



***JET PROFESSIONALS***

# **Candidate Evaluation of Aaron Butcher**

**JEGE, Inc. – Captain G-IV**

Presented by Liz Friedland



## **INTERVIEW SUMMARY**

Aaron is always looking out for his clients. At times when there are delays or changes in airports, he will try to make an unpleasant situation into a pleasant one. Flying contract, he is used to changes up to the last minute.

When meeting crewmembers, he will go out with the other pilot the night before the trip or meet at the FBO and learn about each other's flying backgrounds and maybe something on the personal side. With clients, he will keep his conversation brief and try not to get too involved. He will make small talk and make sure they are comfortable. Aaron only gives out the facts. He is honest, upfront and truthful in all situations. With confidential information, he keeps it to himself. He respects his client's privacy.

With flying, Aaron does his job well by putting things in order, making plans and doing his best. Safety is his priority followed by determination and integrity. He will handle any curve ball in order to get the job done. He is quite observant. He is focused on one task, but can multitask and is aware of his surroundings. He is easy going, a hard worker, punctual and laid back.

Aaron began his professional flying career in 2005 with North American Jet Charter. In the position, he learned the basic skills and knowledge of a First Officer flying a Lear 35 domestically. After two years gaining invaluable experience, he found himself wanting to broaden his horizons and found an opportunity with Universal Jet. He started as a First Officer flying a Gulfstream II and III domestically and then acquired heavy international time. After a little over two years, he was upgraded to Pilot in Command. During his seven years, he accrued three type ratings and flew over 3,000 flight hours.

After a tragic company loss and unstable times, he decided to move forward with his career at Pegasus Elite Aviation. He was hired as a Gulfstream IV Pilot in Command and has enjoyed the challenges presented to him. Throughout his career, he has always taken pride in providing the highest standards of safety and professionalism.

Working personally for an individual has always been an appealing position to him. He is extremely detail oriented, and he feels this quality can be used best if he focuses on a particular person and his priorities. Loyalty and commitment are what he is known for. Hard work and performance is his track record. If presented with this opportunity, Aaron will demonstrate these qualities on a daily basis.

Jet Professionals, LLC  
114 Charles A. Lindbergh Drive  
Teterboro, NJ 07608  
201-393-6900



## **BACKGROUND HIGHLIGHTS**

- Dundee Crown High School – Carpentersville, IL
- Palm Beach Community College – took aviation classes for two years but did not graduate.
- Total Flight Hours – 5400
- G-IV Hours - 1500
- Type Ratings – GIV, GII & III, G150
- Heavy International experience
- Residence
  - Currently resides in Delray Beach, FL

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# AARON BUTCHER

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## SUMMARY

Experienced pilot with 10+ years experience providing exceptional safety and attention to detail on charter and owner flights.

Safely and efficiently perform duties and responsibilities as pilot in command and have no accidents or incidents

## QUALIFICATIONS

- GLF 4 PIC CURRENT
- GLF II & III PIC
- G 150 PIC
- LEAR 35 SIC
- ATP
- SINGLE ENGINE SEAPLANE
- ADVANCED GROUND INSTRUCTOR
- 1ST CLASS MEDICAL
- FCC RADIO LICENSE

## FLIGHT TIME

TOTAL 5400

PIC 4700

SIC 700

MEL 3900

SEL 1500

GLF4 1500

## EXPERIENCE

### PEGASUS ELITE AVIATION VAN NUYS, CA

PILOT

GLF4 CAPTAIN

01/2014 to Current

PILOT

GLF4 CAPTAIN

GLF III CAPTAIN

G150 CAPTAIN

### UNIVERSAL JET AVIATION BOCA RATON , FL

09/2007 to 01/2014

PILOT

LEAR 35 FIRST OFFICER

### NORTH AMERICAN JET CHARTER WHEELING , IL

12/2005 to 08/2007

## EDUCATION

INSTUMENT THROUGH CFII RATINGS OBTAINED

2001

PAN AM INTERNATIONAL FLIGHT ACADEMY, FT. PIERCE, FL, US

HIGH SCHOOL DIPLOMA

2000

DUNDEE CROWN HIGH SCHOOL, CARPENTERSVILLE, IL, US

**Aaron Butcher**

Survey Date : 12/22/2015

Report Date : 12/22/2015

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****Aaron 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.
- Relatively quick in connecting to others; he's reasonably open and sharing of himself. Builds and leverages relationships to get work done.
- Fluent, enthusiastic, and comparatively frequent in communication; a motivator who pays attention to others' points of view.
- Collaborative; works with and through others. Focused on team cohesion, dynamics, and interpersonal relations.

