

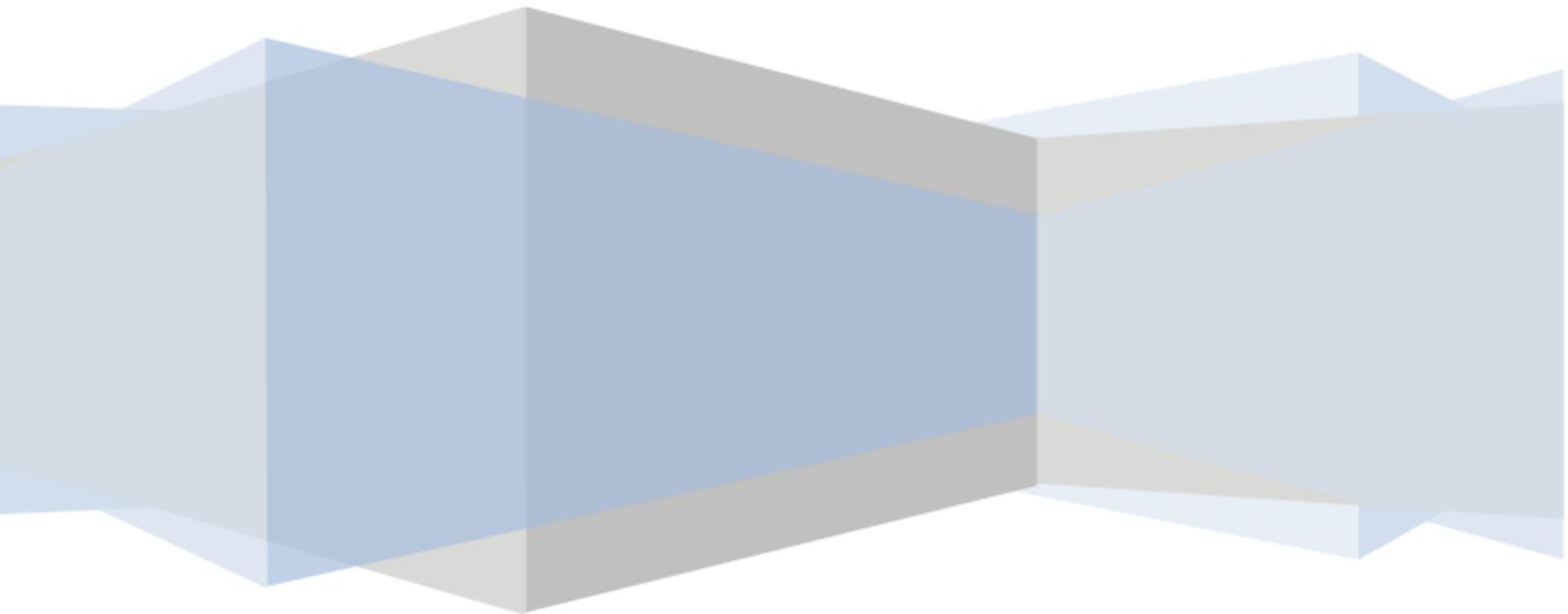


JET PROFESSIONALS

Candidate Evaluation of Darren Clemente

JEGE, Inc. – Captain G-IV

Presented by Liz Friedland





INTERVIEW SUMMARY

Darren feels one of the most important issues for a pilot is to have the client's trust. Many customers are afraid of flying, but the end result is to get them there safely. Darren works well with colleagues and tries to build confidence and encourages input from less seasoned pilots. The team effort is ultimately what is important. Darren is always early as he never wants a passenger waiting for him. He is used to change as he flew charter for ten years and was the Lead Captain on two aircraft.

He is very organized and detail oriented. He even washed a plane in Atlantic City just to keep the owner happy. He does what it takes to get the job done well. Darren enjoys staying up to date on regulations and details regarding Gulfstream. He is even writing his own manual, even though, he knows it can not be published. He has caught some errors and is always trying to make improvements. He likes to be well informed to keep up with the Engineers.

In his current job, he handles the trip from the flight planning to ordering of the catering. The Dispatcher books the trip and Darren virtually does everything else. He has a very pleasant personality, gets along with everyone and has a lot of responsibilities in the flight department.

