 VRB04KT P6SM SKC
FM071000 35005KT 4SM BR OVC004
TEMPO 0712/0716 1/2SM FG VV002
FM071700 35005KT P6SM BKN007
FM072100 35005KT P6SM SCT015

KJFK 062051Z 17017G24KT 10SM FEW055 19/09 A3005 RMK AO2 PK WND
18026/2024 SLP177 T01940094 55007

KJFK 061953Z 0620/0724 18017G25KT P6SM FEW040 SCT250
FM070100 18012KT P6SM SCT080 SCT250
PROB30 0708/0714 -SHRA SCT030
FM071400 18017G25KT P6SM VCSH FEW030 BKN070

INTERNATIONAL

VHHH 062100Z 04012KT 9000 FEW040 25/19 Q1014 NOSIG

TAF VHHH 061700Z 0618/0724 07010KT 8000 FEW035 TX32/0706Z
TN25/0622Z TN26/0722Z

TEMPO 0703/0710 30010KT

TEMPO 0710/0718 13010KT

TAF EBBR 061703Z 0618/0724 18010KT 9999 SCT020

TEMPO 0621/0702 4000 RA BKN009

TEMPO 0702/0707 BKN008

PROB40

TEMPO 0708/0715 23015G25KT 4000 SHRA

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TAF OMDB 061653Z 0618/0724 36010KT 8000 NSC

BECMG 0618/0620 14005KT

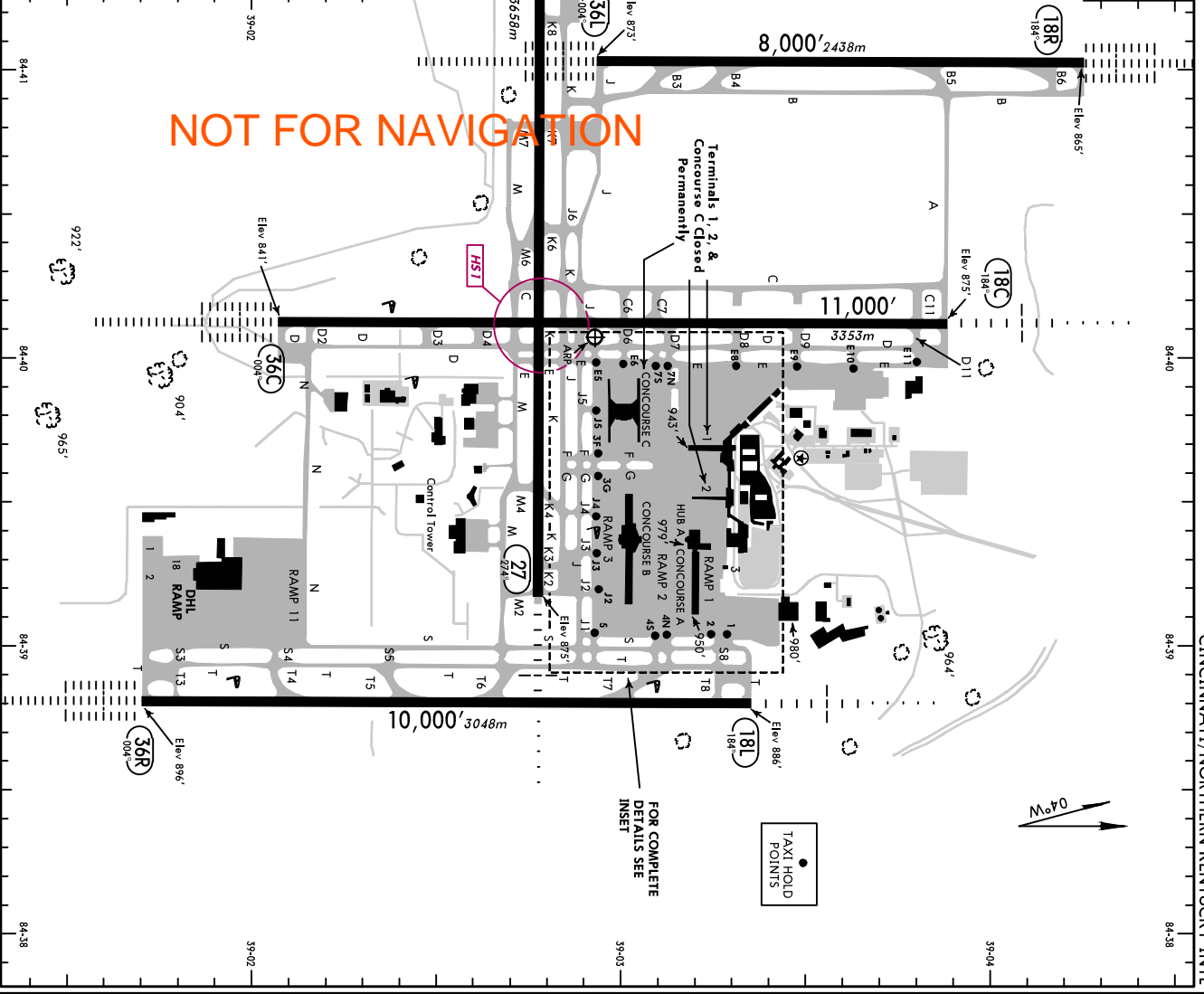
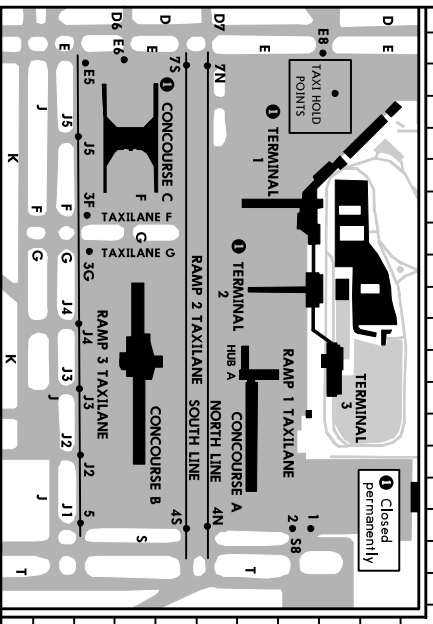
BECMG 0707/0709 30013KT

