

# Regional Air Cargo Carriers Association

## Workforce Development & Engagement





Republic Airways





# Republic Airways – 50 Years of Change

- Founded in Jamestown, NY as Chautauqua Airlines and began operation in 1974
- In 1994, Chautauqua moved Headquarters to Indianapolis
- Incorporated under Republic Airways Holdings in 1998.
- Activated Republic Airline in 2004
- In 2005, Republic Airways Holdings Inc placed Chautauqua, Shuttle America and Republic Airline under one group – Republic Airlines
- In 2018, the Company rebranded to operate under the name Republic Airways



# Republic Airways

- 60%+ owned by American Airlines, Delta Air Lines and United Airlines
- Diamond Award-winning maintenance team
- Aviation Campus: Carmel, IN
  - Brickyard Hotel
  - Training Center
  - Future home of Republic Airways Headquarters (2026)
- Codeshare Partners: American Airlines, Delta Air Lines, United Airlines
- World's largest all-Embraer 170/175 fleet of 200+ Aircraft.
- Celebrating 50 years of continuous safety, innovation and world-class culture

# PEOPLE FOCUSED

## VISION

*With the **BEST** People, Products and Performance we will be America's regional airline of choice.*

## MISSION

*Together we provide a safe, clean and reliable flying experience.*

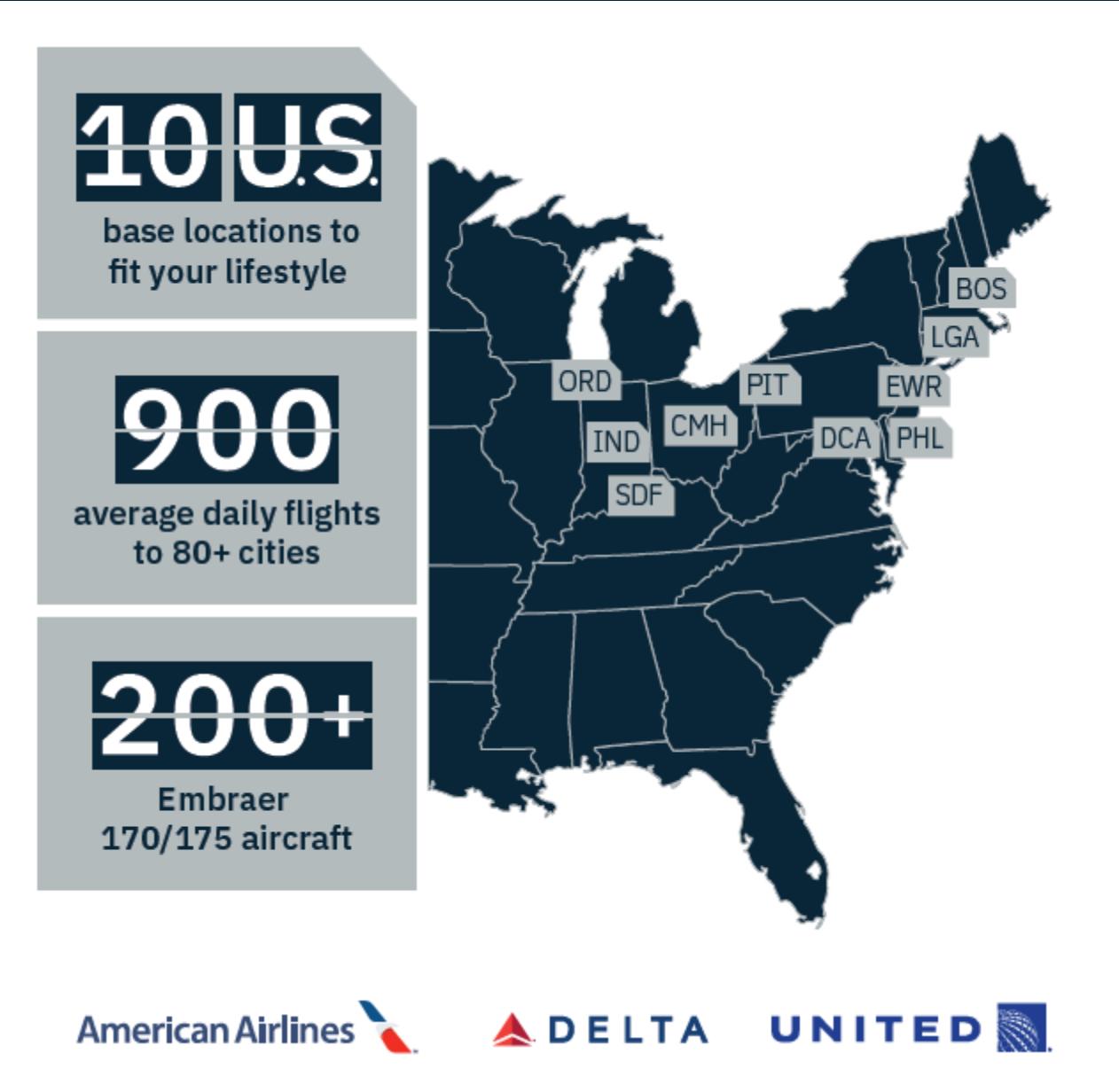
## GUIDING PRINCIPLES

*Be good stewards of our resources*

*Encourage a culture of fun and action*

*Strive for excellence in everything we do*

*Trust, respect and care for one another*



## AVIATION CAMPUS

- Located in Carmel, IN
- Home of our World-class Training Center and Brickyard Hotel.
- Future home of our Headquarters in 2026

## LOCATIONS - Hangar

- Indianapolis (IND)
- Columbus (CMH)
- Pittsburgh (PIT)
- Louisville (SDF)

## LOCATIONS – Line Stations

- Washington, DC (DCA)
- Newark (EWR)
- Boston (BOS)
- LaGuardia (LGA)
- Chicago (ORD)
- Philadelphia (PHL)

