

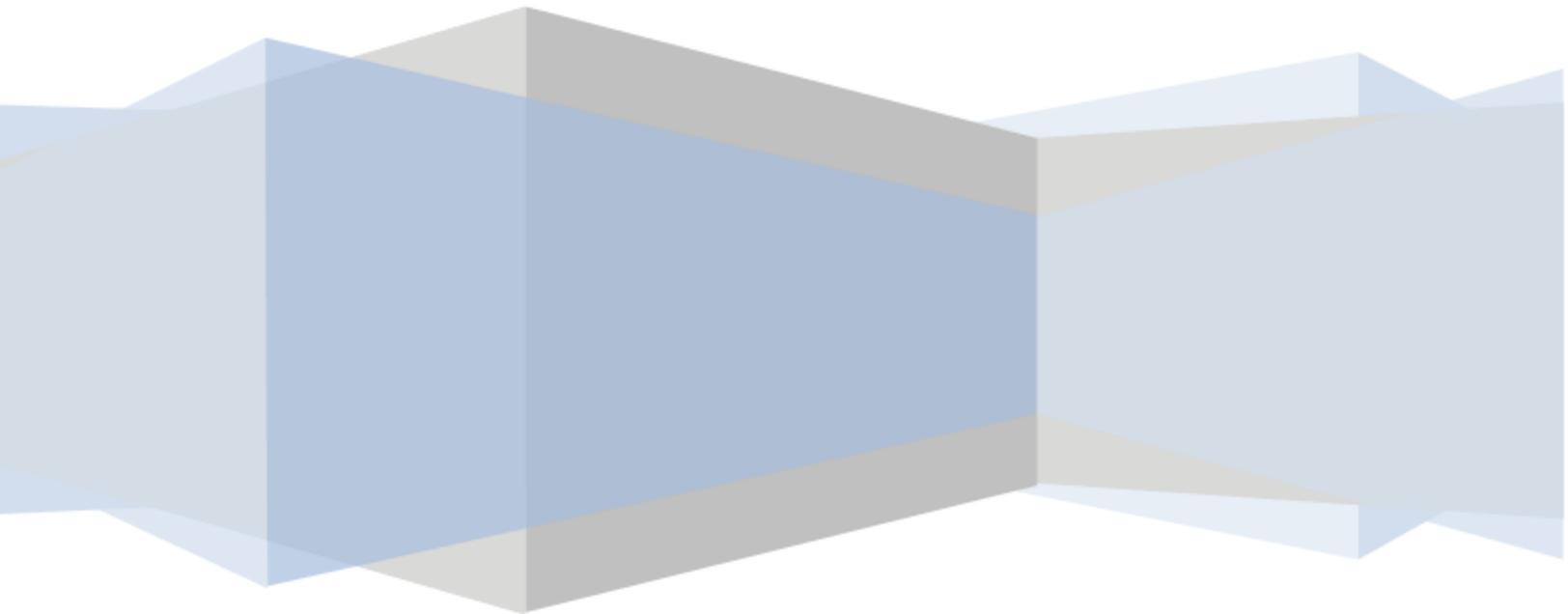


JET PROFESSIONALS

Candidate Evaluation of Douglas Drissel

JEGE, Inc. – Captain G-IV

Presented by Liz Friedland





INTERVIEW SUMMARY

Doug is a hard working pilot and establishes rapport with a client. He is honest, open and manages their expectations. He gets to know other crewmembers by talking about family, hobbies and life expectations. He also does debriefings to know was there something either he or the other person could have done differently. Regarding clients, he will do his research before a trip to learn about them before he even meets them. He feels watching body language and using common sense go a long way. He can pick up on physical clues quite easily.

Doug uses eye contact and is concise and clear when communicating. He feels there is no need for extra information unless someone queries for additional information. He does not post anything on social media and keeps confidential information to himself.

He has confidence, believes in himself and stands up for his beliefs in aviation. He maintains a level of professionalism and integrity by doing everything to the best of his ability. He will look about the plane to ensure it is clean and ready. He will find the one M & M that was left under a seat or the smudge on the window and will clean it. He plans for the unexpected in order for the passengers to have a seamless flight.

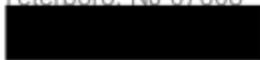
Doug began Flight Instructing in Fitchburg, Massachusetts immediately after completing flight school. Unable to make ends meet financially, he found himself moving to BDR. There he worked flying a Traffic Reporter around for a local AM radio station, all the while driving back up to Massachusetts to instruct on the weekends.