Upon graduating from [REDACTED] Darren's career goal was to one day fly for one of the large airlines in the United States. His first flying job was Flight Instructing for Embry Riddle where he conducted primary and advanced flight training as well as performing FAA Flight Checks for various certificates and ratings. He worked for the University from 1988 to 1991. In June of 1991, he applied and was accepted as a First Officer candidate with Allegheny Airlines where he flew the Shorts 3-60 and Dash 8 aircraft. He was laid off in 1995 due to the selling of company aircraft, and he lost interest in flying for the airlines.

For the next few years, he took a job as a Late Night Child Counselor where he was in charge of a wing with about 20 troubled youths. He was responsible for administering medication and dealing with any issues that would come up during his shift. He became a counselor, because after being laid off and not being able to find another flying job, he decided to get involved where he could help other people in a very meaningful way.

In 1998, he was contacted by a company in Atlantic City, NJ called Midlantic Jet Aviation where Darren was hired as a King Air Captain. He worked extremely hard at the position and was promoted to Chief Pilot in two years where he managed approximately 25 pilots at three bases. After accepting this new position, he was typed in the Learjet series aircraft and became a Check Airman on the King Air. The company then acquired a Gulfstream IV by an owner in 2006 and he became the Lead Pilot for the account. He continued to do all of the duties until 2008 when he accepted a position with another company.

In 2008, Darren applied for and was offered a position with Verizon Corporation to fly a Gulfstream IV as an International Captain. Verizon required their pilots to be typed on more than



JET PROFESSIONALS

one aircraft. As a result, he went to Hawker 800XP Initial Ground School in Wilmington and became a Copilot on the aircraft. Within a year after being trained on the Hawker, Verizon sold the Hawker and he was sent to Gulfstream V Initial Training. This is the aircraft that he is currently flying as a Captain. One of the perks of flying for Verizon is the amount of training they invest in their pilot group. He has a diploma in Corporate Aviation Management from The Darden School of Business and has attended the Bombardier Safety Stand down as well as The NBAA Leadership Conference. Verizon is an excellent company to work for, but his passion is working for a private owner in a smaller department. Darren has a lot of experience to offer, and he is respected by his fellow pilots in the industry. He looks forward to the challenges ahead.

In his free time, he enjoys ballooning, gliding and physical fitness. He likes to go to the gym as well as riding his bike.

BACKGROUND HIGHLIGHTS

- Bachelor of Science – Embry Riddle Aeronautical University
- Total Flight Hours – 14,600
- G-IV Hours - 2025
- Type Ratings – G-IV, G-V, Learjet, Learjet 60, Hawker 125
- Heavy International experience
- Residence
 - Currently resides in Iselin, New Jersey

Jet Professionals, LLC
114 Charles A. Lindbergh Drive
Teterboro, NJ 07608



DARREN S. CLEMENTE



PERSONAL DATA:

Date of Birth: [REDACTED]
Health: Excellent/Non Smoker
Marital Status: Single
FAA Physical: First Class – No Restrictions

FLIGHT EXPERIENCE:

Total Time	14,600
Pilot in Command	11,600
Turbine	12,250
Instrument	1,850
Simulator	240
Instructor Pilot	1,880

CERTIFICATES AND RATINGS:

Airline Transport Pilot: Airplane Single Engine Land and Sea, Multi Engine Land and Sea

Type Ratings: Gulfstream V (550/450), Gulfstream IV, Hawker 125, Learjet, Learjet 60

Flight Instructor: Airplane SE/ME; Instrument, Glider (Exp: 11/15)

Commercial Pilot: Glider, Lighter-Than-Air Free Balloon

Aircraft Dispatcher Certificate

Instrument and Advanced Ground Instructor

FAA Class I Medical – No Restrictions (03/15)

Recurrent Training: Flight Safety International – Gulfstream 550/450 (01/15), Gulfstream IV (06/14), EVS Training (01/15), MEDAIRE Training (07/13), Hypoxia Training (03/10), International Procedures Training (01/14), RVSM Training, PRNAV Training, Enhanced Navigation Training (01/14).