# Our Culture

## Business Resource Groups (BRGs)



Black Aviators and  
Associates of Republic  
(BAAR)

Supports an inclusive  
culture for People of Color



RVET Connect

Uplifts our Associates who  
are military veterans



Professionals for Progress,  
Empowerment and  
Leadership (ProPEL)

Helps Associates meet  
their professional goals



Sisterhood of Aviation  
at Republic (SOAR)

Engages and empowers  
female Associates



rPride

Celebrates our community  
of LGBTQIA+ Associates



Scan the QR to get  
involved or learn more  
about our BRGs.

## Corporate and Community Responsibility (CCR)

- Children and Education
- Global Health and Wellness
- Sustainability
- Military and Veterans



# Corporate and Community Responsibility

Republic launched the **Department of Corporate and Community Responsibility** in August 2017 to provide the vision, leadership, and management for all Republic outreach efforts and will extend Republic's reach to tens of thousands in need.

- **Annual Plane Pull** (over **\$6 million** raised since 2011)
- **Environmental Relief**
- **Community Engagement**
  - Samaritan's Feet
  - Pack Away Hunger
  - St. Vincent Hospital 5k
  - Snowball Express
  - Habitat for Humanity
- **Global Outreach in Honduras**







# Pilot



# Pilot Opportunities

- Check Airman and Line Pilot Instructor opportunities
- Delta Ready Program
- United Ready Program
- Upgrade availability
- Company and volunteer opportunities



# Reserve and Line Pilot

## Reserve:

- Short Call – report to your base within 2 hours
- Long Call – report to your base within 12 hours
- Guaranteed 12 days off per month

## Line Holders:

- Guaranteed 12 days off per month



# Uniforms and Luggage



## Provided Annually

- 2 Pants and 4 Shirts
- One of Each
  - Tie
  - Blazer
  - Hat and Hat Badge
  - Overcoat, Pullover or Cardigan
  - Rollaboard Bag