A friend that he had made in BDR was working for Tradewind Aviation out of the Waterbury Oxford Airport. The friend recommended that Doug apply for their part time Caravan SIC opening. He was hired on the spot and within a week was offered Full Time work. Shortly thereafter, he was upgraded to a 135 Captain. At Tradewind, he gained valuable charter experience flying scheduled service in and out of St. Bart's in the winter and around New England over the summers. He thoroughly enjoyed his time at Tradewind in the C-208 and PC-12, but left to pursue multi-turbine time in a King Air 200 at Volo Aviation back in BDR.

Volo placed a focus on more personalized experience for their passengers. They went so far as to hold customer service etiquette classes run by hospitality professionals. Doug credits them for his attention to detail and ability to establish a professional rapport with passengers. A little over a year from starting at Volo, the King Air was sold, and he was let go. After a few months of unemployment, he accepted a job working for Performance Flight, an aircraft Management Company in HPN.

At Performance, Doug managed a plane for one of the founders of the hedge fund system. He flew him and his family around in a TBM. Doug grew as a corporate operator, working independently to provide meticulous service for his aircraft's owner. The owner had an account with a fractional operator and told Doug that he had no intention of owning any aircraft larger than his present plane. They parted ways amicably as Doug left to pursue a career flying larger aircraft internationally.

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He moved to Long Island in 2011 to work for Talon Air. Talon provided him the large cabin international experience in the G-IV that he had been looking for. He gained many new skills including the importance of thinking on his feet. He also learned to persevere, to accomplish the task at hand and do so safely.

In January of 2015, Doug left Talon to pursue a Captain position flying for the Starwood Hotels flight department out of Bridgeport, CT. The dynamics of the heavy international mission-based flying, as part of a small part 91 department appealed to him. Unfortunately, due to corporate restructuring, Doug's tenure was short-lived. The flight department was closed shortly after he was brought onboard.

With his previous job, Doug enjoyed the rapport, clear communication, and comradery amongst co-workers that comes with a small flight department. He aspires to find that same team mentality with his next position.

Away from flying, he enjoys the outdoors: mountain biking, hiking, camping, skateboarding, snowboarding, and motorcycling.

BACKGROUND HIGHLIGHTS

- Bachelor of Arts – Clinical/Counseling, Child Psychology - Alfred University
- Total Flight Hours – 5160
- G-IV hours - 915
- Type Ratings – G-IV, CL-601
- Moderate International Experience – South and North America, Africa, Europe
- Residence
 - Currently resides in East Windsor, CT – is open to relocating

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Douglas M. Drissel



Certificates:
Airline Transport Pilot
FAA First Class Medical
FCC Radiotelephone License

Goal:
Long term Gulfstream pilot
position with a stable flight
department

Aircraft Flown:
G-IV, CL-601, BE-200
PC-12, TBM-850, C-208

TIME: Total 5,160 Turbine 2,700 Jet 920 Multi 2,600 PIC 4,250

EMPLOYMENT:

- February 1 - April 30, 2015 **Solairus Aviation**, Bridgeport, CT
G-400 Pilot
- Captain, flying Part 91 for Starwood Hotels
- 2011 - 2015 **Talon Air**, Farmingdale, NY
G-IV SP, CL-601, BE-200, and C-208 Pilot
- Captain, flying Parts 91 and 135
- 2010 - 2011 **Performance Flight**, White Plains, NY
TBM-850 Executive Pilot
- Executive Part 91 Pilot and Flight Instructor
- 2008 - 2009 **Volo Aviation LLC**, Bridgeport, CT
BE-200 Pilot
- Parts 91 and 135 Pilot
- 2006 - 2008 **Tradewind Aviation LLC**, Oxford, CT
C-208, PC-12 Pilot
- Captain, flying Part 135 On Demand and Scheduled
- 2005 - 2006 **Brett Aviation and Kaolian Aero Inc.**, Bridgeport, CT
- News Traffic Pilot for an AM Radio Station
- 2004 - 2005 **FCA Flight Center**, Fitchburg, MA
- Flight Instructor

EDUCATION:

- 1995 - 1999 **Alfred University** Bachelor of Arts Degree
Alfred, NY Clinical/Counseling, Child
Psychology

REFERENCES: Available upon request



Douglas M Drissel

Survey Date : 9/3/2015

Report Date : 9/7/2015

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

Douglas will most strongly express the following behaviors:

- Socially-focused, he naturally empathizes with people, easily seeing their point of view or understanding their emotions. Positive, non-threatening communication.
- Teaches and shares; he's often working collaboratively with others to help whenever he can.
- Accommodating; most comfortable working with others, he often puts team/company goals before his own personal goals. Promotes teamwork by actively sharing authority.
- 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.

