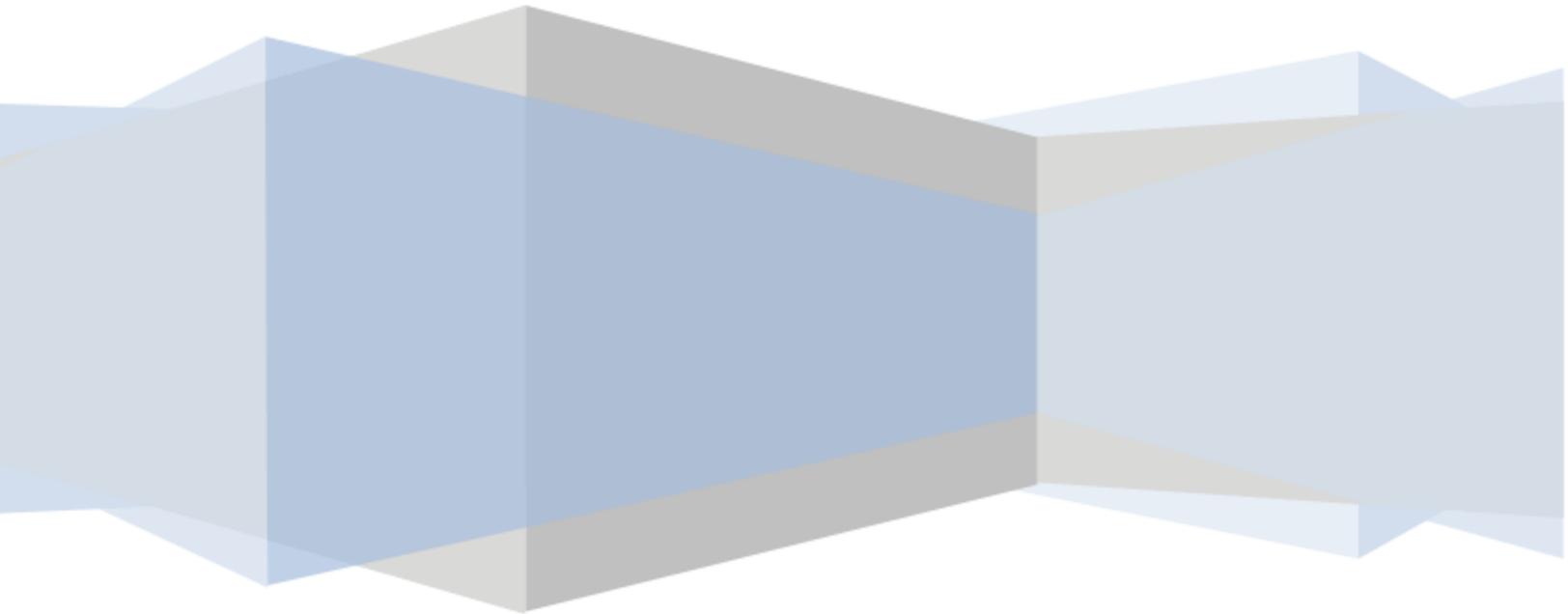




***JET PROFESSIONALS***

# Candidate Evaluation of Matthew Colyer

JEGE, Inc. – Captain G-IV  
Presented by Liz Friedland





## **INTERVIEW SUMMARY**

Matt believes that to exceed a customer's expectations, it all comes down to customer service. He will always try to anticipate their needs before they have to ask. He prides himself in helping crewmembers out. As a Training Officer, he will break the ice with a smile. He does a lot of mentoring with new crewmembers. With clients, it is a smile and a firm handshake. He believes there is a fine line between professional and personal. He will make small talk with the client and perhaps ask about the weekend, but he always keeps it professional.

He is a planner for contingencies and multiple contingencies. He feels Corporate Aviation is all about change and being ready. He uses clear and concise verbiage. Regarding confidential information, he does not disclose anything. When talking to friends, he will keep all of his information vague.

Matt is honest and upfront. Trust is extremely important to him. Teamwork, in his mind, is what gets a trip done. He is a very detail oriented and good employee who is service oriented, loyal, dedicated and committed to his job.

