

### Flying Personal in 2026

It seems that I was just ringing in the New Year, and here we are with the first month of 2026 behind us. What a month it has been. I watched our team excel through the challenges of airspace closure in the Caribbean on January 3<sup>rd</sup>, and admittedly, we have struggled in some areas.

What we do is hard, and the penalties for mistakes can be severe. We are responsible for the safety and well-being of each other and the public that we serve. I strive to ensure that Tradewind remains a fun and enjoyable place to work, but we must never lose sight of the seriousness of our mission. Flying Personal means being the serious professional that our guests deserve.

You all are doing great things together, and with a commitment to Fly Personal, we will continue to excel in 2026 and beyond.

Fly safe and Goodspeed,  
Eric

### Special Edition Items on the Tradewind Swag Store



Check out the [Tradewind Swag Store](#) and explore our two newest limited-edition collections.

Celebrate 25 years of Tradewind with exclusive [25th Anniversary items](#) designed to commemorate this impressive company milestone, (available all of 2026), or brighten your wardrobe with our limited-edition yellow [Nantucket Daffodil Festival](#) items (available through April 30th).

*As a Tradewind team member, you receive the benefit of purchasing these items at cost. Make sure you are logged into your Tradewind account to see this discounted pricing.*

### 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.

### January Fast Facts

# 2,187

FLIGHTS FLOWN

# 9,040

PASSENGERS FLOWN

# 466

CHARTERS BOOKED

# 87,050

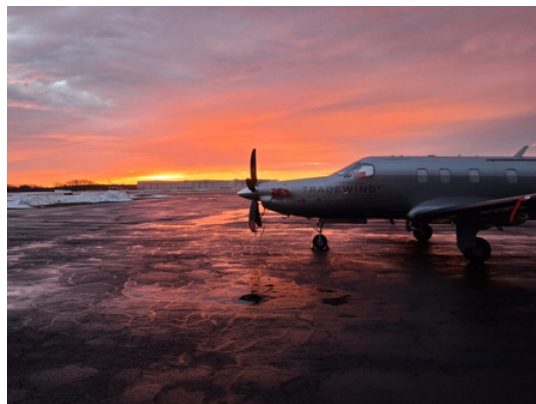
WEBSITE VISITS

### Monthly Photo Contest!

This month's winner is **Peter Budde** who captured this **incredible sunset shot in Oxford, CT**. 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:** Wednesday, February 4<sup>th</sup>

**TIME:** 12:00 PM

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



## COMPANY- WIDE CONFERENCE CALL

**DATE:** Tuesday, March 3<sup>rd</sup>

**TIME:** 11:00 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

## January New Hires

In the Northeast, we are pleased to welcome Jean Cordero as our newest Aircraft Mechanic and Pierce Banza as our newest Avionics Technician. We are also happy to welcome Emma Riebe as our newest Total Rewards Specialist. In the Southeast, we welcome Seth Bertram as our newest Aircraft Mechanic. And in the Caribbean, we welcome Yamila Lopez as our newest Client Services Representative. Welcome all!

Congratulations to the newest Tradewind pilots: Brendan Wixon, Anthony Moro Otero, Javier Colon Perez, David Perez Monroig, Ty Szigeti, Elise Cousens, Adam Stanis, and Cre Finrock.

Also, congratulations to Ashley Acerbo, Sydney Lucas, Tyler Dos Santos, Vlora Mexhuani, Courtney Green, Emily Crofutt, Tess Massa, Jennifer Enger, and Bryan Perez on their recent promotions. We also congratulate Sara Pereiras on her new role as Crew Planner and Dan Kipp in his new role as Senior Scheduler.