SUMMARY

Douglas is unassuming, unselfish and has a genuine interest in other people and a strong, intuitive understanding of them. Outgoing and friendly, he enjoys working with others and is lively, warm company.

A pleasant and extroverted person, Douglas is an effective communicator, able to stimulate and motivate others while being aware of and responsive to their needs and concerns. His congenial personality and friendly, interested attitude make him readily approachable. He gets along easily with a wide variety of people.

His drive is directed at working with and for others. He derives particular satisfaction from doing things for others, for the company, for his management, for the team and for the company's customers. Cooperative and willing, he can be a particularly effective teacher and communicator of the company's policies, programs, and systems.

Working at a faster-than-average pace, he is attentive to details and both quick and accurate in handling them. He is, however, too impatient to enjoy working with details as repetitive routine or as his primary responsibility.

Eager to be sure that things are done exactly right, Douglas will follow-up carefully and closely if his work requires that he delegate details to others. When it is necessary for him to be critical, he will try to do that in a constructive, supportive manner. His sense of urgency and his sense of duty combine to make him actively concerned about the timeliness, as well as the correctness, of any work for which he is held responsible.

In general, Douglas is a cautious and careful person, respectful of company authority and traditions, a specialist who avoids risk and uncertainty by taking care to do things properly, working within the company's formal organizational structure.

MANAGEMENT STRATEGIES

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

- Clear, specific description of his job, with duties, responsibilities, and organizational relationships clearly defined
- Opportunities to learn everything he needs to know about his job
- The support and help of management, subject-matter experts, or trusted advisors when he's working outside his area of expertise
- Freedom from repetition
- General assurance of security, respect, and appreciation of his work
- Opportunities for interaction with people.

Prepared by Elizabeth Friedland on 9/7/2015

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The SkillsSurvey logo consists of the word "SKILLSURVEY" in white, uppercase, sans-serif font, centered within a dark blue square. To the right of the text are three horizontal white lines of varying lengths, stacked vertically.

[REDACTED] | (610) 947 - 6300

SKILLSURVEY 360[®] FEEDBACK REPORT[®]

Candidate: Douglas Drissel

Candidate IP Address: [REDACTED]

User: Elizabeth Friedland

Date: Tuesday, September 02, 2014

Report History:

Report Generated: August 31, 2014 - 6:21PM

ABOUT SKILLSURVEY:

SkillSurvey is the leading provider of online reference assessment solutions that increase quality of hire and improve recruiting efficiency. Using SkillSurvey, organizations improve the quantity and quality of information they collect regarding a candidate's past work performance, providing better information to recruiters and hiring managers as they make decisions on new hires. SkillSurvey also significantly reduces time and money spent on reference checking. This breakthrough, patent-pending approach to reference assessments is based on over 25 years of research in job competency modeling. More information is available at www.SkillSurvey.com.