Matt feels he is the airport kid. His aviation career began twenty-two years ago sweeping hanger floors and washing airplanes. Within a couple years, he was driving an airport fuel truck. At twenty-one, he secured a position at FlightSafety International as a Simulator Co-Pilot. That was a tremendous opportunity. His time at FlightSafety gave him a good look at various departments, and he was able to learn what worked and what did not. A full-time position flying as a Co-Pilot on a Hawker followed. By thirty, he secured a Co-Pilot position on a Gulfstream. A Captain's position came in due course. At forty, he is now an Entry-level Manager and Lead Captain flying an ultra-long range G-550. It has been a long ride, with many sacrifices but well worth the effort.

When thinking of a change, Matt feels working for individuals versus a traditional corporate flight department provides unique challenges often with a very personalized approach to service. While working for an individual many years ago, he found meeting the principal's requests beyond the normal pilot duties, provided him with a sense of completion and satisfaction not typically experienced with a traditional corporate department. He would enjoy that again. He is ready for a new challenge.

In his free time, he enjoys restoring antique farm equipment and works and manages a small hobby farm. He also likes outdoor sports and spending time with his family.

## **BACKGROUND HIGHLIGHTS**

- Type Rating – HS-125, G-IV, G-V
- Total hours – 6040

Jet Professionals, LLC  
114 Charles A. Lindbergh Drive  
Teterboro, NJ 07608  
201-393-6900



# ***JET PROFESSIONALS***

- G-IV Hours - 2888
- Started college at Embry-Riddle in Arizona but did not complete. Did e-learning through Emby-Riddle. Has 105 credit hours.
- Very heavy International experience
- Residence
  - Currently resides in [REDACTED]

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

**MATTHEW W. COLYER**

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**QUALIFICATIONS**

**Business Aviation Pilot** qualified by a combination of substantial flight time and enhanced specialized professional training. Competent and knowledgeable in the field of business aviation with specific expertise in worldwide Gulfstream Aircraft operations. Capable, reliable pilot requiring minimal instruction or supervision, with a focus toward customer service. Superb interface with individuals of diverse cultures and backgrounds. Presents a positive, professional image.

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**LICENSES, CERTIFICATIONS, AND CONTUNING EDUCATION**

**FAA Licenses**

- Airline Transport Pilot-Multi Engine
- Commercial Pilot-Single Engine
- Advanced Ground Instructor
- Gulfstream V Type Rating
- Gulfstream IV Type Rating
- Hawker Series Type Rating

**Industry Qualifications**

- FAA System Safety Graduate
- IATA Clean Wing Ground De-ice Course.
- Medaire Pilot Training.
- Flight Safety Cabin Safety Course
- Flight Safety Enhanced Navigation Course

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**FLIGHT HOURS**

**Total Time: 6,040**

· Pilot in Command	2,805	· Gulfstream IV	2,888
· Jet	4,678	· Falcon 50/900	286
· Gulfstream V (550)	507	· Hawker	1,345

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**PROFESSIONAL EXPERIENCE**

**Gulfstream 550 Lead Captain-FL Air Corp.**

August 2011 to present

- Promoted to Chief of Training January 2012. Responsible for pilot, dispatcher, and administrative training. Coordinated training events with highly-dynamic flight schedule. Tracked employee records in accordance with FAA, DOT, TSA, and OSHA regulations. Monitored contract training organizations instructor and check airman records for completion and currency. Revised company Training Program/Manual for new aviation technology. Developed courseware for and instructed company personnel. Coordinated with Director of Standards and Director of Safety to address special emphases areas.
- Fuel Program Manager 2011-2012. Responsible for VAT-Exemption-Europe. Successfully managed bulk fuel purchases to hedge against flight schedule vs. oil futures vs. jet fuel spot price. Negotiated fuel contracts with industry recognized vendors. Maintained fuel pricing computer programs for company pilots.

**Gulfstream IV Pilot-Matthew W. Colyer**

February 2011-August 2012

Conducted supplemental pilot services for globally recognized staffing firms and enjoyed direct relationships with FORTUNE 400+ companies.

**Gulfstream IV Captain-Jet Aviation Flight Services, Inc.**

September 2010-December 2010

Engaged in global charter operations. Account Safety Representative. Full-time employment.

**Gulfstream IV and Hawker Pilot-First Flight Management, LLC**

September 2004-August 2010

- Served as Director of Safety, created company manuals, instructed company-specific operational procedures and created training modules for third-party vendors. Full-time employment.

**King Air Captain-American Aerospace Corporation**

July 2003-July 2004

- Part-time Captain-King Air 200. Other duties included manual creation, charter sales, basic bookkeeping, strategic planning, and flight school scheduling.

