



Recruitment and Outplacement

Two Centuries of Success Ready to Serve You

When you partner with Holstein Aviation, you immediately accrue multiple benefits from all of the knowledge, experience and capability gained through:

- ✓ **250** years of total experience
- ✓ **56,000** combined flight hours
- ✓ **3,500** transactions
- ✓ **\$8** billion in revenue

Team members possess type ratings in light, medium and long range / large cabin heavy jets from nearly all major aircraft manufacturers. These individuals are also known across the aviation industry for their integrity, capability and professionalism.

Astute and Experienced Professionals

Holstein Aviation team members have held senior management positions at leading companies throughout the aviation industry:

- Corporate flight departments
- Air charter companies
- Aircraft fractional ownership
- Fixed base operations (FBO)
- Maintenance, repair and overhaul (MRO) providers
- Fixed- and rotary-wing aircraft manufacturers (OEMs)
- Manufacturers of gas turbine engines
- Commercial airlines

The Holstein Aviation Recruitment Program

Borne of broad and in-depth flight department and executive level management experience, Holstein Aviation vetting procedures also incorporate Search Process Best Practices throughout. Now you select from precisely defined and uniquely identified candidates to obtain the high value, low risk hire crucial to your continued success.

GATE 1 – Needs and Wants

Analyze corporate culture, leadership styles, required and desired attributes. Define “fit”.

GATE 2 – Position Specifications

Develop role and scope. Delineate key components. Benchmark requisite performance and profiles.

GATE 3 – Market Position

Compare and align compensation, benefits, operations, geography and resources.

GATE 4 – Top Level Search

Locate qualified candidates. Verify data. Analyze potential.

GATE 5 – Selection Pool

Finalize initial slate. Deeper and broader research. Review expertise.

GATE 6 – Primary Screen

Minimize variables and conduct formatted telephone interviews. Compare and contrast. Develop Short List.

GATE 7 – Final Evaluation

Direct on site interviews. Conduct follow up. Coordinate job offer.

GATE 8 – Value Enhancement and Future Preparation

Quality control 30, 90 and 180 day checks. Communicate marketplace status. Plan for future requirements.

The Holstein Aviation Outplacement Process

Prudence and compassion dictate supporting valued former employees for a quick and efficient transition to their next productive role. Holstein Aviation professional guidance helps that happen – fast.

GATE 1 – Skills Assessment

Identify strengths, attributes and characteristics.

GATE 2 – Campaign Preparation

Develop marketing plan and communication materials.

GATE 3 – Training

Teach networking tactics and sales techniques.

(Continued on reverse)

The Holstein Aviation Difference

Connections, contacts, credibility and capability.

The Holstein Aviation team knows the industry and the people. We also know how to connect you with the right buyer or resource.

Unrivaled service and support.

Log in to your own personal, private and secure portal at www.HolsteinAviation.com 24/7/365 for access to electronic files with all the documents relevant to your project.

The whole team is on your team. Every team members' knowledge, experience, expertise and contacts are utilized on your behalf.

Knowledgeable specialists.

Specific team members who know everything about specific, and complex subjects, such as contracts and marketing, are dedicated to your project for faster and error free completion.

Global coverage and cooperation. Holstein Aviation team members and affiliates are located around the corner as well as around the world for you. That global knowledge ensures full and complete marketplace intelligence and connections.



Holstein Aviation team members have flown the line, and instructed, trained and managed flight departments.

Start with the Best People

The normally desired attributes sought in a candidate are always important. But for one simple reason, an even more critical focus is required when selecting pilots, maintenance managers and technicians – your safety is in their hands.

This is where the experience and expertise of the professional team at Holstein Aviation really adds value to your search. We are pilots ourselves, with a combined 40,000 total flight hours, Airline Transport and Commercial Pilot licenses, and multiple light, medium and long range, large cabin type ratings in aircraft from nearly every major manufacturer. We have flown the line, managed flight departments, and hired and trained flight crews. We know pilots.

Capability, Compatibility and Culture

The straight forward part of any search is verifying licenses, ratings, training, flight hours and backgrounds. But that is just a place to start. The real key is determining that little thing called “fit”. This is where you truly want a team of professionals for your partner.

Is the candidate **capable** of:

- Performing at a high level?
- Understanding your mission and role?
- Representing the flight department well?
- Maintaining a professional demeanor?
- Being a team player?
- Committing to professional growth?
- Supporting the growth of others?
- Adding value as their tenure lengthens?
- Truly knowing themselves?

Will the prospective employee be **compatible** with:

- Other flight department members?
- Senior management?
- Passengers / internal customers?
- External clients?
- Providers and suppliers?

Does this individual align with your corporate **culture** and is this an environment that he or she can:

- Embrace?
- Enhance?
- Support?
- Function effectively in?
- Be productive within?

There are no guarantees in life, let alone any undertaking or business venture. But partnering with the professional team at Holstein Aviation is a sure way to dramatically increase your odds of making a high value, low risk hire. Count on us to help you make a good long-term decision, not bet on a long shot.



Holstein Aviation executives' backgrounds encompass senior level management positions from all segments of business, general and commercial aviation.