EDUCATION:

August, 84 - [REDACTED]

April, 88 - [REDACTED]

WORK EXPERIENCE:

January, 08 – Present	Verizon Aviation Morristown, NJ	- International Captain, ETS Manager (Gulfstream IV and 450)
March, 98 – August 08	Midlantic Jet Aviation - Egg Harbor Twp, NJ	Chief Pilot, Captain, Check Airman (Gulfstream IV, Lear's 25/31/35/55/60, BE-10)
November, 95 – March, 98	KidsPeace Hospital Orefield, PA	- Late Night Child Counselor
June, 91 – January, 95	Allegheny Airlines Middletown, PA	- First Officer (SD3-30, SD3-60, Dash 8)
March, 88 – June, 91	Embry Riddle Aeronautical Univ. Daytona Beach, FL	- Flight Instructor and Flight Examiner for various Ratings and Certificates.



Darren S Clemente

Survey Date : 9/2/2015

Report Date : 9/3/2015

The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI® report provides you with a brief overview of the results of the Predictive Index® and prompts you to consider many aspects of the results not contained in the overview. If you have not yet attended the Predictive Index Management Workshop™, please consult someone who has attended in order to complete the report.

STRONGEST BEHAVIORS

Darren will most strongly express the following behaviors:

- Driven to protect the company against risk by thoroughly leveraging his background and strictly following 'the book.'
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support his decisions before he takes action.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which he produces high-quality output and decisions.
- Socially-focused, he generally empathizes with people, seeing their point of view or understanding their emotions. Positive communication.
- Teaches and shares; he's generally interested in working collaboratively with others to help out.
- Friendly and service-oriented; he drives for the 'greater good' rather than his own goals. Promotes teamwork by sharing authority.

SUMMARY

Darren is a very thoughtful, conscientious, and disciplined person who is particularly careful, thorough, and accurate in his work. He consistently strives to produce results that meet the established standards, and he works best where there are clear standards, expectations, reporting relationships and measurements for his work. He will depend upon professional training, his own experience, or management leadership, to provide those standards and the structure that he needs for his work.

Darren is a team-oriented, cooperative person, particularly careful, thorough, and accurate in working with details. Modest and unassuming, he will express his ideas and opinions cautiously and generally in a low-key manner. However, he sets high and specific expectations for his own and others' performance, and will be consistent and supportive in upholding those standards.

Stable and dependable, Darren will work within established processes and methods. If necessary, he has sufficient patience to do work of a repetitive nature and to consistently maintain his interest in and focus on such work. He believes in having, and following, well-defined processes and procedures. Therefore, if he is responsible for establishing the processes, he will do so with considerable care, planning, and input from others, and will expect that they are followed closely and precisely.

He is generally unselfish and motivated by a strong sense of duty and a concern for the needs of others. Darren derives satisfaction from contributing to the team efforts, the company, and those who depend on him. He is a

cautious person who takes his responsibilities, both to his work and to others, very seriously. He enjoys sharing what he knows with others, and teaches in a patient, open, meticulous, and organized fashion.

He does things the established or conventional way, and will make changes only when convinced, with hard evidence, that the new way will be better. In rolling out new changes, he will be very tactical, thinking through exactly how it should be done, creating a complete plan, thinking of how it will affect others, and having solutions to possible pitfalls. In making decisions, he will be equally thorough, consulting both other experts and "the book."

Socially, Darren is a somewhat outgoing, friendly person who enjoys, and is pleasant and agreeable in, the company of other people. He expresses himself warmly, is considerate of the feelings and attitudes of others, and can get along well with a wide variety of people. He is polite and tactful and always concerned with doing and saying the right thing.

MANAGEMENT STRATEGIES

To maximize his effectiveness, productivity, and job satisfaction, consider providing Darren with the following:

- Opportunity to leverage his specialized knowledge and experience on a daily basis
- A stable work environment where there is frequent contact and communication with people, particularly in a helping role
- The chance to protect the company against risk
- Where necessary, thorough, detailed, specific training in aspects of his job and responsibilities
- Opportunities to develop experience and confidence in one specialized job at a time
- Supportive team and management.