**Simulator Co-Pilot- FlightSafety International**

January 1997-September 2004

- Performed co-pilot duties for customers. Acted as Honeywell and Collins Avionics Ground School Instructor. Part-time employment.

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EDUCATION

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**Embry-Riddle Aeronautical University.**

- 102 credit hours completed toward a Bachelor of Science-Professional Aeronautics. Double minor in management and safety. Classes occurred in conjunction with full-time employment.

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CIVIC ACTIVITIES

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**Cub Scout** [REDACTED]

August 2013-July 2015

- Currently serving as Cub master and Committee Member. Responsible for development of leadership qualities, personal discipline, and community service for 26 boys. Additional responsibilities include oversight of seasonal schedule, den leader qualifications, and coordination between local council and charter organization. Achieved a 95% advancement rate and 84% retention rate from 2014-2015.
- Served as Tiger Den Leader 2013-2014. Achieved a 100% advancement rate and 88% retention rate.



## Matthew Colyer

Survey Date : 7/7/2015

Report Date : 7/8/2015

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

Matthew's PI Pattern has a very narrow width, so his behaviors are moderate in their expression.

**While moderate, Matthew will most strongly express the following behaviors:**

- Drive to protect the company against risk by doing things in general accordance with established standards.
- Careful; usually follows a plan to avoid making mistakes. Generally has proof to support decisions before taking action.
- Detail-oriented and helpful; works comfortably as part of a team and often checks his work.
- Relatively formal, reserved, and skeptical of new people; requires some 'proof' to build trust in new people.
- Attention to detail; follows through on tasks to ensure completion in general accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks about what needs to be done, and how to do it well, and generally follows that execution plan.

### SUMMARY

Matthew is a thoughtful, disciplined person who is particularly attentive to, careful of, and accurate with the details involved in his job. He identifies problems, and enjoys solving them, particularly within his area of expertise. He works at a steady, even pace, leveraging his background for the betterment of the team, company, or customer.

With experience and/or training, Matthew will develop a high level of specialized expertise. He is serious and dedicated to his job and the company. His work pace is steady and even-keeled, and he is motivated by a real concern for getting work done thoroughly and correctly. His discipline and circumspect thinking will lend caution to his decision-making; he plans ahead, double checks, and follows up carefully on his decisions and actions.

A modest and unassuming person, Matthew works autonomously in his area of expertise. When working outside of his expertise, his drive is to seek specialized knowledge by finding definitive answers from written resources, authoritative management, or established subject-matter experts. He is most effective and productive when he works within or close to his own specialty and experience, and he prefers to stick to the proven way. If it becomes necessary for him to initiate or adopt change, he will need to see cold, hard, evidence to prove that the new way is proven, complete, and yields high-quality results. In addition, Matthew will carefully plan the

implementation to minimize problems and maximize results.

Matthew is reserved and accommodating, expressing himself sincerely and factually. In general, he is rather cautious and conservative in his style, skeptical about anything new or unfamiliar or any change in the traditional way of doing things. Possessing the ability to strongly concentrate on the job at hand, he's most effective when given uninterrupted blocks of time. He has better-than-average aptitude for work that is analytical or technical in nature.

## MANAGEMENT STRATEGIES

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

- Opportunity to work within his area of expertise to assure high-quality, by-the-book, results
- Wherever necessary, detailed, thorough training in his specialized work
- The chance to learn and practice in an orderly, stable environment
- Recognition for work well done
- Stability and predictability in his work environment and responsibilities
- A positive, non-threatening approach when it is necessary to correct, change, or criticize his work.

Prepared by Elizabeth Friedland on 7/8/2015

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## Pre-Hire 360<sup>®</sup> Advanced Feedback Report

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Candidate: Matthew Butler

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Position: Pilot

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Survey: General Professionals, v2

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Candidate IP Address: [REDACTED]

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User: Zoe Katsilis

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Date: Tuesday, September 08, 2015

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### Report History:

Report Re-finalized: May 08, 2012 - 07:54AM

Report Generated: May 02, 2012 - 11:04AM

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### ABOUT SKILLSURVEY:

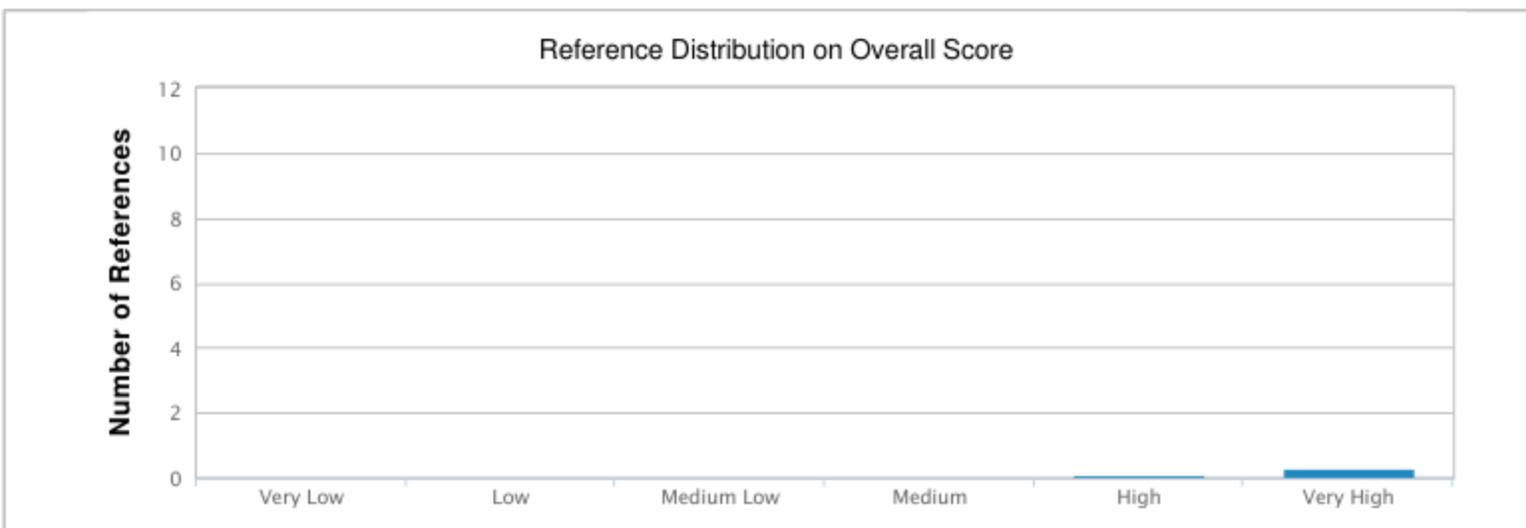
SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, 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:

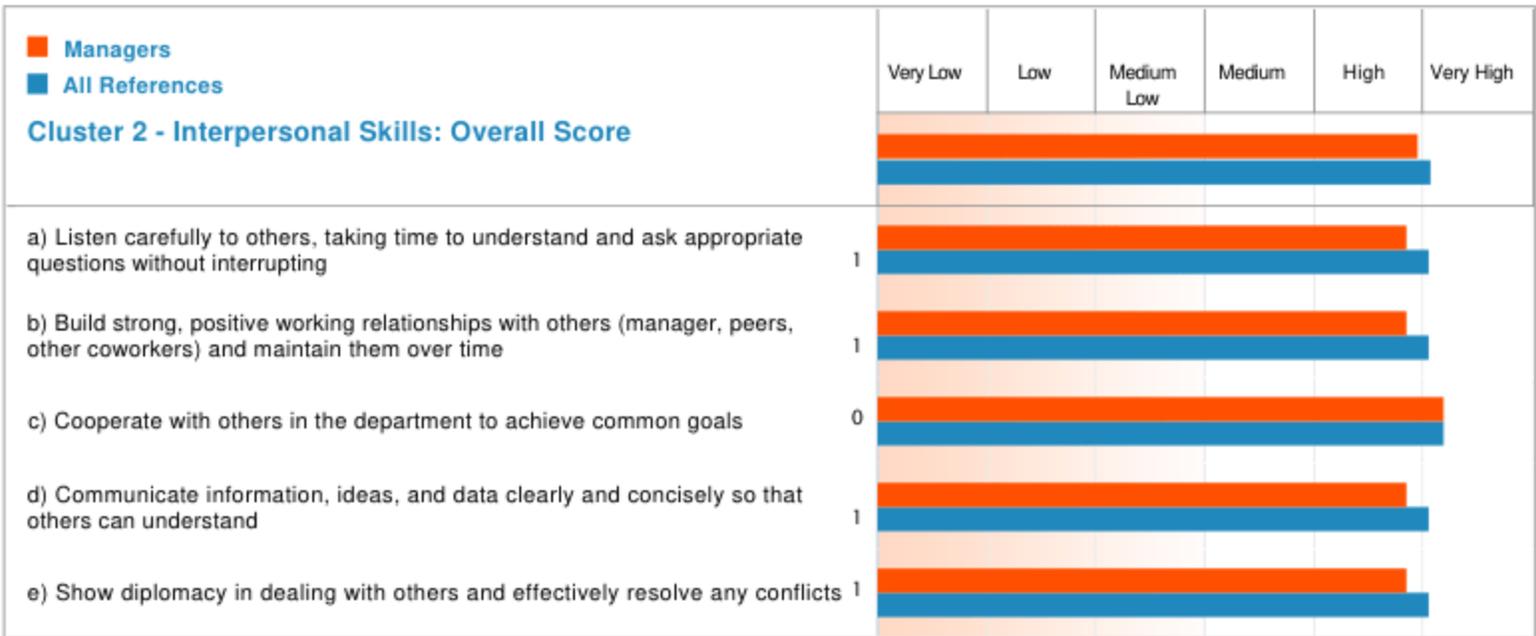
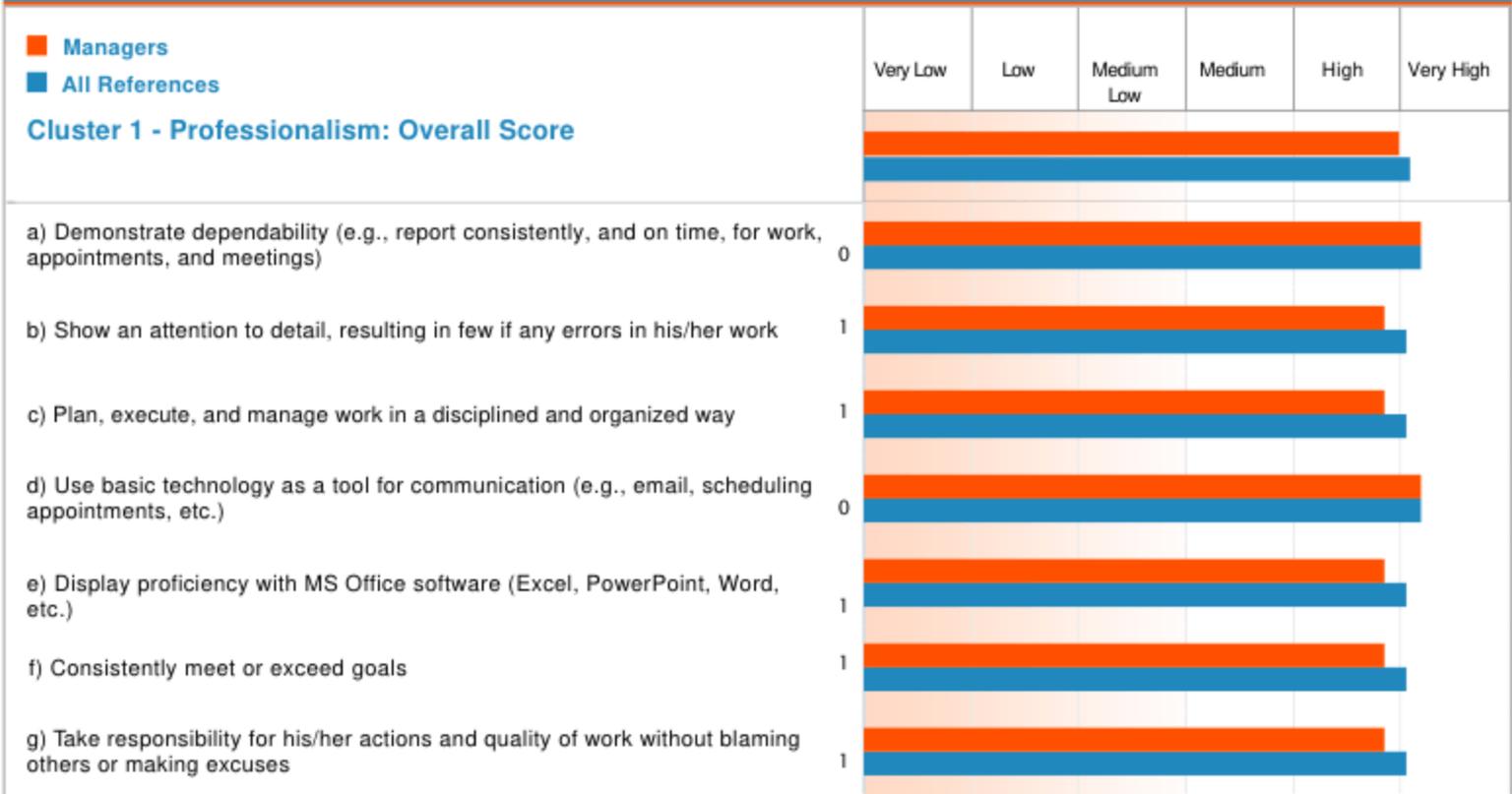
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