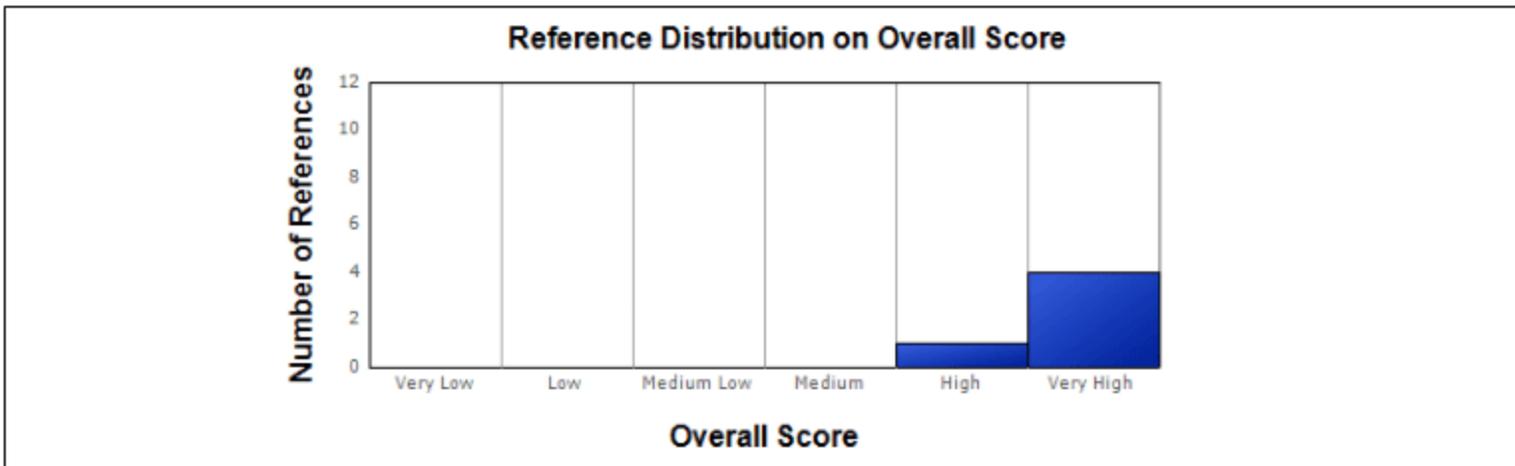
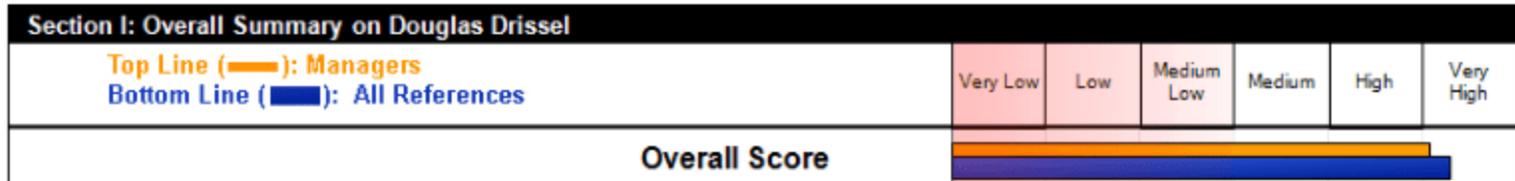
Note:

The information provided in this report is based solely on reference feedback gathered using SkillSurvey's Pre-Hire 360[®] survey. This report should not be shared with the candidate.