Prepared by Elizabeth Friedland on 9/3/2015

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Pre-Hire 360[®] Advanced Feedback Report

Candidate: Darren Clemente

Position: Captain G-IV

Survey: Aircraft Pilot

Candidate IP Address [REDACTED]

User: Elizabeth Friedland

Date: Monday, September 07, 2015

Report History:

Report Generated: September 07, 2015 - 12:23PM

ABOUT SKILLSURVEY:

SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science, talent analytics, and the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by references on a candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at [REDACTED]

Note:

The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

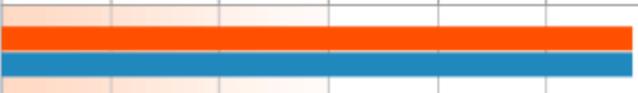
Overall Score

Section I: Overall Summary on Darren Clemente

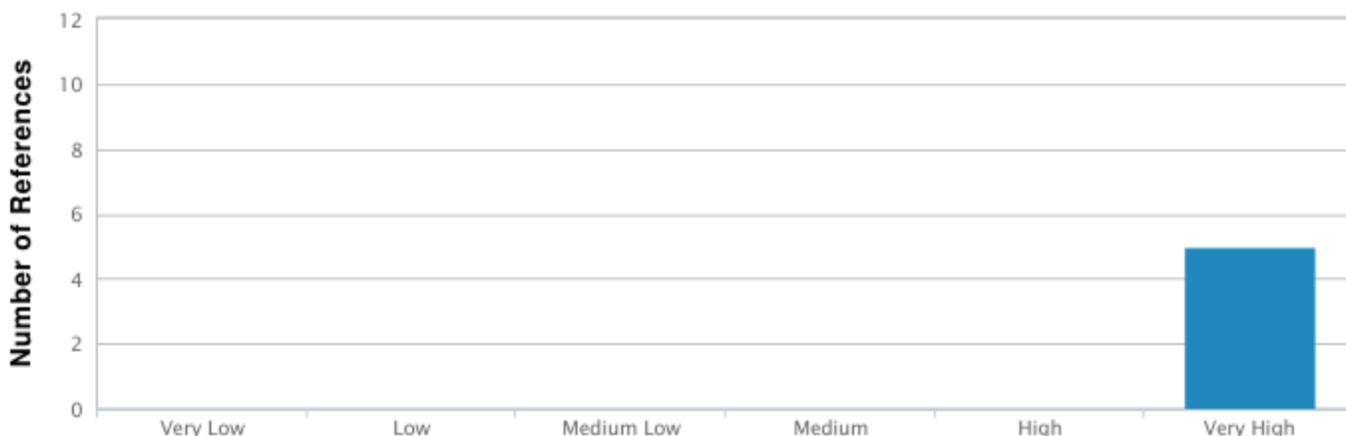
- Managers
- All References

Very Low Low Medium Low Medium High Very High

Overall Score



Reference Distribution on Overall Score



Section II-A: Detailed Competency Report on Darren Clemente

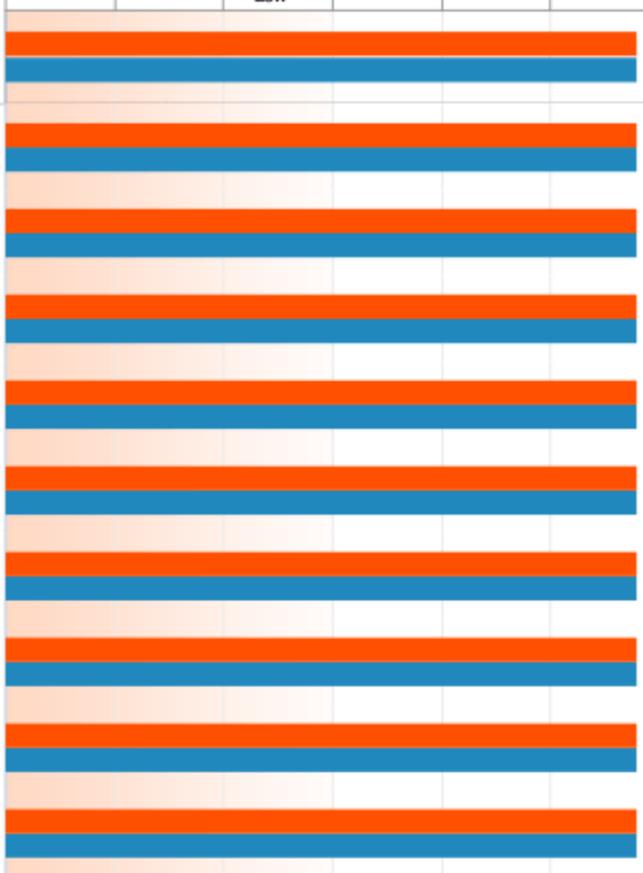
Managers

All References

Cluster 1 - Professionalism: Overall Score

Very Low Low Medium Low Medium High Very High

- a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings) 0
- b) Show an attention to detail, resulting in few if any errors in his/her work (e.g., maintain accurate flight records and aircraft logs) 0
- c) Plan, execute, and manage work in a disciplined and organized way 0
- d) Possess a high degree of knowledge of aircraft systems, procedures, and operations 0
- e) Display proficiency with technology (e.g., control systems, navigation instruments) necessary to safely operate the aircraft 0
- f) File instrument flight plans with air traffic control so that flights can be coordinated with other air traffic 0
- g) Maintain up-to-date knowledge of industry and regulatory procedures, policies, and codes of conduct 0
- h) Consistently meet or exceed goals 0
- i) Take responsibility for his/her actions and quality of work without blaming others or making excuses 0