## Annual Choice of

- Tote Bag
- Rolling Tote Bag
- Lunch Cooler
- Laptop Bag
- EFB Bag



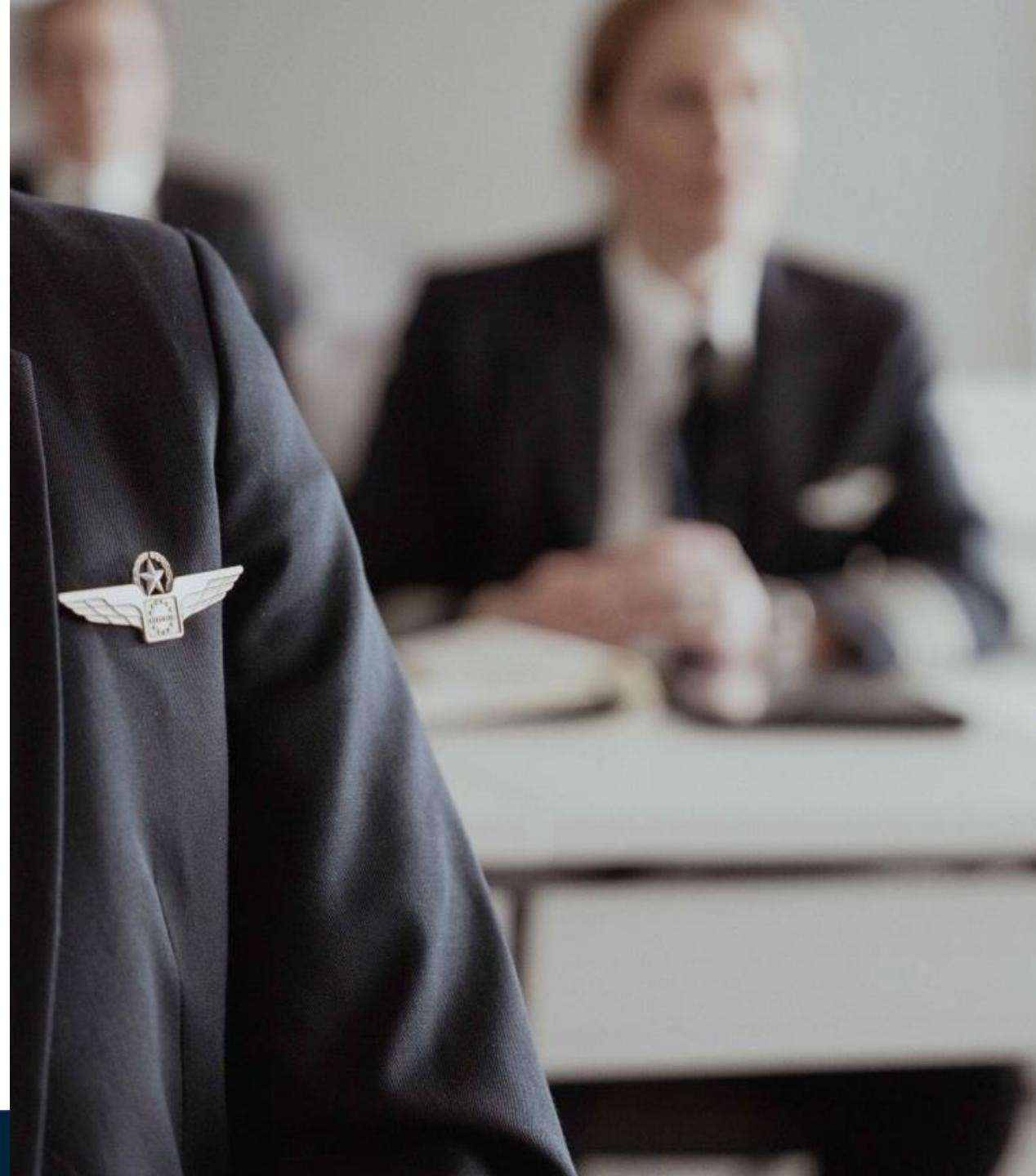
# Training

## ATP/CTP

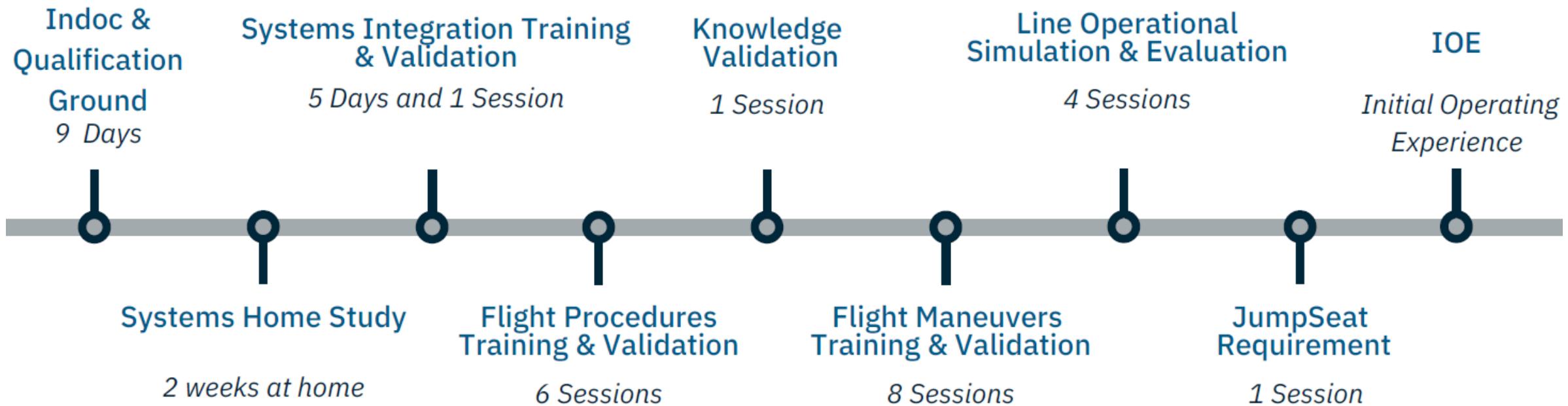
- Flight Safety:
  - 6 hours SIM Time
  - 7-day course
- ATP Written:
  - Monday before INDOC
  - Sheppard Air recommended for all courses

## Lodging

- On-site, single occupancy lodging at Brickyard Hotel
- Breakfast provided daily
- Air and ground transportation provided



# Initial Qualification Timeline – First Officer



This is a generalized timeline. Your official schedule will be communicated by the Flight Training Department