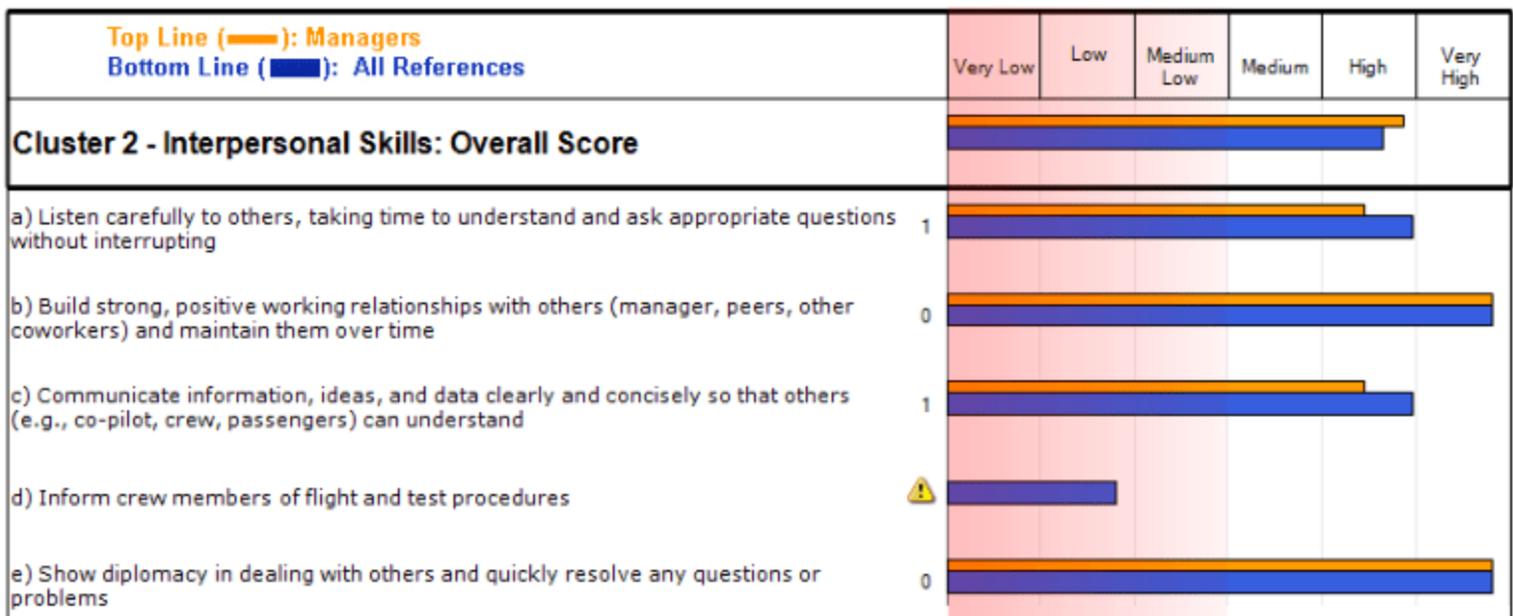
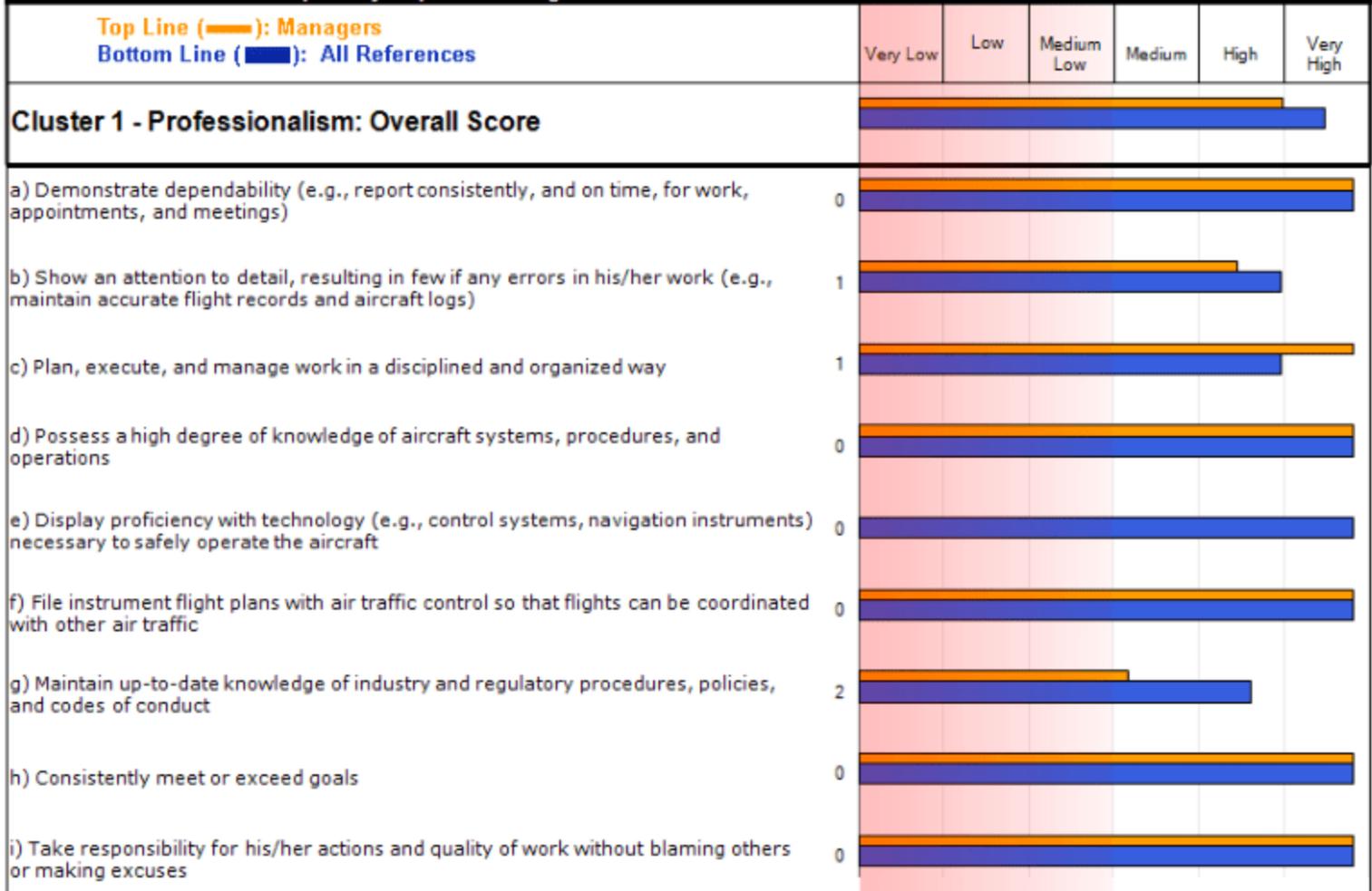
Overall Score