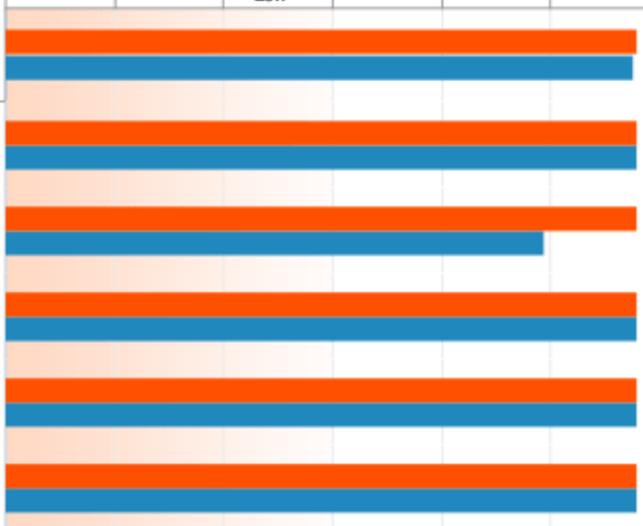
Managers

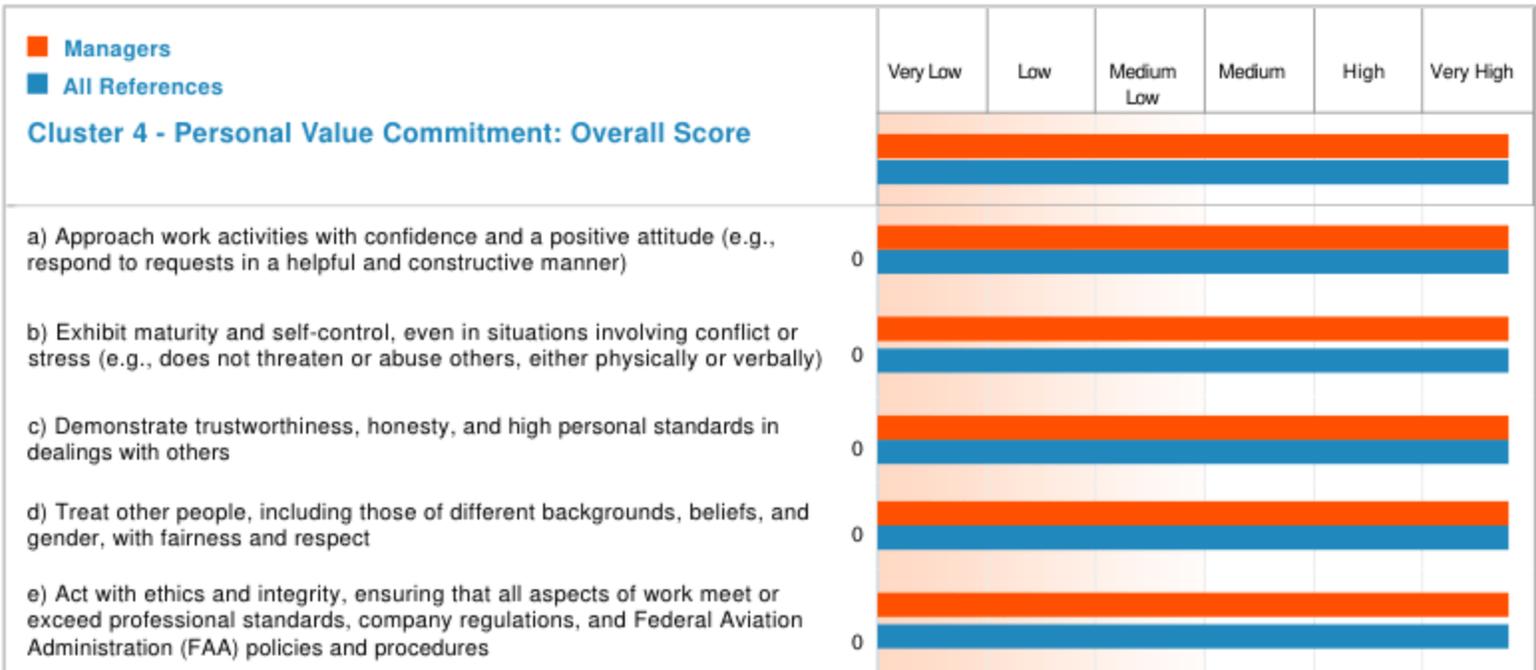