## HR Corner:

February marks the beginning of Black History Month. As we recognize this month, it's an opportunity to reflect on and celebrate the history, achievements, and contributions of Black Americans, whose impact has shaped our nation and continues to influence our communities and workplaces today. First established in 1976 and recognized annually in February in the United States, Black History Month also highlights trailblazers across industries, including aviation and aerospace. Pioneers such as Bessie Coleman, the first Black woman to earn a pilot's license; Captain David Harris Jr., one of the first Black commercial airline captains; and Dr. Aprille Ericsson-Jackson, whose work at NASA advanced major aerospace and spaceflight missions, helped break barriers and pave the way for future generations.

### Other HR Updates:

- Tradewind Staff Travel continues to be booked through our Scheduled Service Team.
- Open Enrollment for the 2026 plan year is on the way. Please check your email for more information coming soon!
- HR Spotlight is now active on The Wind! Want to take a moment to recognize a fellow team member's hard work? You can submit a Spotlight recognition [here](#).
- Tradewind Team Members enjoy discounts on TurboTax preparation software by logging in to our [Employee Assistance Program](#), and clicking the Discounts icon and navigating to "Save on Turbo Tax". With Tax Season around the corner, consider reviewing all of our Company paid [tax preparation resources](#). Use WebID: Tradewind for access.

## IT Corner

First, we would like to take the time to recognize the hard work and dedication of our TCC team member, Chris Abbott, over the last few years. We are sad to announce that Friday, January 30th, was his last day working onsite at Tradewind. Chris has decided to relocate out of state, and he will no longer be in a dedicated support role to Tradewind. We wish Chris the best with this exciting next step in his life and career, and again want to thank him for all the support and hard work during his time with us. Dan Vigezzi and Alex Goncalves will be stepping up to fill in as our new dedicated TCC representatives. We encourage everyone to stop by and say hello over the coming weeks.

Second, the TCC team will now be including Microsoft Bookings links in helpdesk correspondence for tickets that require 1:1 troubleshooting or other needs to collaborate in real time. You may have seen this in various forms previously - commonly "Book a time to meet with me" in the signature of an email. The hope is that by including this, when the situation calls for a working session, it will make it easier to coordinate around everyone's busy schedules.

Third, the legacy Flightboard application has now been fully decommissioned in favor of its successor, Flightdeck. A tremendous amount of work by many different team members and groups went into making this possible, and IT would like to take the time to thank all who helped out in getting us there. Taking this step has put us in a much better overall position as we continue to evolve the technology here at Tradewind. We would like to encourage everyone to keep an eye out for ongoing improvements and feature adds as we continue to develop the application.

## Anniversaries

Congratulations to our team members who celebrated anniversaries in January!

**20 Years:** Eric Babbitt  
**11 Years:** Adalberto Garcia Romero  
**9 Years:** Craig Mutz  
**7 Years:** Ramiro Girau  
Alejandro Dumeng  
**4 Years:** Carlos Lopez Haver  
**3 Years:** Sam Conroy  
David Velez  
**2 Years:** Alex Becker  
Quinn Gladu  
Jeremy Pepin  
Antonio Violante  
Carlos Franco  
Logan Kenneally  
Mack Dickson  
Alejandro Estrella Brito  
Mike Moraes  
**1 Year:** Safeen Ahmad  
Jadar Carvajal  
Brooke Henri

## Photo Contest Reminder

Don't forget our monthly photo contest! Submit photos for a chance to win a \$25 Tradewind Store credit. These photos are also used across our website, social media, and other marketing initiatives, so your submissions make a big impact.

Email as many photos as you'd like to [marketing@flytradewind.com](mailto:marketing@flytradewind.com) – aircraft, wing shots, destinations, and more are all eligible.

**Marketing is especially in need of photos of our Bahamas routes, 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](#). Please share job postings via [LinkedIn](#).

