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MAJOR READY • PREP PACK V2 • FILE 07

PATHWAY & ATTEMPT- BUDGET DECISION GUIDE

Logbook audits, application preparation, and hiring-window readiness for regional first officers applying to the major airlines.

Version 2.0 — October 2026

Facts verified October 15, 2026

Career-preparation education. Not affiliated with, endorsed by, or connected to any airline. Not interview coaching.

Major Ready Prep Pack v2.0 — October 2026 · Core tier The differentiator. Every other product in this market prepares you for an interview. This one asks whether you should be interviewing at all — because in 2026, several of the doors in front of a regional FO are one-way, two are metered by **attempt budgets that never refill**, and one guaranteed door **closes permanently if you knock on the wrong door first**. None of this is secret. All of it is published by the programs themselves. Almost nobody assembles it before pilots act on folklore instead.

Facts verified October 15, 2026. Program terms are from the programs' own published documents: Endeavor's CAP page (Oct 2026), Delta's Propel pages/FAQ (Oct 2026), United's Aviate Program Guide (Dec 18, 2025 — the current published version), Piedmont's official FAQ (Sep 2026), and carrier pages as noted. **Program terms change; re-verify against the program's own page before acting on anything in this file.** Nothing here is a recommendation to apply or not apply — it is the decision structure, with the irreversible parts labeled.

1. The eligibility matrix — who each program is actually for

Pathways are marketed as if they were open to whoever is motivated. They are not. Of the eleven programs below, **exactly two touch an already-employed regional FO**: Endeavor CAP (if you are at Endeavor) and United Aviate's UAX entry (if you are at a participating United Express carrier). The rest are beginner funnels, employee programs, or feeder funnels. Knowing which row you are in is worth more than any interview tip.

Program	What it actually is	Applies to an employed regional FO?
Endeavor CAP → Delta	Guaranteed, contractual progression to Delta. No Delta interview or testing at advancement. Requires 24 months active service as an Endeavor captain , clean record (no DUI in 10 yrs; training records, disciplinary letters, attendance/reliability all weighed)	YES — Endeavor pilots only. See §2 before doing anything else in this file
Delta Propel	Four paths (Collegiate & CFI / Talent Community / Scholarship / Company-employees-only) feeding Endeavor → CAP, with a Qualified Job Offer at entry	NO. For students, CFIs near ATP minimums, scholarship nominees, and Delta employees. Delta's own guidance: if you already meet FO minimums, apply off-the-street
United Aviate (UAX entry)	Conditional United FO offer + structured transition: 1,600 hours as a captain at a	YES — only if your regional is a participating UAX carrier (reported: CommuteAir, GoJet, SkyWest, Mesa*).

Program	What it actually is	Applies to an employed regional FO?
	participating UAX carrier after joining (post-Jun 2023 entrants)	Republic and Endeavor are NOT partners — their pilots accrue zero Aviate credit
AA flow — Envoy / PSA / Piedmont	Flow to American in seniority order, no additional interview , clean record required	Only from inside the three wholly-owned. An outside FO's routes to AA are a direct application — or a lateral that restarts a ~5-year clock
Southwest Destination 225°	Cadet / University / Military-transition / Employee pathways, ~4 years to FO	NO. Every path starts at zero/low time, enrolled-student, employee, or sub-minimum military status. The experienced FO's only Southwest route is the OTS posting
AA Cadet Academy	Zero-time training pipeline (~5–7 yrs to a mainline deck; published outcome: guaranteed interview at a wholly-owned regional)	NO. Nothing in it accelerates an ATP holder
FedEx Purple Runway	Direct flow to FedEx mainline after passing the full FedEx hiring process up front , then ≥36 months at the feeder + ≥500 hrs PIC in ME turboprop + clean record	Only for current Empire / IFL Group / Mountain Air Cargo pilots. For a 121 FO it means a downgrade lateral and a restarted 3-year clock
UPS FlightPath	Ameriflight pipeline: guaranteed UPS interview "if hiring" after ≥30 months at Ameriflight post-OE	Only via Ameriflight. Interview ≠ job, and conditional on UPS hiring at all
Frontier Pilot Cadet	Zero-experience training funnel to a Frontier FO seat	NO. Experienced pilots apply to Frontier off-the-street
SkyWest Guaranteed Pilot Interview	Captains with ≥24 months in the left seat who opt in secure interviews at Delta and/or Alaska	YES (SkyWest captains) — an interview guarantee, not a job, not a flow
Horizon Pathways → Alaska	Alaska class date in seniority order at 1,000 hrs PIC at Horizon , entrant must also meet Alaska's minimums (2,000 TT fixed-wing or 1,200 high-performance military) — secondary-confirmed; a current official program page was not retrievable at verification	YES — Horizon pilots only

*Mesa's Aviate status after its November 2025 merger into Republic was **not verified** at this pack's verification date (a January 2026 Aviate-administrator job posting is the only signal). Mesa pilots: confirm your status with the program directly before counting a single hour.