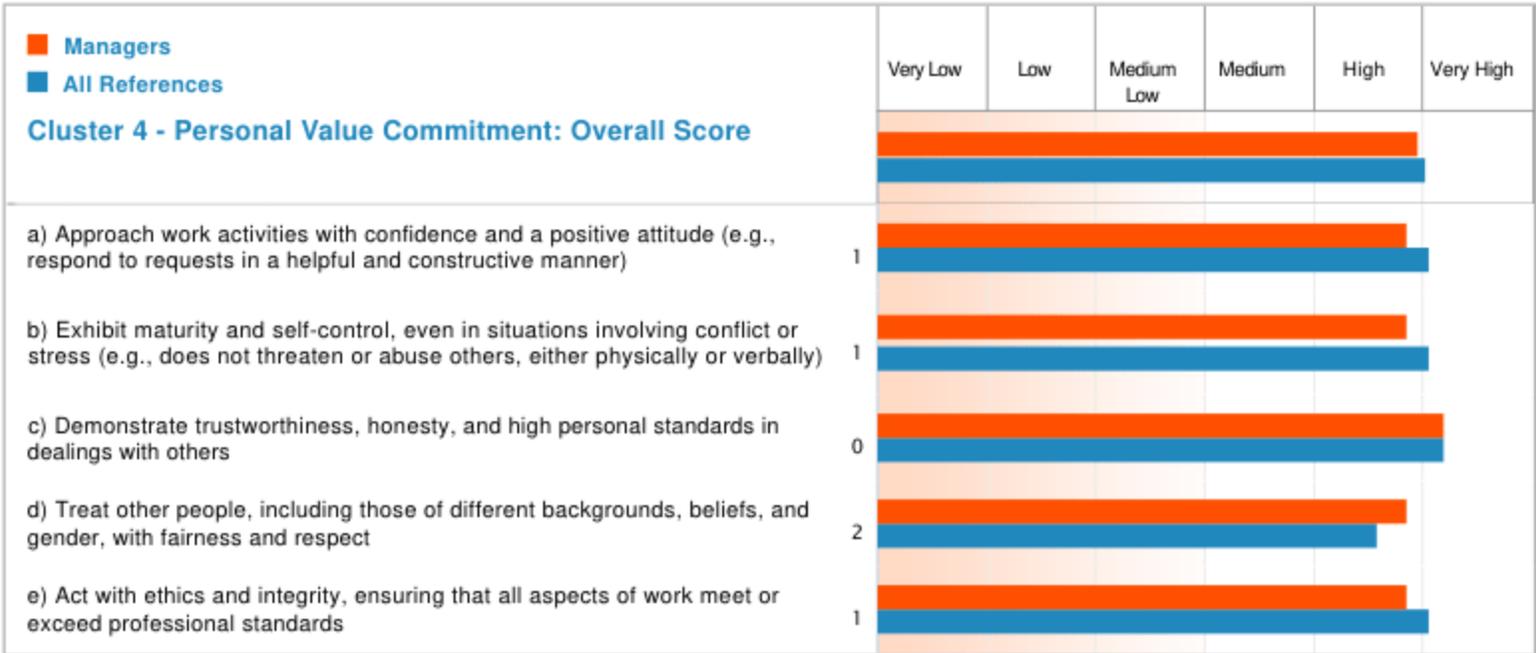
## Overall Score

### Section I: Overall Summary on Matthew Butler



Section II-A: Detailed Competency Report on Matthew Butler





**Section II-C - Additional Feedback on Matthew Butler**

**1. Responses to the question, "Were you involved in the decision to hire this person at your company?"**  
 Yes: 2/6 (33%)  
 No: 4/6 (67%)