**SUMMARY**

Aaron 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, Aaron 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, Aaron 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, Aaron 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 STYLE

**As a manager of people or projects, Aaron will be:**

- Proactive in bringing the team together to complete work by 'the book,' within accepted standards and policies, and on-time
- An enthusiastic, outgoing team player - motivated to work with and through others to achieve the company's goals
- Cautious when delegating; he takes pride in his work and is anxious to do things right; when he does delegate, his follow-up will be quick, congenial, and constructive, ensuring that procedures have been followed, standards have been met, and his employee feels positive about the experience
- Collaborative in approach; he's eager to gather input from others and he values their viewpoints; he will, however, be unlikely to go against accepted policies or higher authority
- Keenly interested in the development of others; Aaron is an enthusiastic coach or trainer; a conscientious communicator of the company vision
- Respectful of authority and considerate of others; his focus is on the job at hand which he takes very seriously.

## MANAGEMENT STRATEGIES

**To maximize his effectiveness, productivity, and job satisfaction, consider providing Aaron 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 12/22/2015

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## Pre-Hire 360® Advanced Feedback Report

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Candidate: Aaron Butcher

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Position: Captain

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Survey: Aircraft Pilot

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Candidate IP Address: [REDACTED]

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User: Elizabeth Friedland

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Date: Tuesday, January 05, 2016

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### Report History:

Report Re-finalized: January 05, 2016 - 08:20AM

Report Generated: December 31, 2015 - 07:54AM

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### ABOUT SKILLSURVEY:

SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science, talent analytics, and the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by references on a candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at [www.skillsurvey.com](http://www.skillsurvey.com).

### Note:

The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

## Pre-Hire 360 Feedback Report

Candidate: Aaron Butcher



## Overall Score

## Section I: Overall Summary on Aaron Butcher

■ Managers  
■ All References

Very Low Low Medium Medium High Very High

Overall Score



Reference Distribution on Overall Score



## Section II-A: Detailed Competency Report on Aaron Butcher

■ Managers  
■ All References

Very Low	Low	Medium Low	Medium	High	Very High
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## Cluster 1 - Professionalism: Overall Score

a) Demonstrate dependability (e.g., report consistently, and on time, for work, appointments, and meetings)

1



b) Show an attention to detail, resulting in few if any errors in his/her work (e.g., maintain accurate flight records and aircraft logs)

1



c) Plan, execute, and manage work in a disciplined and organized way

1



d) Possess a high degree of knowledge of aircraft systems, procedures, and operations

1



e) Display proficiency with technology (e.g., control systems, navigation instruments) necessary to safely operate the aircraft

0



f) File instrument flight plans with air traffic control so that flights can be coordinated with other air traffic

0



g) Maintain up-to-date knowledge of industry and regulatory procedures, policies, and codes of conduct

1



h) Consistently meet or exceed goals

1



i) Take responsibility for his/her actions and quality of work without blaming others or making excuses

0



■ Managers  
■ All References

Very Low	Low	Medium Low	Medium	High	Very High
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## Cluster 2 - Interpersonal Skills: Overall Score

a) Listen carefully to others, taking time to understand and ask appropriate questions without interrupting

0



b) Build strong, positive working relationships with others (manager, peers, other coworkers) and maintain them over time

0



c) Communicate information, ideas, and data clearly and concisely so that others (e.g., co-pilot, crew, passengers) can understand

1



d) Inform crew members of flight and test procedures

1



e) Show diplomacy in dealing with others and quickly resolve any questions or problems

1



■ Managers  
■ All References

### Cluster 3 - Problem Solving and Adaptability: Overall Score

a) Independently manage own time and show good judgment in prioritizing work to meet deadlines 2

b) Collect relevant data (e.g., load weights, fuel supplies, weather conditions) and make accurate interpretations of the results 1

c) Continuously monitor the functioning of various aircraft systems (e.g., engine operations, fuel consumption, navigation) during flights 1

d) Make high-quality decisions based upon facts and priorities 1

e) Remain flexible and adapt to change and variety on the job (e.g., effectively handle unexpected situations, changing conditions, and emergencies) 1

f) Accept feedback without becoming angry or defensive and use it to strengthen future performance 1