Envoy flow time: Envoy's guarantee is official and current; **no current official flow duration is published** — this pack will not invent one. PSA publishes a "commitment to a five-year flow" (with top-of-scale captain pay if you haven't flowed at five years — a pay-protection trigger, not a

measured average). Piedmont's official FAQ states the estimate is **currently five years, or top-of-scale pay until you flow**. Use 5 years as the planning figure for the AA system and treat anyone quoting a precise Envoy number as guessing.

2. Irrevocability warning #1 — the CAP forfeiture (Endeavor pilots, read twice)

An Endeavor pilot may interview at Delta off-the-street. If that interview is unsuccessful, the pilot is NO LONGER ELIGIBLE for CAP. (Endeavor's official CAP page.)

Run the logic slowly. CAP is a guaranteed, contractual progression with **no interview and no testing** at the Delta end. The only way to lose it voluntarily is to gamble it on an OTS interview you didn't need to take. The guaranteed sequence is: **upgrade → 24 clean months as captain → Delta**. An OTS interview taken early — for practice, for ego, because a forum said "always take the interview" — converts a certainty into a coin flip with the certainty as the stake.

This does not mean "never interview." It means the decision is **irreversible and asymmetric**, and it must be made with your record, your readiness, and your remaining CAP timeline in front of you — not on a recruiter's timeline. If you are an Endeavor FO reading nothing else in this pack, read this section twice.

3. Irrevocability warning #2 — United's two-attempt lifetime budget

United's Aviate Program Guide (current published version, Dec 2025) defines the budget plainly:

- You get **two Attempts, total, in your lifetime**, to join United as a pilot — counted **across Aviate, the Military Pilot Program, any prior CPP, and traditional hiring combined**.
- An **Attempt** = failing an interview, **or scheduling one and not appearing**, or being removed from Aviate. (Withdrawing is not an Attempt; completing the pre-interview inventory alone is not an Attempt.)
- After a first failed Attempt: a **12-month wait** to reapply. And if that first failed Attempt came via the UAX entry point, a prior CPP, or traditional hiring, you are **not eligible to opt into Aviate afterward** — traditional reapplication only.
- **While you are in Aviate, you are not considered for traditional FO hiring**. To interview traditionally you must withdraw first — and withdrawal/removal bars rejoining Aviate.
- For pilots at a participating UAX carrier, **Aviate is the only path** to a United FO seat.

Two interviews, ever, is not a budget you spend on a "practice run" or a long-shot application in a weak hiring quarter. It is also why Aviate's metered, board-approved transition — conditional offer,

class date promised within ~4 months of meeting the PIC requirement — has to be weighed as what it is: structured and revocable, not fast and not free.

4. The cargo sequencing page — why cargo is a second contract, not a first

From File 02's Cargo view, restated as a decision: **FedEx gates on 500 PIC hours in jet / ME-turboprop ≥12,500 lbs / named equivalents (1,000 jet PIC preferred). UPS gates — secondary-reported — on 1,000 PIC hours in jet/ME turboprop per 14 CFR 1.1.** Both define PIC as commander of record. An SIC-only regional FO therefore has a cargo PIC balance of **0.0** and is not "uncompetitive" at cargo — he is **ineligible**, at both carriers, regardless of total time.

The sequence that follows from the gates, not from preference: 1. **Now → upgrade:** accumulate 121 SIC toward the FAR 121.436 captain gate (1,000 hrs in specified operations). Protect the record (File 04) — CAP, Aviate, and flow all weigh it. 2. **Upgrade → +24 months captain:** this single block simultaneously (a) completes CAP's service requirement if you're at Endeavor, (b) builds the 1,600 captain hours Aviate's UAX transition requires if you're at a partner, (c) crosses FedEx's 500 PIC gate early in the block and approaches UPS's 1,000, and (d) makes you competitive — not merely eligible — at every OTS passenger major. 3. **Then choose with a full hand:** flow/CAP/Aviate progression if it's yours, OTS applications with TPIC in the grid, cargo applications you're actually eligible for. Every door in §1 is open at this point. Almost none of them were before.