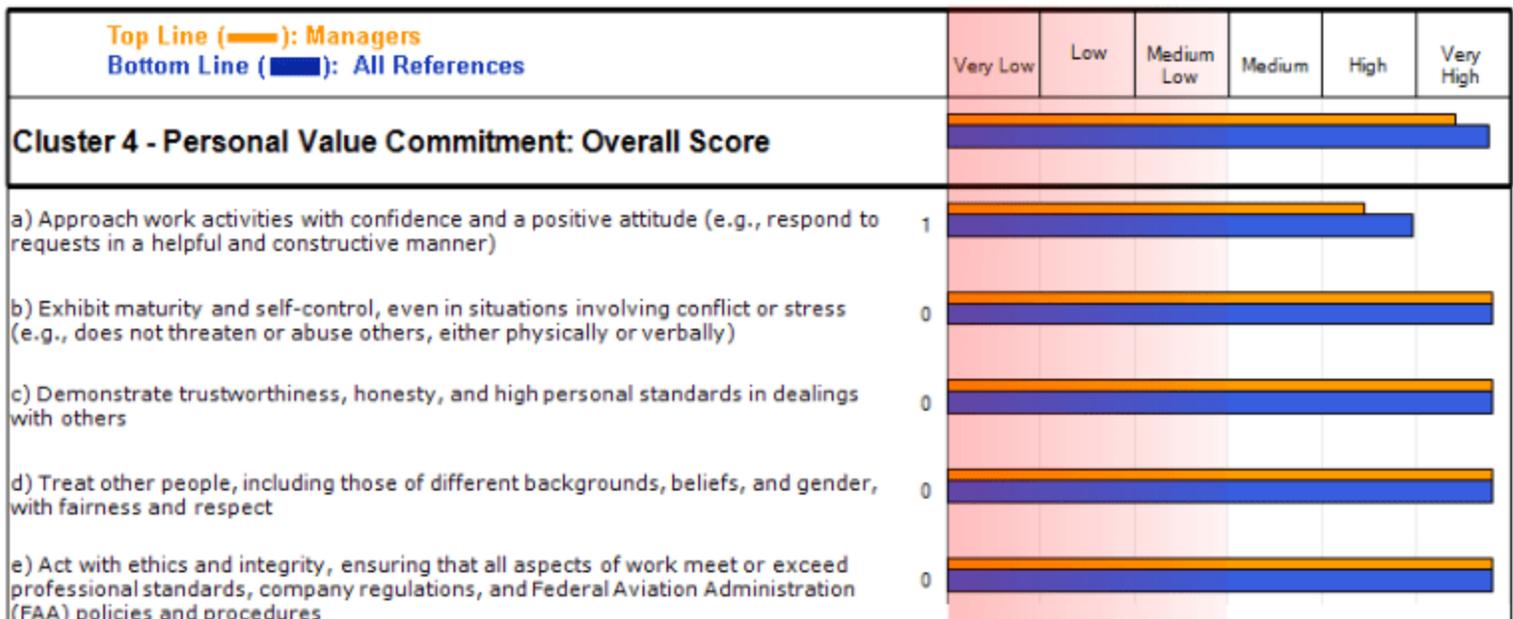
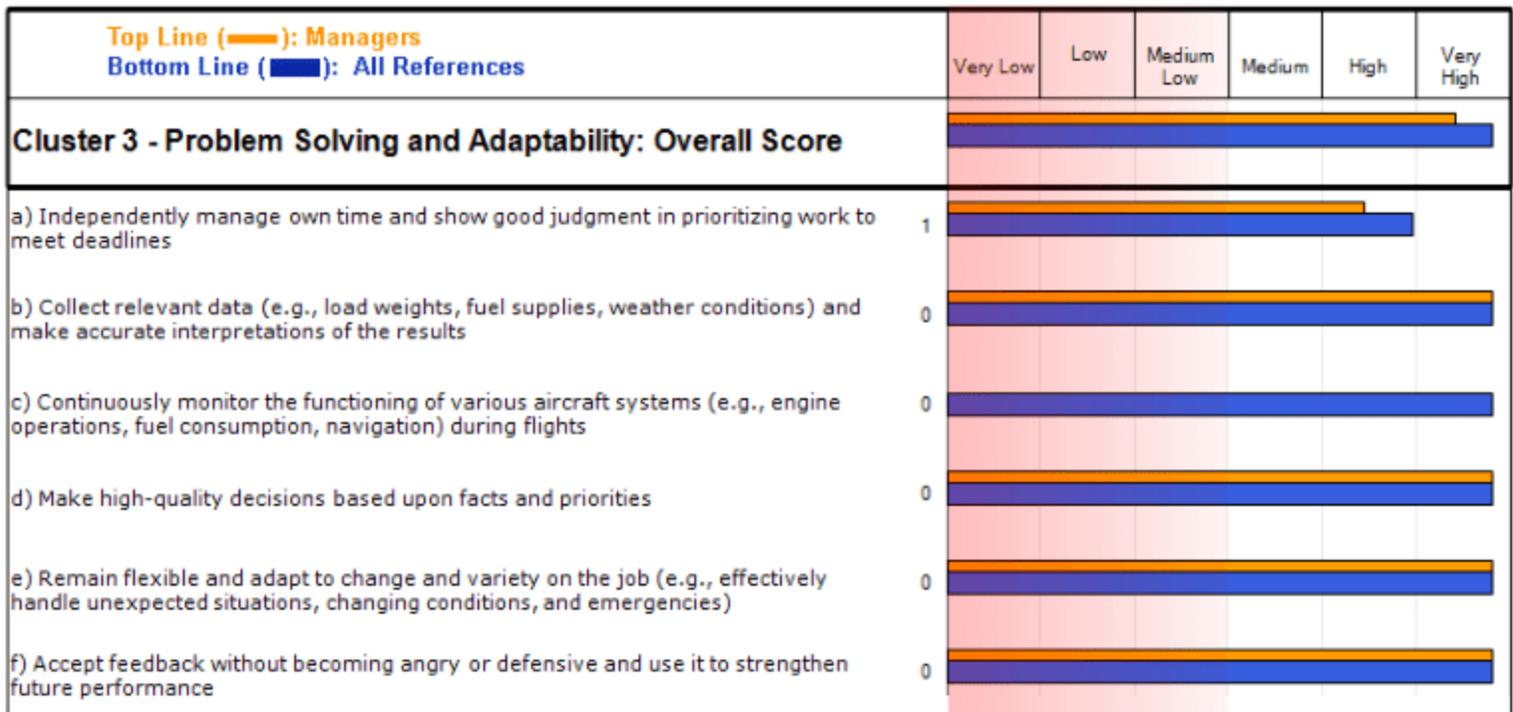
SkillsSurvey has assessed over 36,600 General Professional candidates. Douglas Drissel is benchmarked against a recent sample of these individuals.