BECMG 0717/0719 16005KT

D-ATIS Departure	ACARS TIS PDC TWIP	CINCINNATI Clearance	Ground West East	CINCINNATI Departures (°) 007°-180° 126.65
135.3		127.17	121.7	121.3
118.5	Tower	118.97	135.32	128.7
Rwys 9-27, 18C-36C	Rwys 18L-36R Rwys 18R-36L	181°-360° 128.7		

CVG does not utilize LAHSO procedures.
 Successive or simultaneous departures from Rwy 18L and 18C are approved with course divergence beginning no further than 2 miles from EOR due to noise abatement restrictions.
 Successive or simultaneous departures from Rwy 36L and 36R are approved with course divergence beginning no further than 2 miles from EOR due to noise abatement restrictions.
 All taxiways restricted 15 MPH or less with wingspan over 214'.

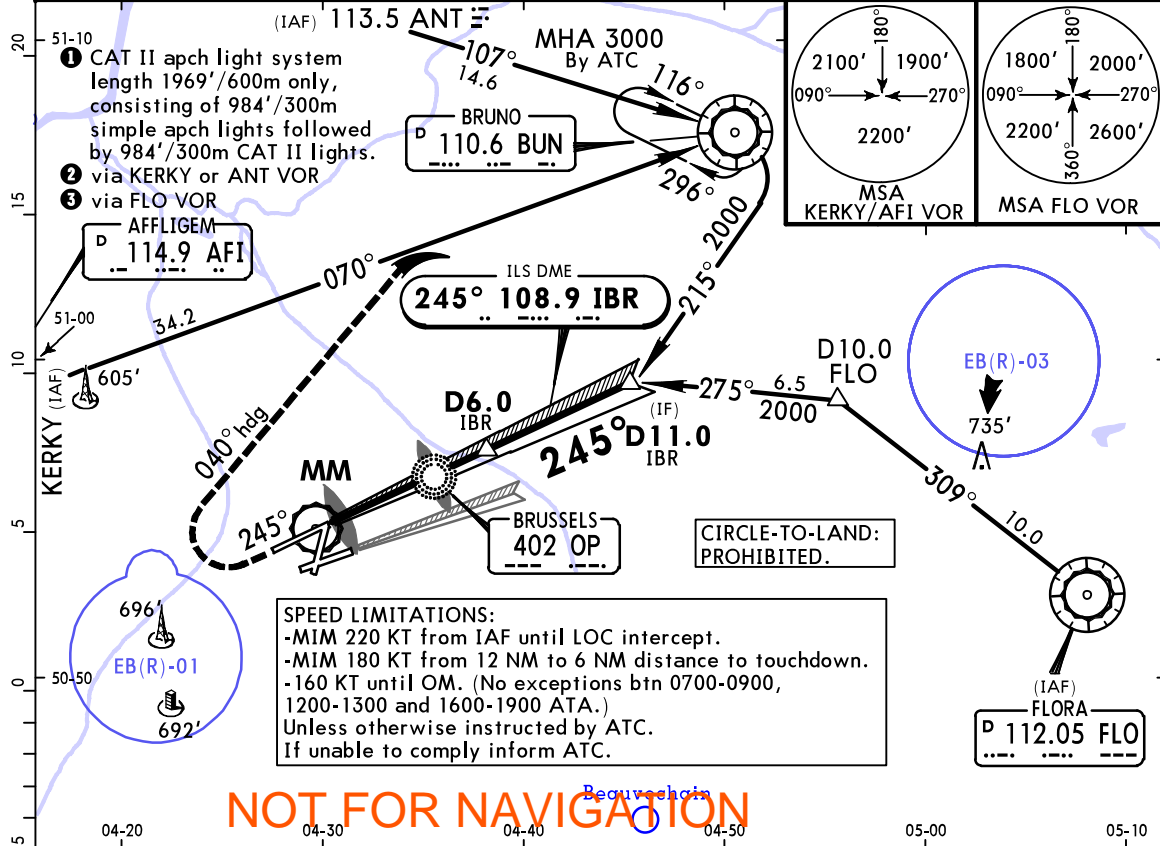
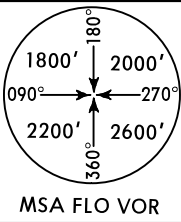
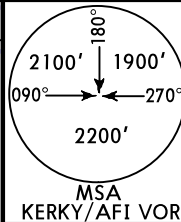
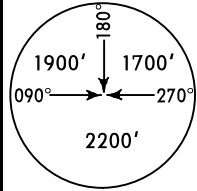
RUNWAY INFRINGEMENT HOT SPOTS
F571
 For information only, not to be construed as ATC Instructions.
F571 Be alert to multiple taxiway crossing points surrounding the intersection of Rwy 18C/36C and 9/27.



