

# ARTEMAS KEITT DARBY, III

1029 Peachtree Pkwy N  
Peachtree City, GA 30290  
Cell: 678 776-5633

Keitt (Kit) Darby  
Pres., KitDarby.com  
Business Qualifications

## OBJECTIVE:

A contemporary business leadership position that combines my extensive industry technical and information business expertise within a flight training and/or career development environment.

## SKILLS:

- Seasoned business executive with established interpersonal and public speaking presentation skills.
- Thirty years of bottom-line oriented business management results concentrated in the areas of flight training, pilot hiring, and aviation career consulting.
- Direct sales, marketing, and product development with a demonstrated ability to conceive, develop and deliver profitable products and services to professional pilots.
- Effectively integrate business technologies to publish print and Internet-based pilot career information.
- Apply industry analysis of airline crewing to pilot and simulator supply and demand forecasting.
- Design and deliver effective marketing campaigns and promotional solutions for professional pilots.
- Evaluate business processes and rules to identify and implement potential improvements.
- Customer relationship management and applications ensuring quality execution of customer operations.
- Lead and mentor staff members to completed projects on time and under budget.
- Successfully negotiate with trade and national media to deliver requested data in support of company goals.
- Guide pilots in pursuit of their career goals while overseeing career counselors and editorial staff to provide the best products and services for pilots in the pursuit of their professional goals.

## BUSINESS EXPERIENCE:

### Business Owner and Manager

JAN 09 - Present	KitDarby.com Aviation Consulting, LLC Peachtree City, GA	President: Litigation support – Pilot Career Earnings, Pilot hiring and selection, supply and demand forecasting Media advisor, CNN, FOX News, Bloomberg, Wall Street Journal
JAN 89 – FEB 09	AIR, Inc. - Aviation Information Resources, Inc. Atlanta, GA	President and CEO: Leadership responsibility for P&L, marketing operations and product development. Increased sales from start-up to \$3.3M. Expanded products and services by adding online application system, consulting services, and production of new seminar workshops. Served over 200,000 pilot members from 1989 to 2009.
NOV 83 - DEC 89	FAPA - Future Aviation Professionals Of America Atlanta, GA	Executive Vice President: Sales, marketing and product development. Increased sales from \$300,000 to \$3.6M. Expanded products and services by adding resume service, career seminars, monthly magazine, and annual pilot salary survey.
APR 80 - NOV 83	Coast Magazine Myrtle Beach, SC	Business Manager: Computerized typesetting, bookkeeping, and ad sales. Introduced full year color printing cutting cost by 60%. Brought shipping and delivery in-house at a 50% savings.
AUG 78 - SEP 80	InterFlite, Inc. Miami, FL	President and Chief Instructor: Purchased and re-certified a dormant FAA 141 school certificate. Re-established VA funding. Developed an FAA/VA approved B-727 FE course as chief instr.
JAN 78 - SEP 78	Flight Int'l, Inc.	Simulator and Ground Instructor: FAA and VA approved B-727

Atlanta, GA FE course. Taught full B-727 ground school, CPT and simulator.  
Written course instructor for the ATP and FE written exams

1969 to 1993

**Military Flight Training and Standardization Manager**

Captain US Army. Standardization Instructor Pilot and Instrument Examiner - eight years. Commanded the Aircraft Qualification & IP Course for all F/W aircraft. Army-wide Flight Standards Division - two years. Established flight training programs, wrote flight training manuals and trained pilots and IP's in all Army fixed-wing aircraft. Georgia Army Nat'l Guard OV-1 SIP/Flight Examiner - total of 23 years.