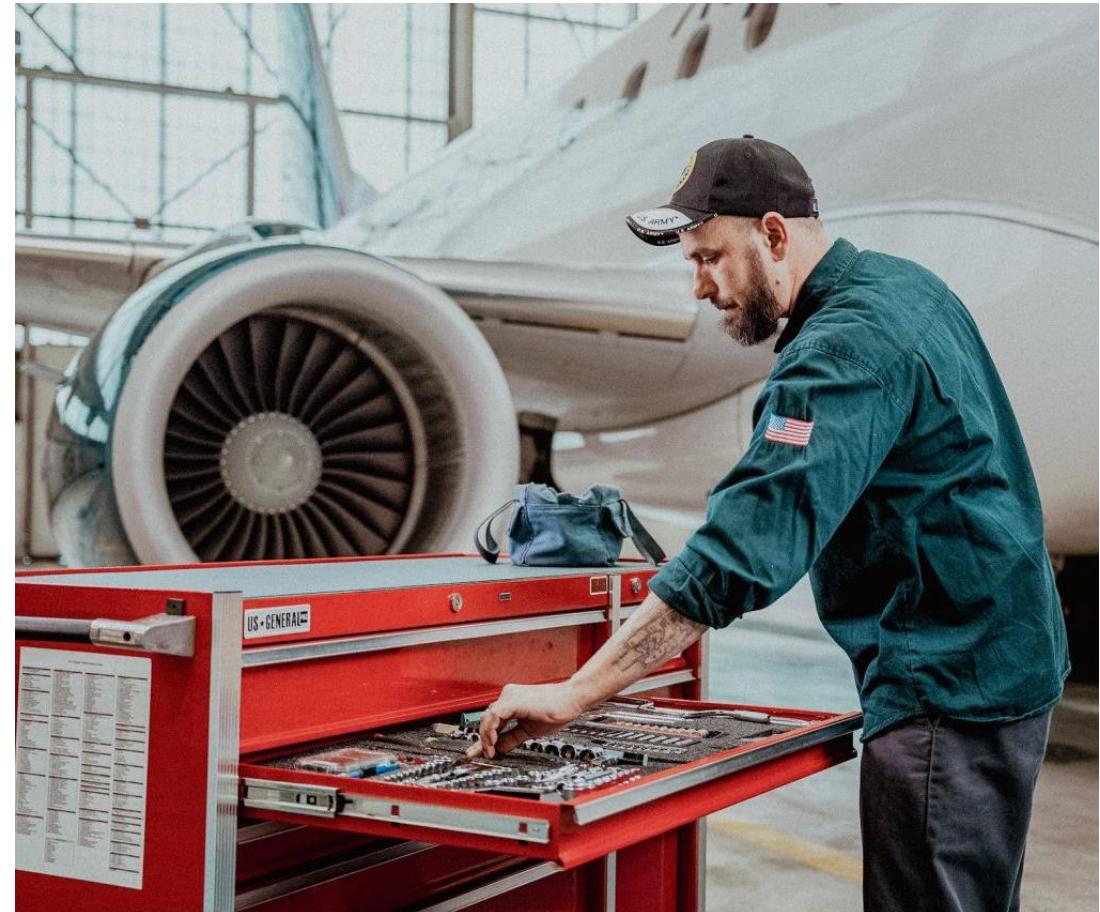
	<b>BOS</b> (Boston)	
<b>CMH</b> (Columbus)	<b>CMH</b> (Columbus)	<b>CMH</b> (Columbus)
<b>DCA</b> (D.C.)	<b>DCA</b> (D.C.)	<b>DCA</b> (D.C.)
		<b>EWR</b> (Newark)
<b>IND</b> (Indianapolis)	<b>IND</b> (Indianapolis)	<b>IND</b> (Indianapolis)
<b>LGA</b> (New York)	<b>LGA</b> (New York)	
	<b>ORD</b> (Chicago)	<b>ORD</b> (Chicago)
<b>PHL</b> (Philadelphia)		
<b>PIT</b> (Pittsburgh)	<b>PIT</b> (Pittsburgh)	<b>PIT</b> (Pittsburgh)
<b>SDF</b> (Louisville)	<b>SDF</b> (Louisville)	<b>SDF</b> (Louisville)

A horizontal bar composed of three yellow lines of varying lengths.

# Maintenance

# QUALIFICATIONS

- Must hold a FAA Mechanic Certificate with Airframe and Powerplant ratings.
- Must have and maintain a valid Driver's License, with a clean driving record.
- Ability to pass a 10-year criminal history check.
- Must have a high school diploma, or GED.
- Good communication skills, reliable, and self-motivated .
- Exercise good judgement in working within a team environment as well as in aircraft maintenance and safety.
- Willingness to travel and work weekends, holidays, and night shift.
- U.S. Citizen or have authorization to work in the United States.
- Physical requirements.
- Pre-employment Drug Test.



# Overview of Training

- Initial paid training program (Indoc) – 3 weeks in Indianapolis
  - Systems overview; GMM and reference; RAMCO; 10-hr OSHA Certification, Two days of OJT
- Airfare, hotel, and ground transportation to training provided
- Per Diem on first paycheck, unless your base is in Indianapolis
- Company Orientation provided by HR department
- Fingerprint screening on Day 1
- All Technicians are issued an iPad





## Additional Training Opportunities

- General Familiarization 2-week training course
- EWIP training (electrical troubleshooting training)
- Engine – GE (E170/175)
- Borescope
- Advanced Troubleshooting
- Sheetmetal & Structural Repair
- AWR – Airworthiness Release
- Continual Safety Training
- RII
- Run and Taxi

# Maintenance Positions and Pathway Program

- Maintenance Technician
- Senior Technician
- Mx Supervisor
- Mx Manager
- Maintenance Control
- Inspection
- Quality Control
- Safety
- Maintenance Training
- Pathway Opportunity: Maintenance Cadet
- Military Transition
- Apprentice Program