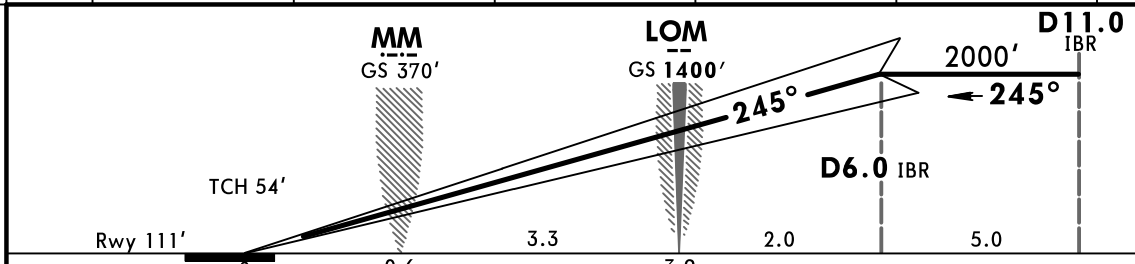


GENERAL						
Low-level wind shear alert system. Terminal Doppler Weather Radar.						
ADDITIONAL RUNWAY INFORMATION						
RWY				USABLE LENGTHS		WIDTH
				LANDING	BEYOND	
			Threshold	Glide Slope		
9	HIRL CL MALSR ① PAPI-L	grooved RVR	② 11,880' 3621m	② 10,767' 3282m		150' 46m
27	HIRL CL MALSR VASI-L	grooved RVR		10,825' 3299m		
① Angle 3.00°. ② Last 120' (37m) of Rwy 9 not usable for landing.						
18L	HIRL CL MALSR TDZ ③ PAPI-L	grooved RVR		8970' 2734m		150' 46m
36R	HIRL CL ALSF-II TDZ ③ PAPI-R	grooved RVR		8930' 2722m		
③ Angle 3.00°.						
NOT FOR NAVIGATION						
18C	HIRL CL MALSR TDZ ④ PAPI-R	grooved RVR		9944' 3031m		150' 46m
36C	HIRL CL ALSF-II TDZ ④ PAPI-L	grooved RVR		9875' 3010m		
④ Maximum GWT for DC-10 & L-1011 is 510,000 lbs. ⑤ Angle 3.00°.						
18R	HIRL CL ALSF-II TDZ	grooved RVR		6859' 2091m		150' 46m
36L	HIRL CL ALSF-II TDZ	grooved RVR		6944' 2117m		
TAKE-OFF						
Rwys 18L/C/R, 36L/C/R						
2 operating RVRs are required All operating RVRs are controlling		Adequate Vis Ref		STD		
CL & HIRL	CL, or RCLM & HIRL			3 & 4 Eng	1 & 2 Eng	
TDZ RVR 5	TDZ RVR 10	RVR 16 or 1/4		RVR 24 or 1/2	RVR 50 or 1	
Mid RVR 5	Mid RVR 10					
Rollout RVR 5	Rollout RVR 10					
Rwys 9, 27						
Both RVRs are required and controlling		Adequate Vis Ref		STD		
CL & HIRL	CL, or RCLM & HIRL			3 & 4 Eng	1 & 2 Eng	
TDZ RVR 5	TDZ RVR 10	RVR 16 or 1/4		RVR 24 or 1/2	RVR 50 or 1	
Rollout RVR 5	Rollout RVR 10					
FOR FILING AS ALTERNATE						
ILS Rwy 9	ILS Rwy 27	LOC Rwy 9	LOC Rwy 27	RNAV (GPS) Y Rwy 9	RNAV (GPS) Z Rwy 9	
ILS Rwy 18L	ILS Rwy 36L	LOC Rwy 18L	LOC Rwy 36L	RNAV (GPS) Y Rwy 27	RNAV (GPS) Z Rwy 27	
ILS Rwy 18C	ILS Rwy 36C	LOC Rwy 18C	LOC Rwy 36C	RNAV (GPS) Y Rwy 18L	RNAV (GPS) Z Rwy 18L	
ILS Rwy 18R	ILS Rwy 36R	LOC Rwy 18R	LOC Rwy 36R	RNAV (GPS) Y Rwy 18C	RNAV (GPS) Z Rwy 18C	
				RNAV (GPS) Y Rwy 18R	RNAV (GPS) Z Rwy 18R	
				RNAV (GPS) Y Rwy 36L	RNAV (GPS) Z Rwy 36L	
				RNAV (GPS) Y Rwy 36C	RNAV (GPS) Z Rwy 36C	
				RNAV (GPS) Y Rwy 36R	RNAV (GPS) Z Rwy 36R	
C	600-2				NA	
D	700-2	800-2		800-2		

110.6 112.050 114.6 114.9 117.550 132.475		BRUSSELS Arrival (R) 118.250		BRUSSELS Tower 118.6 120.775	
D-ATIS Arrival 118.050 for apron 2 North and North of it Ground 121.875 for apron 2 South and South of it					
LOC IBR 108.9	Final Apch Crs 245°	GS LOM 1420' (1309')	CAT II & IIIA ILS Refer to Minimums	Apt Elev 184'	Rwy 111'
MISSED APCH: At 700' turn RIGHT onto hdg 040° to intercept R-250 inbound BUN VOR. Climb to 2000' and when on radial continue climb to 3000'. Report to ATC.					
Alt Set: hPa Rwy Elev: 4 hPa Trans level: By ATC Trans alt: 4500'					
1. DME required. 2. Special Aircrew & Aircraft Certification Required.					