Very Low	Low	Medium Low	Medium	High	Very High
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■ Managers  
■ All References

### Cluster 4 - Personal Value Commitment: Overall Score

a) Approach work activities with confidence and a positive attitude (e.g., respond to requests in a helpful and constructive manner) 1

b) Exhibit maturity and self-control, even in situations involving conflict or stress (e.g., does not threaten or abuse others, either physically or verbally) 1

c) Demonstrate trustworthiness, honesty, and high personal standards in dealings with others 0

d) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect 0

e) Act with ethics and integrity, ensuring that all aspects of work meet or exceed professional standards, company regulations, and Federal Aviation Administration (FAA) policies and procedures 1

Very Low	Low	Medium Low	Medium	High	Very High
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### Section II-C - Additional Feedback on Aaron Butcher

#### 1. Responses to the question, "Were you involved in the decision to hire this person at your company?"

Yes: 3/5 (60%)

No: 2/5 (40%)

#### 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 Aaron Butcher

**Note:** Individual comments separated by horizontal lines

#### STRENGTHS:

Personality, Aaron is a very fun person to fly with and I only heard good things about him from the other pilots. He has no ego, and is very humble. Work Ethic, Aaron has a strong work ethic, he goes above and beyond the call of duty, and does more than he is asked if the situation deems it necessary. Attention to detail, Aaron was always very good at completing flight logs and expense reports that were accurate and precise. He was sure to have the aircraft in presentable condition, and was sure to leave it that way when the flight was over.

Great personality, easy to work with, nice person

Aaron is professional, courteous, and detail-oriented. I have spent a lot of time on the flight deck and on the road with Aaron. He has always been a pleasure to fly with and is truly a remarkable captain and a great person. He is thoughtful, personable, and charismatic. Aaron is extremely meticulous and thorough and has strong attention to detail, which greatly enhances his customer service skill set.

Aaron has flown as a Gulfstream Captain for my company and Part 91 contract aircraft for several years. He has always demonstrated a high degree of competency and professionalism. His extensive international experience and excellence in customer service are at the upper levels that I demand from my flight crews. He has an excellent knowledge of Gulfstream aircrafts, their safety systems, and operational characteristics. I have personally flown with Aaron on multiple occasions and found his skills and discipline in the cockpit to be exemplary.

One of the best Captains that we had at Pegasus. I never had an issue of concern with safety or performance. I would love to fly with Aaron again.

#### COULD IMPROVE:

It would be hard for me to comment on ways Aaron could improve his performance. He was one of the best performing pilots we had at the time. I only wish I could have found more pilots like him.

Keep Aaron motivated, driven and set goals

I have had the privilege of flying with Aaron Butcher for several years. Aaron is not only an excellent pilot, but he has an unsurpassed knowledge of aviation and his aircraft. Aaron has always proven himself and outstanding teammate, and has always operated the aircraft with the highest regard for safety and the well-being of his passengers and crew. I cannot make any recommendations on how Aaron may improve his work performance.

Aaron has always followed SOPs per our company and CAE training.

Aaron constantly strived to strengthen his knowledge in all aspects of his performance.

### Section IV: Custom Question Results

No Custom Questions Enabled

### Section V: Reference Information on Aaron Butcher

<b>Submitted to Candidate on:</b>	December 22, 2015 - 03:38PM	<b>Number of References Entered:</b>	6
<b>References Submitted by Candidate:</b>	December 22, 2015 - 07:10PM	<b>Number of Responses:</b>	5

<b>Report Finalized on:</b>	December 31, 2015 - 07:54AM	<b>Reference Response Rate:</b>	83.3%
<b>Candidate Response Time:</b> (in business days)	0.15	<b>Reference Response Time:</b> (median # business days)	0.69
<b>Candidate Response Time:</b> (in calendar days)	0.15	<b>Reference Response Time:</b> (median # calendar days)	0.69

#### How to interpret the Red text for an IP Address:

An IP Address is a numerical label assigned to a computer network used to access the internet. It is not a number assigned to the specific computer being used but is assigned to the network server being used. 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's IP address is not in red font, but one or more of the References have a matching IP address in red font, this means that the same computer (or computer system) was used by these References.

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.