★ ★  
★ Republic Airways  
★ ★



# Early Career Programs

## Pilots, AMT's & Corporate



# RJet Cadet Program



## ***PURPOSE:***

***To provide current flight students with networking opportunities and an interview with Republic Airways – culminating in a Conditional Job Offer (CJO) as a First Officer.***

## ***BENEFITS:***

- ***Conditional Job Offer (CJO)***
- ***Networking opportunities***
- ***Regular communication and updates***
- ***Indianapolis Cadet events***
- ***Republic Airways swag items***

# RJet Cadet Program

## Application and Interview



### **APPLICATION:**

- *Apply at [careers.rjet.com](http://careers.rjet.com)*
- *Include:*
  - *Resume*
  - *Total Time*

### **INTERVIEW:**

- *Conducted on rolling basis, year-round*
- *Virtual via Microsoft Teams*
- *Consists of two parts*
  - *Part 1: Behavioral questions with HR Recruiter*
  - *Part 2: Technical Questions with Republic Pilot*



# RJet Ambassador Program

## ***PURPOSE:***

***RJet Ambassadors support Republic's recruiting efforts on their campus. Working in tandem with the Campus Recruiter assigned to their school, Ambassadors are Republic's representatives to their peers, faculty, prospective students, and administration.***

### **Qualifications**

- Accepted into RJet Cadet Program
- In good-standing in RJet Cadet Program
- Attend or instruct at a Part 141 or Part 61 flight school

## ***BENEFITS:***

- Monthly compensation*
- Ambassador training in Carmel, Indiana*
- Networking opportunities*
- Part-time Associate status with Republic*
- Non-rev travel privileges on American, Delta and United*

# Ambassador Program

## Application and Interview

### **APPLICATION:**

- *Apply at [careers.rjet.com](https://careers.rjet.com)*
- *Include:*
  - *Resume*

### **INTERVIEW:**

- *Conducted on rolling basis, year-round*
  - *Virtual One-way via SparkHire*
  - *Consists of behavioral questions with HR Recruiter*



# Maintenance Military Transition Program

- Approx. 200,000 service members each year enter the civilian world
- Less than **\*\*10% of veterans\*\*** with aviation maintenance experience transition into civilian aviation roles due to the complexity of certification pathways and regulatory requirement
- The Military Maintenance Transition Program is to help veterans and service members transition from military work to civilian work
- Allow military aviators in maintenance to obtain an opportunity to get licensed and have a job working on aircraft on the civilian side



# Maintenance Military Transition Program



## YOUR CAREER AFTER SERVICE.

*Turn the skills you gained in the military into a rewarding career in aviation.*

The Aircraft Maintenance Military Transition Apprentice Program (AMMTA) at Republic Airways is a direct path for service members to transition from military work to civilian work in the aviation industry.

Through the three-month AMMTA Program, military aviation technicians have the opportunity to obtain the licenses and training necessary to work as an Aircraft Maintenance Technician (AMT) at one of the largest regional airlines in the U.S., Republic Airways.

Once you have completed the AMMTA Program, received your FAA Airframe & Powerplant license and completed Republic-specific training, you can immediately start your career as a Republic Airways AMT.

Through the Republic AMMTA Program, you can build on skills you already have to jumpstart a fulfilling career.

Join a world-class team of Maintenance Technicians and help us ensure the safety of our passengers, our crew and our fleet.

### Work nose-to-tail on the industry's most advanced aircraft.

Republic Airways offers Aircraft Maintenance Technicians (AMTs) the opportunity to work on our fleet of 200+ Embraer 170/175 aircraft. These world-class aircraft need a world-class team of Maintenance Technicians and other aviation professionals to operate safely, efficiently and reliably.

### THREE-MONTH APPRENTICESHIP



Republic Airways  
Welcome Aboard

American Airlines  DELTA  UNITED 

## Find opportunity WITH REPUBLIC.

Republic Airways offers 900 average daily flights to 80+ cities in the U.S. and Canada. Republic offers fixed-fee flights operated under major airline partner brands of American Eagle, Delta Connection and United Express. We have a perfect safety record across 50 years – thanks to our Diamond Award of Excellence-winning team of Aircraft Maintenance Technicians.