NOT FOR NAVIGATION



Gnd speed-Kts	70	90	100	120	140	160	HIALS-II PAPI	700'	RT onto 040° hdg
GS	3.00°	372	478	531	637	849			

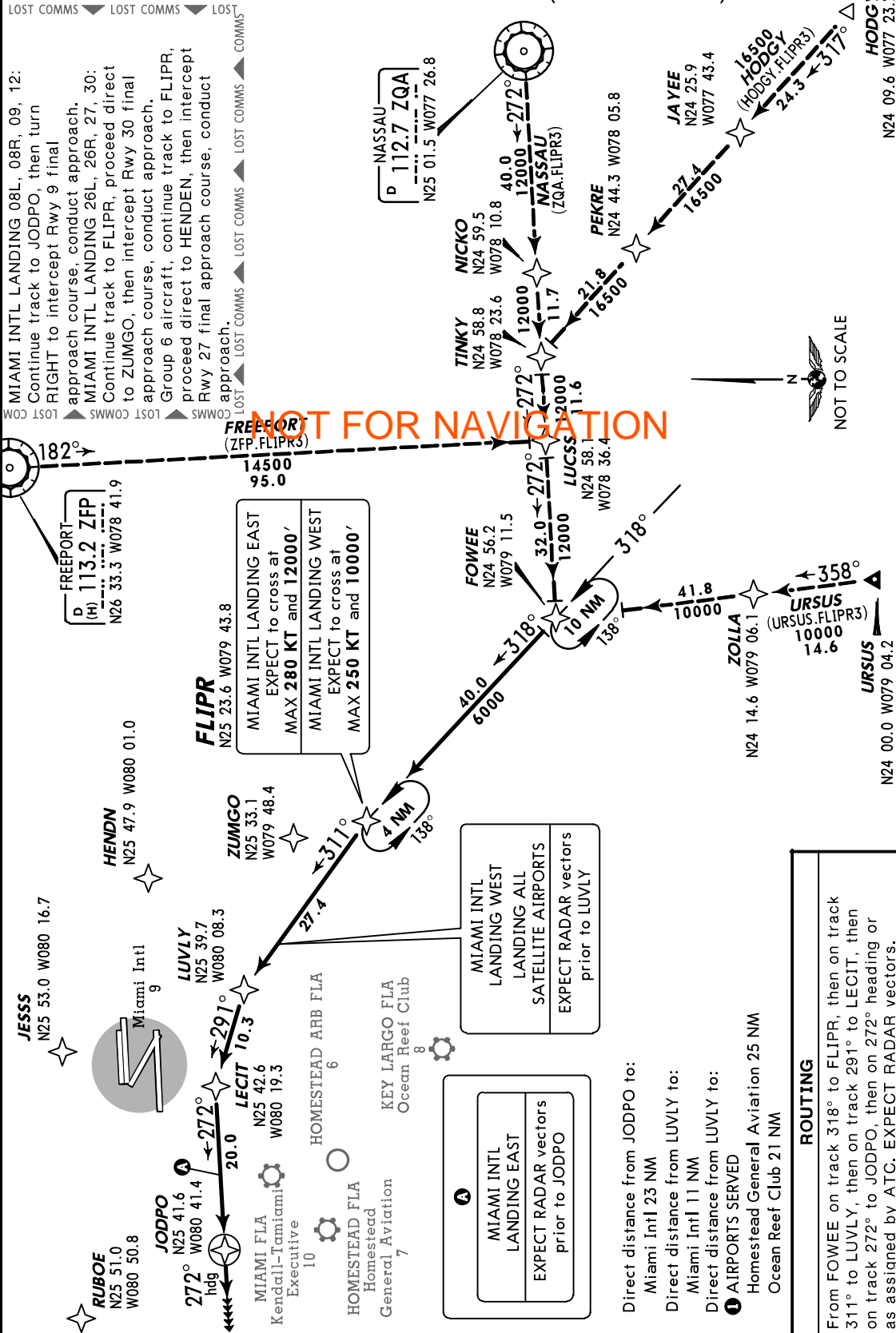
Standard		STRAIGHT-IN LANDING RWY 25R	
CAT IIIA ILS		CAT II ILS	
DH 50'		RA 103'	
RVR 200m		DA(H) 211' (100')	
RVR 200m		RVR 300m	