Title	Location	Status
<a href="#">Pilatus PC-12 First Officer</a>	HPN/SJU	Full-Time
<a href="#">Northeast Regional Chief Pilot</a>	HPN	Full-Time
<a href="#">Aircraft Mechanic- Night Shift NE</a>	OXC	Full-Time
<a href="#">Senior Technical Project Manager</a>	OXC	Full-Time
<a href="#">UAT Engineer</a>	OXC	Full-Time
<a href="#">Scheduler</a>	OXC	Full-Time
<a href="#">Scheduling Manager</a>	OXC	Full-Time
<a href="#">Scheduled Service Coordinator</a>	OXC	Full-Time
<a href="#">Dispatcher</a>	OXC	Full-Time
<a href="#">Maintenance Controller</a>	OXC	Full-time
<a href="#">Maintenance Control Supervisor</a>	OXC	Full-Time
<a href="#">Director of Station Operations</a>	NE/SE	Full-Time
<a href="#">Southeast Regional Chief Pilot</a>	SUA	Full-Time
<a href="#">Aircraft Mechanic- Night Shift</a>	SUA	Full-Time
<a href="#">SE Ground Operations Supervisor</a>	SUA	Full-Time
<a href="#">Passenger Representative</a>	SJU	Seasonal
<a href="#">Customer Service Agent</a>	SJU	Seasonal
<a href="#">Aircraft Mechanic- Night Shift</a>	SJU	Full-Time
<a href="#">Caribbean Regional Chief Pilot</a>	SJU	Full-Time

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.

## New Year Resolutions and Your Commitment to Safety

We are 34 days into the new year. How are your New Year's resolutions going? Are your new year goals on track? I was listening to a podcast the other day and the host shared that on average, people make it to January 13th before they quit. 13 days of discipline is the average. After you hyped yourself up and put preparations or investments in place to get to move towards your resolutions or goals...13 days.

Your commitment to safety is the same. You can't afford to only have a "safety mindset" for 13 days. Captain A.G. Lamplugh, a British pilot from the early days of aviation said, "Aviation in itself is not inherently dangerous. But to an even greater degree than the sea, it is terribly unforgiving of any carelessness, incapacity or neglect."

A common contributing factor in aviation accidents and incidents, as well as in workplace safety-related events, is complacency. It can lead to a team member or client injury, an aircraft or equipment being damaged, or a regulatory violation.

Complacency often arises from routine and over-familiarity with tasks, leading to a false sense of security, which can result in critical safety steps being overlooked. Think aircraft pre- and post-flight items, proper securing of client bags, marshaling signals, passenger handling procedures, and adhering to task cards for aircraft maintenance, to name a few examples.

To counter complacency, adopting a VIGILANT and DISCIPLINED mindset is imperative. Vigilance can be described as being watchful, alert, and aware. Discipline is the consistent, intentional action and self-control used to manage behavior over time.

YOU can make a significant improvement to the safety of our operation by adopting a VIGILANT and DISCIPLINED mindset. When you are VIGILANT, you are:

- Maintaining Awareness – When you are VIGILANT, you are more alert and aware of your surroundings and tasks. This constant state of awareness helps you to identify potential hazards, risks, or deviations from standard procedures before they escalate. You can then take proactive action to reduce or eliminate the risk.
- Preventing Routine Oversights - When tasks become routine, it's easy to skip steps or overlook details. DISCIPLINE ensures that every step is followed meticulously, reducing the risk of errors.
- Promoting Accountability – Team members who are VIGILANT are more likely to report issues through safety reporting and take action to make improvements. Through safety reporting, we can address those issues and ensure they don't continue to compromise safety and the services we deliver.
- Enhancing Team Communication – When team members are working VIGILANTLY together, they are more likely to share observations and concerns, leading to a more collaborative and safety-focused operation.

13 days...Are you on track with your resolutions and goals for the new year? Congrats if you are! Did you drift off course? No problem - restart today. Find the discipline you had when you started and move forward on your resolutions and goals. Take that same mindset and ensure that safety is part of our Fly Personal experience for yourself, your teammates, and our clients.

**MAKE SAFETY PERSONAL - REMAIN VIGILANT and DISCIPLINED,**

Michael Giovannini  
Director of Safety