**2. Responses to the question, "Would you work with this person again in the future?"**  
 Yes: 6/6 (100%)  
 No: 0/6 (0%)

**Section III: Verbatim Comments on Matthew Butler**

**Note:** Individual comments separated by horizontal lines

**STRENGTHS:**

Matt's top 3 work-related strengths at work were; 1) his ability to communicate clearly and concisely throughout the squadron at every level and get buy in at all levels. 2) He was the most dependable person to go to with any project or flight, you new it would be completed ahead of schedule and to a level of detail that surpassed the expectations that were set. 3) Matt's organizational skills could not be beat, he can multi task and complete all projects in an exemplary manner.

Matt is first and foremost a professional. Whether on the flight deck or in an office setting, Matt will always "set the bar". Matt is personable. Day to day interpersonal exchanges are his specialty. Matt is very approachable. Many people seek Matt for guidance during various phases of their lives and/or careers. Matt is forward thinking. Matt is good at leading people and organizations. Whether it be the natural resistance to change or needing to utilize new technology, Matt is the best at guiding people into the future.

Mr. Butler is continuously our best instructor pilot and usually our "go to person" when a job needs to be done. Mr. Butler's work performance always exceeds our standards and many times set a new standard for the Air National Guard.

Self-disciplined, technically gifted, social skills

1. Matt is an extremely skilled aviator with outstanding people skills. 2. His ability to work with a crew, instruct and get the mission completed in the safest manner is the best I've seen. 3. As an instructor, Matt was versed in powerpoint and computer skills which allowed him to put together briefings and instruction in an outstanding manner

1) Work ethic 2) Integrity 3) Willing to take the Initiative

#### COULD IMPROVE:

In the twelve years I've worked with Matt Butler I could not comment on any areas that Matt would need to improve upon. He was our top performer at our Air Force Base and he strived for excellence in everything he has done.

Dear Sir or Ma'am. Thank you for this opportunity to rate Matt Butler, as a peer in the workplace. I have rated Matt at the highest level in all areas. I have to emphasize that Matt Butler truly is one of the most professional, personable and forward thinking individuals that I ever will know. I desire to rate him fairly, as I strive to do in all evaluations. That being said, I feel as though I am representing all of Matt's peers as I give these scores.

Area 8 is the only area of improvement for Mr. Butler that I noticed. I must admit that it may seem odd or inappropriate to "firewall" Mr. Butler in the other areas, but that is my honest opinion. The Air National Guard is losing a tremendous leader and pilot. His next employer will only benefit in hiring Mr. Butler.

I admire every aspect of Matthew Butler's work performance. I have witnessed no weaknesses to comment on.

1. As we moved Matt into command positions he continued to fly more than we desired. 2. Matt's ability to work with people and listen is outstanding but he could benefit by making decisions faster based on his gut feeling. 3. Matt could benefit by realizing you can't make everybody happy when you are in a command position

1) To appear as though he is too casual. But that's just his personality. 2) To not be so "detailed oriented" in everything you do. 3) Demand more out of his people versus doing the work himself.

#### Section IV: Custom Question Results

No Custom Questions Enabled

#### Section V: Reference Information on Matthew Butler

<b>Submitted to Candidate on:</b>	April 23, 2012 - 10:57AM	<b>Number of References Entered:</b>	7
<b>References Submitted by Candidate:</b>	April 24, 2012 - 12:38PM	<b>Number of Responses:</b>	6
<b>Report Finalized on:</b>	May 02, 2012 - 11:04AM	<b>Reference Response Rate:</b>	85.7%
<b>Candidate Response Time:</b> <i>(in business days)</i>	1.07	<b>Reference Response Time:</b> <i>(median # business days)</i>	1.15
<b>Candidate Response Time:</b> <i>(in calendar days)</i>	1.07	<b>Reference Response Time:</b> <i>(median # calendar days)</i>	1.31

## How to interpret the Red text for an IP Address:

An IP Address is a numerical label assigned to a computer network used to access the internet. It is not a number assigned to the specific computer being used but is assigned to the network server being used. A **bold red color text** for an IP address on the report indicates that the same IP Address was used more than once and that there could be a problem with the authenticity of the References that a Candidate has provided. The following scenarios would trigger the **bold red color text**:

- 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.