MIAMI INTL
D-ATIS
119.15

Apt Elev
See Graphic

Alt set: INCHES Trans level: FL180 Trans alt: 18000'
1. DME/DME/IRU or GPS required. 2. RADAR required. 3. RNAV 1.
 4. Turbojet and Turboprop aircraft only. 5. Miami Intl primary landing
 runways 9, 30. 6. For non-GPS equipped aircraft, VKZ and ZBV DMEs
 must be operational. 7. FREEPORT Transition: VKZ, ZBV, and ZFP DMEs
 must be operational for non-GPS equipped aircraft. 8. Also Serves

FLIPR THREE RNAV ARRIVAL (FLIPR.FLIPR3)



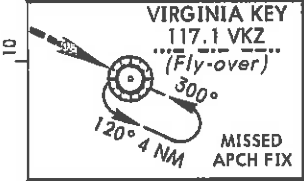
CHANGES: Procedure revised, renumbered.

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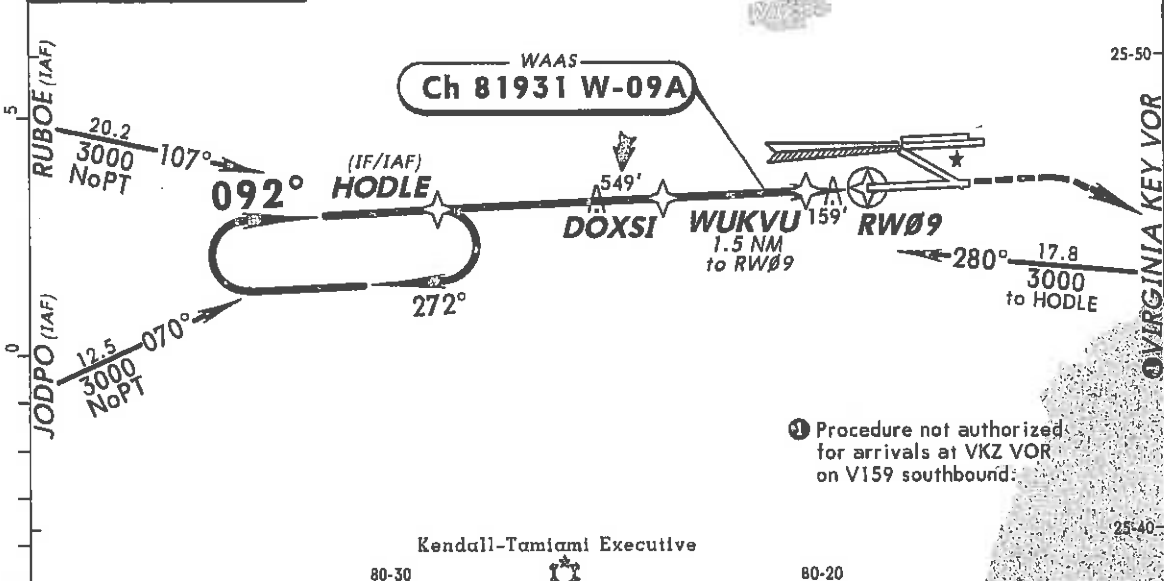
D-ATIS Arrival 119.15	MIAMI Approach (R) 124.85	MIAMI Tower 270°-089° 118.3	090°-269° 123.9	Rwys 9, 27, 30 127.5	Ground Rwys 8L/R, 12, 26L/R 121.8
WAAS Ch 81931 W-09A	Final Aptch Crs 092°	Minimum Alt DOXSI 1500' (1493')	LPV DA(H) 207' (200')	Apt Elev 9' Rwy 9 7'	
MISSED APCH: Climb to 800' then climbing RIGHT turn to 3000' direct VKZ VOR and hold, continue climb-in-hold to 3000'.					
Alt Set: INCHES Trans level: FL 180 Trans alt: 18000' 1. CAUTION: Lights on highway 1/4 mile south of final approach course may be mistaken for runway. 2. For uncompensated Baro-VNAV systems, LNAV/VNAV not authorized below 5°C (41°F) or above 54°C (130°F). 3. DME/DME RNP-0.30 not authorized. 4. Simultaneous approach authorized with ILS or LOC Rwy 8R. 5. LNAV procedure not authorized during simultaneous operations. 6. Use of Flight Director or Autopilot providing RNAV track guidance required during simultaneous operations. 7. Helicopter visibility reduction below RVR 4000 not authorized. 8. VGSI and RNAV glidepath not coincident.					