Our top-of-the-line maintenance bases and line stations dominate the Midwest and East Coast.

**Hangar Locations:** Indianapolis (IND), Columbus (CMH), Pittsburgh (PIT), Louisville (SDF)

**Line Stations:** Washington, D.C. (DCA), Newark (EWR), Boston (BOS), LaGuardia (LGA), Chicago (ORD), Philadelphia (PHL)



### Best-in-Class Benefits.

- Travel privileges on our three mainline partners American Airlines, Delta Air Lines and United Airlines, along with flight privileges across many other carriers
- Lodging provided during Republic Training at our Aviation Campus
- Location premiums
- 401(k) program, immediate vesting
- Military pay credit
- Shift differential, RII and Run & Taxi
- Paid vacation holidays and sick days
- Medical, dental and vision benefits
- Republic Cares corporate and community responsibility initiatives
- Minimum starting pay \$31/hour and earn up to \$48.50/hour as an AMT

*Transfer your military experience and grow at Republic.*

Apply today for the AMMTA Program.  
Just scan the QR code or visit [careers.rjet.com](http://careers.rjet.com)



Republic Airways  
Welcome Aboard

American Airlines  DELTA  UNITED 

# Maintenance Cadet Program

- Students pursuing their Airframe and Powerplant (A&P) certification can receive a conditional offer of employment with Republic Airways once they've completed 400 hours of training.
- The RJet Cadet program is the ideal transition from classroom to AMT.
- Eligibility
  - currently enrolled in a Part 147 approved program
  - be eligible to work in the U.S.
  - have a valid U.S. driver's license



# Maintenance Cadet Program

## Benefits

- Conditional Job Offer (CJO)
- Priority Interview with base management
- Priority choice of training class date
- IND Cadet Events
- Regular Communication + Updates
- Republic Swag



# Maintenance Apprentice Program

## Benefits

- Paid apprenticeship to earn A&P
- Paid test preparation course
- Paid testing fees
- Automatic transition onto AMT pay scale
- 33-month completion
- Earn and learn opportunity to kick start your career





# Dispatch Apprenticeship

## Apprenticeship

- Certification course provided by Republic:
  - Provide all materials needed
  - In person instructor lead class and administer any exams/testing throughout the course
- Intense, full time, classroom based course
- Study sessions on nights/weekends will necessary to ensure successful completion of the class

## Position Progression, Located in Carmel, IN

- **Apprenticeship** (6-8 weeks)
- **Republic Airways Training** (9 weeks)
- **Full-time Dispatcher**  
2 year agreement associated with program – starts on Day 1 as full time Dispatcher

# RJet Internship

- Applications for Summer and Spring open in July
- Applications for Fall open in February
- Interviews

Resume and Application Review

- Round 1 – Behavioral Phone Screen with HR Recruiter
- Round 2 – Virtual Two-Way Interview with Hiring Manager/Team

Offer and Onboarding



# LIFT Academy



LIFT ACADEMY



LIFT ACADEMY

*Get up here*



## About

# LIFT ACADEMY

### LOCATIONS

- Indianapolis, IN
- Columbus, IN
- Myrtle Beach, SC
- Galveston, TX
- Tuskegee, AL
- Private Centers of Excellence

### FLEET

- 75+ Diamond Aircraft
- DA-20, DA-40, and DA-42

### HISTORY

- Welcomed first class in Sept. 2018
- Owned by Republic Airways Holdings Inc.

### PROGRAMS

- Flight Training
- CFI Training
- Part 135 & Cape Air Pathway
- AMT Apprenticeship Program
- Aircraft Maintenance Services



 **LIFT ACADEMY**  
Get up here

## Fly with LIFT

- Republic Airways associates receive a 50% discount on LIFT flight training program after 1 year of service with Republic
- 5-year commitment to Republic Airways





# Republic Airways