**CONSULTING:**

**Aviation Marketing/Pilot and Simulator Supply and Demand**

NOV 09 Airline Pilot Supply, Earnings and Qualification Study, GAO Washington, DC  
AUG 06 Airline Bid Pack Analysis and Career Value Study, Boeing, Seattle, WA  
DEC 05 Airline/Corporate Bid Pack Analysis and Career Value Study, Netjets, Columbus, OH  
2003/04/05 Simulator Rental Rate & Utilization Study, Raymond James, Vancouver, BC  
FEB 01 Worldwide Pilot Supply and Demand Study, AeroStrategy for Oxford Aviation, England  
2000/01/02 US Pilot Supply Study, Rand Corporation for the US Air Force, Washington, DC  
1998/00 Major Airline Career Value and Work Rule Study, Teamsters (ABX), Wilmington, OH  
OCT 98 Major Airline Career Value Study, FedEx, Memphis, TN  
JUN 94 Furloughed pilot outplacement services, Allied Pilots Association, Dallas, TX  
JUL 93 Maintenance Training Facility Location Study, Dalfort, Dallas, TX  
JUN 92 Furloughed pilot outplacement services, Pan American Airways, New York, NY  
SEP 91 Replacement Simulator study for Dalfort (Braniff Education Systems), Dallas, TX  
MAR 90 Flight Training Marketing Study, UND Spectrum Program, Grand Forks, ND  
DEC 89 Worldwide Pilot Supply and Demand Study, Japan Airlines, Japan  
NOV 89 to Present Furloughed/displaced pilot outplacement services, ALPA (Frontier, EAL, plus 15 more)

**EXPERT WITNESS:**

**Pilot hiring and Career Value Models**

JAN 83 - Present Provided litigation support in approximately 200 cases with written reports and excel workbooks detailing the job market and the average career value for the US Major airlines, National Airlines, Regional Airlines, Military, Corporate, and Fractional operators pilot careers. Additional models have been developed for Maintenance Technicians, Flight Attendants, Simulator Instructors, and Ground School Instructors. Supplied written reports, depositions, and trail testimony services to pilots attorneys and their estates, pilot unions, airlines, the FAA, and the US Department of Justice in the US and Canada.

**EDUCATION:**

**B.S. Degree - Aeronautical Studies**

AUG 77 Embry-Riddle AU, Daytona Beach, FL: Concentration on Flight Technology. Dean's List. Education concurrent with military duty as a flight commander and instructor pilot.  
JAN 69 NC State University, Raleigh, NC. School of Design – Major Product Design. Minor Psychology. Freshman and varsity basketball and track on scholarship. Sigma Nu

Fraternity. Air Force ROTC. Qualified first in class for pilot training. Education concurrent with work to pay general expenses. Intern family publishing business.

**ASSOCIATIONS:**

- Air Line Pilots Association: Member, outplacement services to furloughed/displaced pilots since 1983.
- Aircraft Pilots and Owners Association: Member, conducting pilot career workshops from 1983 to 2001.
- National Business Aircraft Association: Corporate member since 1983.
- Organization of Black Airline Pilots: Corporate member, conducting pilot career workshops since 1983.
- Women in Aviation: Corporate member, pilot career workshops at annual meetings since 1983.
- Experimental Aircraft Association: Corporate member, pilot career forums at Oshkosh since 1983.

# ARTEMAS KEITT DARBY, III

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Tyrone, GA 30290  
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## FLIGHT RATINGS:

### CIVIL

### MILITARY - Retired

ATP: S&MEL Airpln (B-717/27/37/57/67/DC-8) Instrument Examiner: F/W & R/W aircraft  
CFI: Aircraft / Instrument (15 years) Standardization IP: 5 F/W aircraft  
FE: Turbojet (B-727/DC-8) Unit Training and Operations Officer  
Part 121: CPT/FO/SO (DC-8/9;B-727/37/57/67) Maintenance Test Pilot  
Parts 121, 135, 141, 91 & 63 experience Ground & Simulator Instructor

## FLIGHT TIME:

**TOTAL 23,513**

Heavy Jet (2 & 4 engines).....5,544	Instructor Pilot ..... 2,775	Actual Instruments ..... 2,058
Pilot-in-Command ..... 15,210	Sim. Instructor (B-727).....737	Simulated Instruments..... 455
Multiengine..... 17,123	Flt. Engineer (B-727/DC-8)..... 3,070	Night..... 3,335