BRIEFING STRIP™

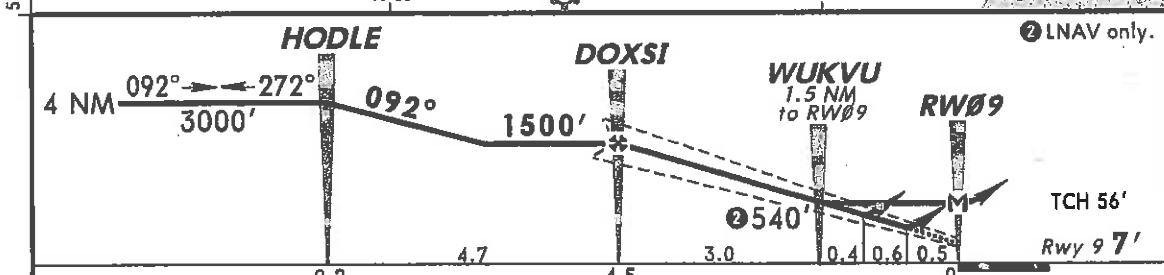
Opa Locka
(Can be mistaken for Miami Intl)



NOT FOR NAVIGATION



① Procedure not authorized for arrivals at VKZ VOR on V159 southbound:



② LNAV only.

Gnd speed-Kts	70	90	100	120	140	160	MALSR PAPI	800'	3000'	D →	VKZ 117.1
Glide Path Angle 3.00°	372	478	531	637	743	849		↑	RT		
MAP at RW09											

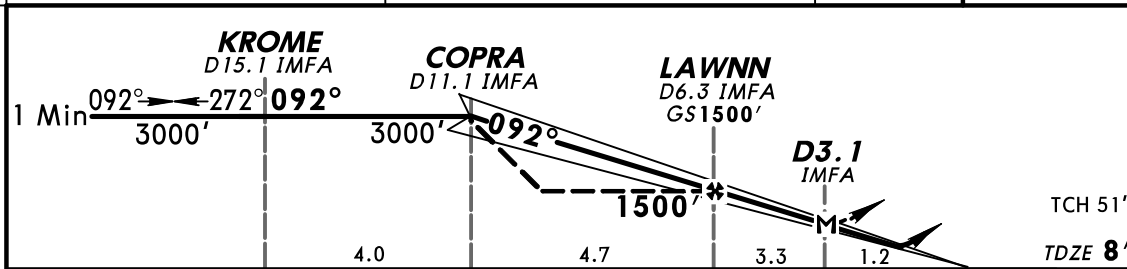
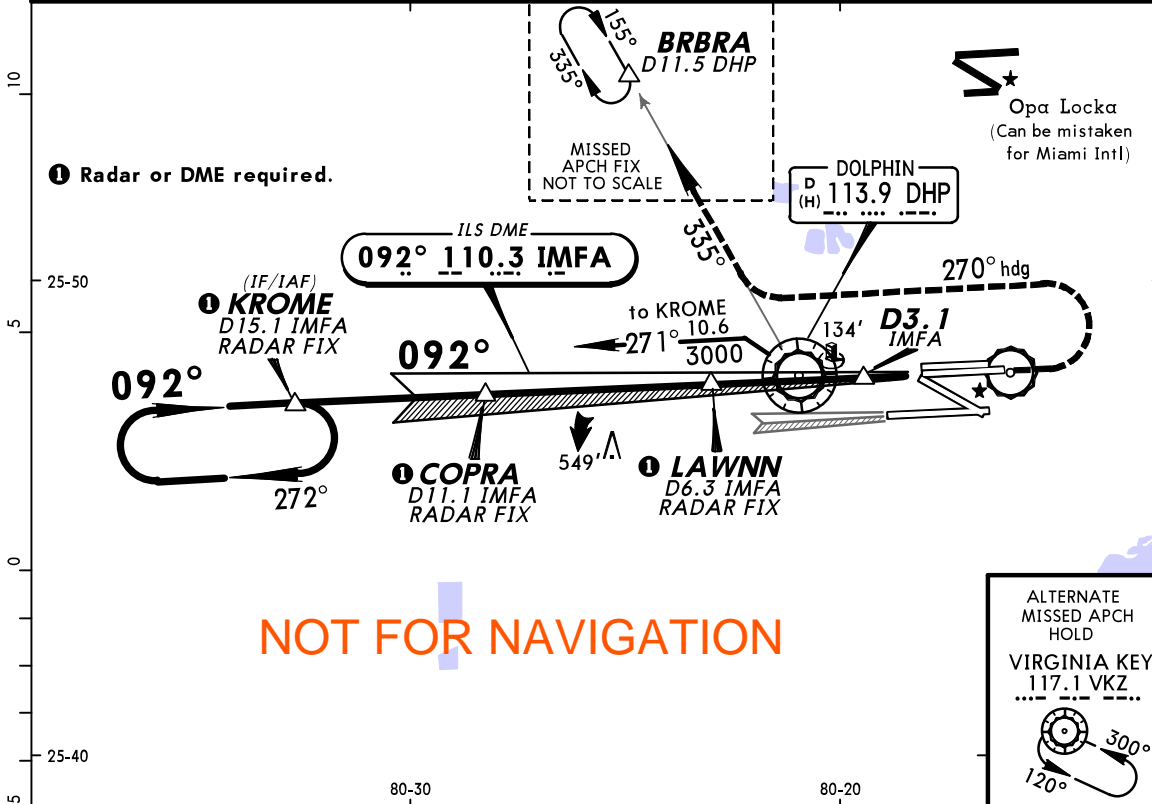
	STRAIGHT-IN LANDING RWY 9					LNAV		
	LPV DA(H) 207' (200')		LNAV/VNAV DA(H) 428' (421')			LNAV MDA(H) 460' (453')		
	RAIL or ALS out		RAIL out		ALS out	RAIL out	ALS out	
A						RVR 40 or 3/4	RVR 40 or 3/4	RVR 55 or 1
B	RVR 24 or 1/2	RVR 40 or 3/4	RVR 46 or 7/8	RVR 50 or 1	1 3/8	RVR 45 or 7/8	RVR 55 or 1	1 3/8
C								
D								

