

February 25, 2016



**RE: Fleet Growth**

For 2016, the momentum here at Envoy continues to build!

With Pedro's announcement today, Envoy has returned to the status of an airline that is growing. Growth is always good as it will mean more advancement opportunities for our pilots. I am happy to announce that we plan to post a vacancy bid on March 4. We anticipate that there will be approximately 50 new, first-time Captains that will enter training over the next several months.

Envoy 2016 Fleet Plan												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
E140	14	14	14	14	14	12	11	3	3	3	3	3
E145	85	84	83	82	82	83	82	81	80	79	78	78
C700	35	35	35	35	35	35	35	35	35	35	35	35
E175	4	6	8	11	14	16	18	20	22	24	26	28
	138	139	140	142	145	146	146	139	140	141	142	144

Year to date, 68 Envoy pilots have advanced to become American Airlines pilots (60 as a part of the flow-through agreement and 8 as new hires off the street). For March and April American is projecting the need for another 60 Envoy flow-through pilots, totaling more than 120 pilots advancing to American in just the first 120 days of 2016.

As Pedro said our operational performance as an airline continues to be outstanding. I want to add my sincere thanks for the contributions you as a pilot group make in achieving these great results.

Best regards,

Captain Ric Wilson  
Vice President – Flight Operations