

### WINTER IS HERE!

I cannot believe that it is already December and that I am writing our final newsletter introduction of 2025. What an extraordinary year it has been! We are flying more than ever and bringing Fly Personal to an even greater audience across Florida, the Caribbean, and even more widely in the Northeast.

Growth isn't always easy—while our long-term trajectory is strong, the workload and stress can be high along the way. The entire leadership team and I recognize this, and we are all working diligently to get you the resources and support you all need. Thank you for your support and hard work.

As we roll into our 25th year, I remain excited about all the great things that you are doing and I look forward to sharing continued success.

Fly safe and Goodspeed,  
Eric



### CELEBRATING OUR NEWEST ISSUE OF GOODSPEED MAGAZINE!

Prior to the busy Thanksgiving Weekend, Tradewind launched the 21<sup>st</sup> issue of Goodspeed Magazine, the first with our new partners at Greydoor Publishing.

Goodspeed features stories from our top destinations, and has exclusive placement in all Tradewind private lounges and aircraft seatbacks.

You may notice this issue is a smaller size than previous, but it's just as jam-packed! Please take a moment to read through our latest issue. [Check it out!](#)

### OUR MISSION:

We are aviation enthusiasts who have turned our passion for flying into the leading regional private airline. We provide personal air travel—both private and scheduled service—throughout North America and the Caribbean. Founded in 2001, we believe that every single flight is an opportunity to create an exceptional client experience with our people, planes, and personal service. Our unique approach to flying is less harrowing than flying commercial and more intimate than flying private. It is flying personal. And it is what we strive for every day.

### November Fast Facts

# 1,693

FLIGHTS FLOWN

# 7,305

PASSENGERS FLOWN

# 357

CHARTERS BOOKED

# 81,347

WEBSITE VISITS

### Monthly Photo Contest!

This month's winner is **Megan Pepi** who captured this incredible wing shot over St. Barths. Congratulations! You will receive a \$25 Tradewind Swag Store gift card, which will be directly deposited into your account. Send us photos from your travels, and you could be next month's winner!

#### MONTHLY PHOTO CONTEST:

All team members can participate! Please send largest image size possible to [Marketing@flytradewind.com](mailto:Marketing@flytradewind.com). Multiple entries a month are encouraged! Photos should be Tradewind themed (destinations, aircraft, team, etc.) 1 winner will be chosen at Marketing's discretion for photos submitted the previous month.



Keep up with everything going on at Tradewind!

Follow us @flytradewind



# Upcoming Events



## NEW HIRE ORIENTATION + TRADEWIND TEAM APPRECIATION LUNCH

Tradewind will be providing lunch for our hardworking team on a **monthly basis**. Come enjoy some yummy food—you've earned it!

**DATE:** Tuesday, December 9<sup>th</sup>

**TIME:** 12:00 PM

**PLACE:** 3 Juliano Drive in Hangar F



## COMPANY- WIDE CONFERENCE CALL

**DATE:** Friday, December 12<sup>th</sup>

**TIME:** 10:00 AM

**PLACE:** Tradewind Corporate Training Room  
984 Southford Rd, Middlebury, CT 06762

**MEETING ID:** Click the link in your email invite if you cannot attend in person



## NORTHEAST HOLIDAY PARTY Come and celebrate the end of 2025!

**DATE:** Friday, December 12<sup>th</sup>

**TIME:** 5:30 PM

**PLACE:** Volo Restaurant, Oxford, CT 06478



## SOUTHEAST HOLIDAY PARTY

**DATE:** Tuesday December 16<sup>th</sup> @ 6pm

**PLACE:** Conchy Joe's Seafood

3945 NE Indian River Dr, Jensen Beach, FL 34957



## CARIBBEAN HOLIDAY PARTY

**DATE:** Wednesday December 17<sup>th</sup> @ 7pm

**PLACE:** Old Harbor Brewery, Carolina, PR



Check out the CBS Evening News segment showcasing former Tradewind Captian Davion Lee's journey! Davion is now a First Officer with United Airlines as part of our United Aviate program.

# HR Corner

A friendly reminder to check your current balance in your FSA account. This type of savings account is “use-it-or-lose-it,” so please keep in mind that you have until February 28th to spend the remaining funds. Tradewind Aviation's rollover amount is the IRS maximum of \$680. There are many ways to use your pre-tax balance to pay for:

- Qualified medical and dental expenses
- Co-pays and coinsurance
- Prescription and some over-the-counter drugs
- Feminine hygiene products
- Contact lenses and glasses

Check out these online stores that offer pre-qualified FSA items for purchase:

[Amazon](#)

[The FSA Store](#)

## November New Hires

In the Southeast, we are pleased to welcome Anthony Karpinski as our new Head of Business Development. In the Northeast, we welcome Alicia Sanchez, our new Line Service Technician. In San Juan, we're excited to welcome Josue Camacho and Abed Santiago as our newest Passenger Service Representatives.

We're also thrilled to welcome our newest pilots: Bryce Caffrey, Jhaden Syndor, Robert Fred Torres, Lucas Wirz, and Roberto Martinez Rosado. We'd also like to celebrate AJ Nadeau, Alex Jenkins, Dylan Stenerson, Michael Moraeas, and Omar Toledo Andino on their promotion to Captain. We would also like to congratulate Tiffany Herbert, Diana Ramirez, Dan Church, Sam Conroy, Mack Dickson, and Kyle Morrison on their promotion to Standards Captain.

## Record Breaking Sales!

Last month, we had another very successful Fall Ticket Book Sale. This year, we shortened the sale period to two weeks, compared to the previous three-week sale. Despite the shorter timeline, we surpassed our goal of \$10.7 million. By the end of our grace period, total sales reached nearly \$12 million!