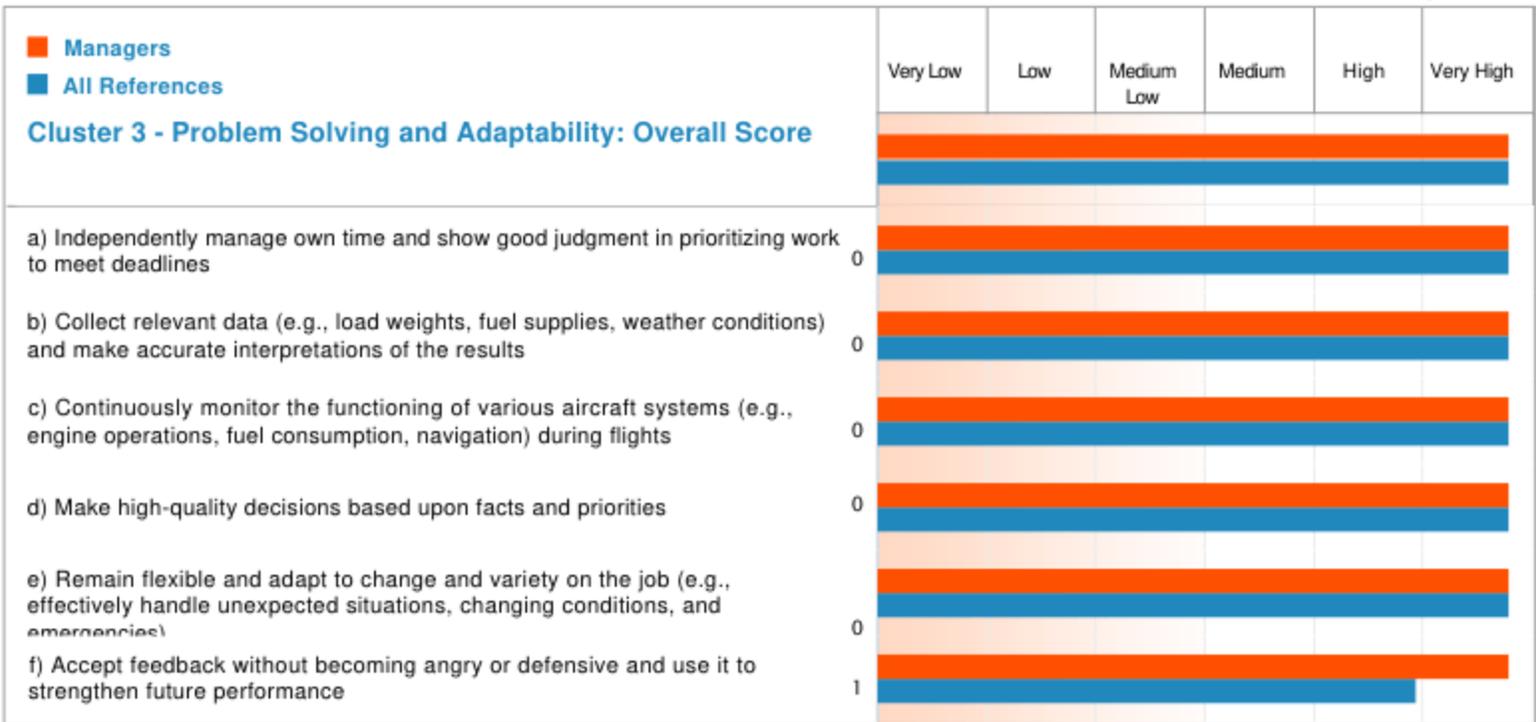
All References