Note: Page to the bottom of this report for interpretation of the yellow caution image.

Section II-A: Detailed Competency Report on Douglas Drissel





Section II-C – Additional Feedback on Douglas Drissel

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 Douglas Drissel

NOTE: Individual comments separated by horizontal lines

Strengths:

- 1 - Absolutely even tempered and even keeled during all situations. 2- Continually strive to better education as a pilot 3- Very comfortable to be around. Gives off a very positive attitude.
-
- 1. His positive attitude - As a former department manager, I recognize the importance of this and how the right or wrong personality can affect not only a crew but an entire organization. Doug's attitude is exemplary and would be an asset to any organization. 2. His flexibility - Building on his positive outlook, he is able to roll with changes and unplanned events with a "can-do" approach, always looking to complete a mission in the safest and most efficient way possible.... All with a smile on his face. 3. His proficiency - Proficiency can mean a lot of things, but I can't think of a single one where Doug falls short. His aircraft control, knowledge, procedures, etc. are all a cut above and he's continually out to improve himself. Since our time at Tradewind, we've become close friends and at least once a week where we go over recent experiences and bounce questions and ideas off each other. He cares about mastering his chosen profession to the extent of his abilities, and I'm sure he'll make that fact obvious to you as well.
-
- Doug was hands down the most positive, hard-working, and dedicated employee we had. He always showed up on time and ready to work with a smile on his face. As for his strengths, Doug was exceptionally good at communicating with clients, would step in to assist fellow employees without being asked, and worked well with his upper level managers. Overall, Doug was a great pilot and employee.
-
- Doug's flying skills, professionalism, and positive attitude are the top 3 strengths. I've been privileged to experience all 3 of those plus more while working with Doug. The first two are fairly self explanatory, but the fact that Doug can find positivity in any situation makes him an absolute pleasure to be on the road with. I assure you that Doug will be an asset to your flight department.
-
- Never made a stupid decision. Ever. Always made his coworkers stronger employees. Has a personality that that is conducive for handling stressful situations.
-

Could Improve:

- 1- I believe as Doug's career progresses his next step would and should be as in-command during global flight ops. 2- Doug is a great people person, and I think as his career continues to progress he can improve himself and those around him in a management type position. He is very approachable and people very very comfortable around him. 3- N/A
-
- 1. Finding some stability with an employer would help him organize himself a little more. It's the only area I couldn't bring myself to give him an "always" mark above, but my thoughts are that he's doing the best he can with what he's been given. 2. While his International experience is good, there are still places he has not been yet. No doubt he would perform well wherever he is needed, with time and a little more experience he would make a great International PIC. 3. Through no fault of his own, he doesn't have much experience with the newer generation of flight decks (FANS, ADS-B, etc.). Again, I believe he possesses the ability to learn and master the newest technology but hasn't had an opportunity at this point.
-
- Doug was a great employee who had to work for an inexperienced and demanding first time aircraft owner. As such, Doug was constantly being asked to perform duties above and beyond what should have been required for a pilot. As such, Doug would have benefitted from drawing clearer lines of what additional duties he would be willing to perform, communicating with the aircraft owners more clearly concerning what duties an executive pilot would normally perform, and lastly he could have alerted his managers more frequently regarding what additional duties were being expected of him. Doug was placed on a demanding account with little support. As such, Doug was often required to go above and beyond the call of duty. While Doug had some areas he could have improved upon, I believe he did the best job he could have given the resourced at his disposal.
-
- I have had the pleasure of working with Doug for a couple of years. I have though long and hard about this question and I honestly can't think of any way that Doug can improve his work performance. Each flight department can benefit having a Doug Drissel in their operation.
-
- Doug was well aware of any deficits in his abilities and made strides to correct these. Therefore I only have one comment. He never needed coaching on how to improve performance. He was always one step ahead of us.
-

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Douglas Drissel

Recruiter Entered
Candidate
August 28, 2014

Candidate Submitted
References
August 29, 2014

Report Finalized
August 31, 2014

**Candidate Response Time**

1.05 Calendar Days

1.05 Business Days

**Reference Response Time***

0.35 Calendar Days

0.35 Business Days

**Reference Response Rate: 100%**

of References Entered: 5

of Responses: 5

* Median number of days

 A caution image indicates that there was a rating difference of 3 or more points between the References for a particular behavior. This indicates that there was a difference of opinion (or perception) among the References (e.g., for the same behavior, Reference #1 rated the Candidate a "7," Reference #2 rated the Candidate a "6," Reference #3 rated the Candidate a "6," and Reference #4 rated the Candidate a "4." The difference between the rating of Reference #1 compared to that of Reference #4 was a total of 3 points; thus the caution image.) Analysis of a large sample of Candidates indicates that the appearance of a caution image next to a behavior occurs approximately 8% of the time. We do not recommend that you tell the Candidate that there was a difference in opinion between their References; however, the caution image does serve as a prompt to encourage you to engage in further dialogue with the Candidate on that particular work behavior.

If, however, you observe a caution image next to every or most all behaviors, this usually means that a particular Reference rated the Candidate quite differently than the other References on most all behaviors (that is, rating the Candidate mostly very low, or mostly very high, in comparison to the other References). Analysis of a large sample of Candidates reveals that this occurs approximately 0.45% or less than one-half of 1% of the time. As stated previously, we do not recommend that you tell the Candidate that there was a difference in opinion between their References; however, the appearance of many caution images serves as a prompt to encourage you to engage in further dialogue with the Candidate, such as a conversation around whether there were any issues with the Candidate's job performance. If you do not uncover any performance-related issues, and the SkillSurvey results appear to be inconsistent with all the other materials that you have gathered on the Candidate, you may wish to call all of the Candidate's References in the unlikely event that one of the References had reversed the 1-7 scale when they rated the Candidate (e.g., a Reference may have thought that a "1" meant that the Candidate always exhibited the competency behavior, even though the instructions given to each Reference indicated that a "7" means the Candidate always exhibited the competency behavior). That said, it is common for reference feedback to vary according to the method used (letter, phone, in person, online), and degree of confidentiality afforded to the Reference, with more candid feedback occurring when there is greater confidentiality.

Regardless, SkillSurvey reports should be interpreted in light of other information that you have available on the individual. These reports should never be used as the sole basis for making a hiring, developmental, or promotional decision.

How to interpret the Red text for an IP Address:

An IP Address usually represents a unique computer that belongs to an individual. 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 IP address is not in red text, but one or more the References have a matching IP address in red text

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.