We also saw great results from our Black Friday–Travel Tuesday promotion. Our promo code for single tickets was used on 129 bookings, generating \$184,864.50 in revenue. Additionally, we brought in additional \$490,905 from ticket book sales, totaling \$675,769.50 in revenue generated from both initiatives over our five-day sale.

Thank you to everyone for your hard work in making both efforts such a success!

## Anniversaries

Congratulations to our team members who celebrated anniversaries in November!

**14 Years:** Alexander Zlousic  
**11 Years:** Ricardo Cruz Ramos  
**10 Years:** Roberto Garcia  
**6 Years:** Sydney Lucas  
**4 Years:** Eli Healy  
Timothy Daring  
**3 Years:** Benjamin Evans  
Peter Buddle  
**2 Years:** Kaled Ruiz  
Ethan Browne  
Mark Krzeczowski  
Alex Scott  
Tess Massa  
Matt Leach  
Adam Hohulin  
Cristian Berrios Santos  
Maddox Cockrell  
**1 Year:** Sara Pereiras  
Daniel Gerbert

## Recent Events

Last month, Tradewind was proud to be a hole sponsor for the Rain and Rose Fund Charity Benefit & Celebrity Golf Classic in Dorado, Puerto Rico. This three-day event featured golf and pickleball tournaments, along with opening and closing parties with celebrity concerts — all in support of raising funds to fight against poverty across Puerto Rico.

Tradewind also attended ILTM North America at Baha Mar in Nassau, Bahamas, where we connected with leading luxury travel advisors and partners. The conference offered valuable opportunities to strengthen relationships and highlight our expanding network and services.



## Photo Contest Reminder

Attention all team members: Don't forget about our monthly photo contest! Every team member can submit photos each month for a chance to win a \$25 credit to the Tradewind Store. Beyond the contest, these photos play a big role in Tradewind's marketing efforts — we regularly feature these photos on our website, social media, and other marketing materials. Your submissions are crucial in helping us promote fresh, engaging content. You can submit as many photos as you'd like by emailing them to [marketing@flytradewind.com](mailto:marketing@flytradewind.com). Photos can include team members, aircraft, wing shots, island destinations, and more.

**We are especially looking for content highlighting our Bahamas routes, as well as Anguilla and the BVI.**

We can't wait to see your submissions, and thank you for your participation in advance!

## Job Openings

For full position details, job descriptions, and to apply, please visit the [Tradewind career page](#).

Title	Location	Status
Pilatus PC-12 First Officer	HPN/SJU	Full-Time
Scheduler	OXC	Full-Time
Scheduling Manager	OXC	Full-Time
Sales Operations Specialist	OXC	Full-Time
Senior Avionics Technician	OXC	Full-time
Aircraft Mechanic	SUA	Full-time
Customer Service Supervisor	SJU	Full-Time
Aircraft Mechanic- Night Shift	SJU	Full-Time
Passenger Representative	SJU	Seasonal
Customer Service Agent	SJU	Seasonal

**Did you know that Tradewind offers referral hiring bonuses?** Team members receive \$1,000 for referring pilots following 30 days after the candidate has successfully completed training. For non-pilot positions, team members receive \$1,000 following the completion of the new hire's first year.

# Safety Newsletter: Safety is a Habit, Not a Location

The holiday season is a time for joy and celebration, but it also brings unique safety challenges – both at home and at work. Let's make sure we keep ourselves, our families, and our colleagues safe during this festive time. Safety doesn't happen by chance—it's a habit we build every day. Whether you're at home or at work, make safety part of everything you do. Stay alert, stay prepared, and stay safe!

## Safety at Home During the Holidays

### Fire Safety

- Keep Christmas trees away from heat sources.
- Water live trees regularly to prevent drying.
- Never leave candles unattended; consider battery-operated alternatives.

### Kitchen Safety

- Never leave cooking unattended—it's the #1 cause of home fires.
- Keep flammable items away from stovetops.
- Keep a fire extinguisher nearby & know how to use it.

### Electrical Safety

- Inspect holiday lights for frayed wires or broken bulbs.
- Avoid overloading outlets and use surge protectors.
- Turn off decorations when leaving home or going to bed. A programable timer or smart plug works great.

### Ladder Safety

- Use a sturdy ladder when hanging decorations, indoors or outside.
- Always maintain three points of contact.
- Never stand on furniture to reach high places.

## Safety at Work During the Holidays

### Mental Health & Fatigue

- The holidays can be stressful, take breaks and manage your workload.
- Stay hydrated as much during the winter as you do during the warmer months.
- Homemade holiday sweets in the office can be fun to share. Snack in moderation to avoid the afternoon sugar crash!

### Cold and Flu Season

- Spreading cold and flu germs is easy. All it takes is a cough, a sneeze, or an unwashed hand touching a door handle or stair railing
- Cover your nose and mouth with a tissue when you sneeze. If no tissue is handy, cough or sneeze into the inner part of your sleeve at the elbow.
- If you get a flu-like illness, consider staying at home away from others for at least 24 hours after the fever is gone.

### Parking Lot Considerations

- Wear boots or shoes with nonslip soles and good ankle support. If necessary, carry your work shoes with you and change inside. Keep an eye out snow and ice melt on floors.
- When walking in an icy lot (or any lot for that matter) make eye contact with an approaching driver. Stop if you don't think the driver has seen you.
- Rain and inclement weather can muffle engine sounds; don't rely solely on hearing to know if a vehicle is coming. Electric and hybrid vehicles are especially quiet.

Make Safety Personal and Remain Vigilant,  
*Michael Giovannini*  
Director of Safety