Cluster 2 - Interpersonal Skills: Overall Score

Very Low Low Medium Low Medium High Very High

- a) Listen carefully to others, taking time to understand and ask appropriate questions without interrupting 0
- b) Build strong, positive working relationships with others (manager, peers, other coworkers) and maintain them over time 1
- c) Communicate information, ideas, and data clearly and concisely so that others (e.g., co-pilot, crew, passengers) can understand 0
- d) Inform crew members of flight and test procedures 0
- e) Show diplomacy in dealing with others and quickly resolve any questions or problems 0





Section II-C - Additional Feedback on Darren Clemente

1. Responses to the question, "Were you involved in the decision to hire this person at your company?"

Yes: 1/5 (20%)

No: 4/5 (80%)

2. Responses to the question, "Would you work with this person again in the future?"

Yes: 5/5 (100%)

No: 0/5 (0%)

Section III: Verbatim Comments on Darren Clemente

Note: Individual comments separated by horizontal lines

STRENGTHS:

1. Extremely competent pilot, felt very safe with his abilities. 2. Team Player 3. Professional Appearance and Attitude

Three strengths: â€¢ Outstanding Pilot. One of the best most knowledgeable you will ever find â€¢ Leadership. Looked up to by other pilots in the group mainly due to his ability â€¢ Teamwork. A pleasure to work with, other pilots in the group always want to fly with him Iâ€™ve known Darren for 18 years. I was a chief pilot at a charter company and we hired him. He immediately became our go to guy. He is a highly knowledgeable pilot with outstanding work ethic. I left the charter company and came to Verizon and again became chief pilot and was fortunate enough to have him accept an offer to come here. Should he leave us he will surely be missed.

1. Attention to detail 2. Aviation knowledge (aircraft systems, FAR's, etc.) 3. Professionalism

Great understanding of FAA regulations Great aircraft systems knowledge Easy to communicate and work with in the cockpit and on the road

COULD IMPROVE:

I wish I could give you 3 ways for Darren to improve his work performance. Honestly, he is the most hard working, professional, team player I have ever worked with, and would LOVE to work with him again. He even helped in the back of the aircraft which is typically the flight attendants domain by tidying up the cabin after each flight with me. I had a short notice catering request in a station with no caterer, he helped me put the plating together for the future flight. He always was neat and orderly, shirts always pressed, kind and friendly to passengers, whether it was owner trips or chartered guests.

Three improvement areas: â€¢ Computer skills such as Excel and Power Point â€¢ Business Acumen â€¢ Professional Networking

1. Know when to admit he's over loaded with extra duties. 2. Balancing work and personal life. 3. Adapt to paperless documentation. It now seems like everything is going on tablets and he still enjoys having hard copies.

Nothing really stands out that needs improvement.

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Darren Clemente

Submitted to Candidate on:	September 01, 2015 - 04:28PM	Number of References Entered:	5
References Submitted by Candidate:	September 02, 2015 - 03:13AM	Number of Responses:	5
Report Finalized on:	September 07, 2015 - 12:23PM	Reference Response Rate:	100%
Candidate Response Time: <i>(in business days)</i>	0.45	Reference Response Time: <i>(median # business days)</i>	1.29
Candidate Response Time: <i>(in calendar days)</i>	0.45	Reference Response Time: <i>(median # calendar days)</i>	1.29

How to interpret the Red text for an IP Address:

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- If the Candidate IP Address is in red text, this means that the Candidate's IP address also matches the IP Address of one or more of the provided References
- If the Candidate's IP address is not in red font, but one or more of the References have a matching IP address in red font, this means that the same computer (or computer system) was used by these References.

We cannot guarantee that the above situations definitely mean that the references are not authentic. There is a possibility that Candidates and References can have the same IP address for legitimate reasons. For example, this may happen when some organizations have a corporate security policy where all outgoing traffic to the Internet is set to the same IP Address.

In instances where the Candidate and References do not work for the same organization, there is an increased probability that it's an issue with authenticity.