5. The timeline math page (illustrative arithmetic — labeled, not promised)

- The legal gate: **FAR 121.436** — 1,000 hours in specified operations before you can captain a Part 121 aircraft at all.
- At typical regional credit (~75 hrs/month guarantee; roughly 700-900 block hrs/year of line flying), 1,000 SIC hours ≈ **14-17 months of line flying after IOE** — if seniority holds an upgrade bid. Seniority, base, and fleet are usually the binding constraint, not hours. Endeavor's own (marketing) projection is ~24 months to upgrade; treat all such numbers as projections.
- Aviate's 1,600 captain hours at ~800 captain hrs/year ≈ **~2 more years in the left seat.**
- Cross-check: Endeavor's ~48-month new-hire-to-Delta projection, PSA/Piedmont's ~5-year flow figures, and the Aviate path all land in the **same 4-5-year band**. When three independent programs' arithmetic converges, believe the band and distrust any shortcut that claims to beat it.
- **"Captain pay at 750 hours" is not an upgrade.** Envoy and PSA pay senior FOs at captain rates after 750 captain-qualifying hours while they remain FOs. It is a compensation milestone. It accrues **zero TPIC**, unlocks **zero gates**, and moves **zero clocks**. Confusing it with captain time is the most common folklore error in this market — and it delays real planning by making a pay bump feel like progress.

6. The accelerator evidence page — what is documented vs. what is folklore

Documented in program rules (act on these): - **Check airman / instructor roles are the strongest documented lever in this entire pack.** United's Aviate guide credits **Line Check Pilot and simulator-instruction time at 100%** toward the 1,600-hour transition requirement, ground instruction at **50%**, and **full-time pilot-union leadership or full-time management at 70 hours of credit per month** (caps apply). A major literally converts check-airman service into progression. - **PSA pays Line Check Airmen 200% pay credit.** Two independent carriers price the role as the premium one — in progression credit at United, in cash at PSA. - **A clean record is a hard gate, not a soft plus.** CAP weighs training records, disciplinary letters, attendance/reliability. Aviate weighs failures and dependability at entry and transition. One unsat or reliability problem can remove you from a guaranteed path entirely. Protecting the record outranks every résumé ornament.

Folklore — labeled unproven wherever you meet it (including in this market's forums and some prep marketing): - **"Job fairs earn points / you can't get reviewed without an internal recommendation."** No carrier source documents a points system or a recommendation requirement. **SkyWest states officially that fair attendance is not required to receive an interview invitation.** Fairs are real recruiting venues — go if useful — but "points" is internet legend until a carrier publishes it. - **"You need a degree for the majors."** Delta: highly preferred, not required. FedEx: preferred. CAP: recommended, not required. A degree helps; in documented programs, TPIC substitutes. - **"Always take the interview."** §2 and §3 are the refutation. Some interviews spend things that never come back.

7. The four cases, worked

- **Endeavor FO (SIC-only):** Your asset is CAP. Sequence: upgrade → 24 clean captain months → Delta, no interview. Delta OTS is a gamble against that asset (§2). AA/United OTS remain open to you — but note United's two-attempt budget (§3) applies to you exactly as to everyone. Cargo: ineligible until PIC accrues (§4).
- **UAX-partner FO (CommuteAir / GoJet / SkyWest):** Aviate is your structured door — and at a partner carrier, your only United door. Enroll deliberately (the attempt rules bind from the start), then fly the 1,600 captain hours; instructor/LCP time accelerates the count at published credit rates (§6). SkyWest adds the GPI: 24 months in the left seat buys guaranteed Delta/Alaska interviews — interviews, not offers.
- **AA wholly-owned FO (Envoy / PSA / Piedmont):** You're in a seniority queue with no interview at the end. Nothing accelerates flow; your levers are record protection, captain pay milestones (money, not movement — §5), and the option of OTS applications elsewhere while the queue runs — weighed against the same attempt budgets as everyone else's.
- **Independent-regional FO (Republic and others):** No flow, no Aviate credit (Republic is expressly not a partner). Your doors are OTS applications and the upgrade-then-TPIC sequence

(§4) that makes them competitive. If a lateral enters the plan, price it honestly: moving to a partner/wholly-owned restarts a 4-5-year structured clock but buys a guaranteed end-point; staying buys seniority where you are. Also do lateral due diligence — training-contract and non-compete terms at regionals have been reported and contested in recent years (Republic's was reported in 2025; status unverified) — read anything you sign as if it will be enforced, because it may be.

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