TERPS AMEND 1 17 OCT 2013

CHANGES: Procedure.

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D-ATIS Arrival 119.15	MIAMI Approach (R) 124.85	MIAMI Tower 270°-089° 118.3	090°-269° 123.9	Ground Rwys 8L/R, 12, 26L/R 121.8	Rwys 9, 27, 30 127.5
LOC IMFA 110.3	Final Apch Crs 092°	GS LAWNN 1500' (1492')	ILS DA(H) 450' (442')	Apt Elev 9' TDZE 8'	<p>MSA DHP VOR</p>
<p>MISSED APCH: Climb to 800' then climbing LEFT turn to 3000' on heading 270° and outbound on DHP VOR R-335 to BRBRA INT/D11.5 DHP and hold, or as directed by ATC.</p> <p>Alt Set: INCHES Trans level: FL 180 Trans alt: 18000'</p> <p>1. DME required. 2. Simultaneous approach authorized with ILS or LOC Rwy 9. 3. VGSI and ILS glidepath not coincident. 4. Autopilot coupled approach not authorized below 500'. 5. Localizer unusable 1.2 NM from threshold.</p>					



Gnd speed-Kts	70	90	100	120	140	160	MALSR	800'	3000'	270°	DHP
GS	3.00°	372	478	531	637	849	PAPI	↑	LT	hdg	113.9
MAP at 3.1 IMFA or LAWNN to MAP	3.3	2:50	2:12	1:59	1:39	1:25	1:14				R-335

ILS				LOC (GS out)					
DA(H) 450' (442')				MDA(H) 560' (552')					
FULL		TDZ or CL out		RAIL or ALS out		RAIL out		ALS out	
A					RVR 50 or 1				
B									
C	RVR 50 or 1		1½		RVR 50 or 1		1½		
D	RVR 60 or 1¼				RVR 60 or 1¼		1¾		

TERPS - AMEND 30C - 28 JUN 2012