## WORK EXPERIENCE:

### AIRLINE PILOT

NOV 07 - Present	Boeing Training Ser. SIM	Instructor Pilot B-717/B-737-300/800. Part 121/AQP GRD & SIM
JAN 85 –Retired 5/07	United Airlines Chicago, IL	Captain: B-737/757/767. FO/SO B-727/737. Part 121 scheduled domestic/int'l pax operations throughout North / South America & Europe. ETOPS, RSVM, & INS long range navigation operations.
PIC B-767/757 3,637		
PIC B-737 4,272,		
PIC DC-8 350		
JUL 85 - DEC 85	Republic Airlines Detroit, MI	First Officer: DC-9. Part 121 scheduled domestic/international passenger operations throughout North America.
APR 81 - NOV 84	Capitol Air Jamaica, NY	Captain & FO: DC-8. 121 domestic/international passenger and charter operations throughout North America and Europe.
AUG 78 - SEP 80	Braniff Int'l DFW Airport, TX	First Officer/FE: B-727/DC-8. Part 121 domestic/international passenger operations throughout North / South America.

## MILITARY INSTRUCTOR PILOT & FLIGHT COMMANDER

1969 to 1993  
Retired

Captain US Army. Standardization Instructor Pilot and Instrument Examiner - 8 years. Commanded the Aircraft Qualification & IP Course for all F/W aircraft. Army-wide Flight Standards Division - 2 years. Established training programs, wrote flight training manuals and trained IP's in all Army fixed-wing aircraft. Georgia Army Nat'l Guard OV-1 SIP/Flight Examiner – total of 23 years.

## EDUCATION:

### B.S. DEGREE - AERONAUTICAL STUDIES

NOV 74 - AUG 77 Embry-Riddle AU, FL: Concentration on Flight Technology. Dean's List student.

## SPECIAL TRAINING:

JUL 09	B-717 Instructor/Captain Upgrade Training: Boeing, Seattle, WA
MAY 00	B-757/767 Captain Upgrade Training: United Airlines, Denver, CO
JUN 93	B-737 Captain Upgrade Training: United Airlines, Denver, CO
JAN 90	B-727 First Officer Upgrade Training: United Airlines, Denver, CO
JUL 85	DC-9 First Officer Initial Training: Republic Airlines, Atlanta, GA
JAN 85	B-727 Second Officer Initial Training: United Airlines, Denver, CO
JUN 84	DC-8 Captain Upgrade Training: Capitol Air, Smyrna, TN/Dallas, TX
MAY 81	DC-8 First Officer Initial Training: Capitol Air, Smyrna, TN
APR 79	DC-8 First Officer Upgrade Training: Braniff International, Dallas, TX
AUG 78 - OCT 78	B-727/DC-8 Second Officer Initial Training: Braniff International, Dallas, TX
DEC 76 - JAN 77	Fixed-wing & Rotary-wing Instrument Flight Examiner's Courses (US Army)
APR 74 - JAN 77	Instructor Pilot Course: OV-1, U-21, U-8, T-42, and T-41 (US Army)
FEB 69 - MAR 91	Over water/Land Survival, Altitude Chamber, Ejection Seat Training (US Army)
FEB 69 - JUL 71	Infantry Officer Candidate School, Advanced Infantry, and Basic Training (US Army)

**KIT DARBY**  
**ATTACHMENT – A: PROFESSIONAL PUBLICATIONS**

Mr. Darby was an aviation career consultant and president of Aviation Information Resources, Inc. (AIR, Inc.) in Atlanta, Georgia through February of 2009. AIR, Inc. provided a wide array of aviation related services including out-placement pilot services and career seminars, pilot and technician career counseling, aviation marketing and product development, employability studies and career earnings models. He has authored:

*The Airline Pilot Application Handbook,*  
*Worldwide Simulator Supply Study*  
*Civil Simulator Database*  
*Airline Pilot Career Decision Guide*  
*US Airline Salary Survey*  
*Major Airline Career Earnings Comparison*  
*Airline Pilot Test Kit*  
*Questions-Questions-Airline Interview Guide*  
*Airline Pilot and Technician Seminar Workbooks.*

Mr. Darby served as the Publisher and Executive Editor of:  
*The Maintenance Technician Job Monthly* Newsletter  
*Airline Pilot Careers* magazine

His technology launch endeavors include:  
an online application system (AIRApps) for airlines and pilots featuring automated application scoring.  
The [www.Jet-Jobs.com](http://www.Jet-Jobs.com) pilot career information web site that contains a 5,000 page archive on-line, and that peaked at 15,000 visits and 130,000 hits per day.

He has lead and produced over 100 Airline Pilot Career Development Seminars, Forums, and Job Fairs nationwide since 1985. These were both commercial events and that supported outplacement activities for union sponsors (Airline Pilots Association, Teamsters, and Allied Pilots Association) and air carriers. Mr. Darby designed the content and audiovisual presentations as well as hosted these events for the past twenty years. The venues draw typical crowds ranging in size from 250 to 700 pilots/technicians and 100 representatives from twenty-five to thirty-five airlines and pilot training and services vendors.

Additionally, his efforts lead to the production of seven three-hour career workshop programs for:  
Furloughed Pilot's and Technicians  
Civilian-to-Airline Pilot Transition  
CRM in the Pilot Interview  
Pilot and Technicians Resumes and Applications  
Airline Pilot Interview Survival  
Pilot Testing and Simulator Evaluations

## Military-to-Airline Pilot Transition.

Worldwide, Mr. Darby is recognized as an expert in US pilot hiring, pilot selection, pilot supply and demand forecasting, and interview preparation including: testing, simulator evaluations, medical exams and personnel interviews. He is regularly quoted in the national media - newspapers, magazines, and on television, including *The Wall Street Journal*, *Atlanta Journal & Constitution*, *New York Times*, *Flying Magazine*, *AOPA Pilot*, *Airline Pilot Magazine*, *Time Magazine*, *Business Week*, *CNN*, *ABC*, *CBS*, *NBC* and many more.

He has provided labor contract negotiation support to FedEx (company and union), UPS, Airborne Express, Continental, Netjets, Teamsters, and ALPA. Furthermore he has adapted AIR, Inc.'s annual Pilot Salary survey to compare the pay, benefits, work rules, and retirement among the Major, National, Regional airlines and corporate fractional operators.

Additionally, Mr. Darby and AIR, Inc. has provided consulting services to a wide range of airlines, training organizations, aviation consulting firms, airline unions, and aircraft and simulator manufactures. Past projects include: worldwide pilot supply and demand studies for Japan Airlines, AeroStrategy for Oxford Aviation Training, CAE, and the Rand Corporation for the Air Force: pilot wage, benefit, retirement, and work rule analysis for Boeing, ALPA, APA, Teamsters, Netjets, UPS, FedEx, Airborne Express and the General Accounting Office; Simulator supply, demand and rental rate studies for Raymond James, FlightSaftey, and Bombardier.

From 1983 through 1989, Mr. Darby was the Executive Vice President and 1/3 owner of Future Aviation Professionals of America (FAPA), the largest US aviation career information service at the time. Responsible for product development, sales, and marketing, Mr. Darby conceived the Airline Pilot/Maintenance Technician/Flight Attendant Career Day seminars, the annual *Pilot Salary Survey* and the *Ultimate Career Pilot Starter Kit*. While with FAPA, he also co-authored the self-prep *Resume Kit*, *Simulator Flying Guide*, *Beginners Guide to Becoming a Career Pilot* and *World Wide Pilot Supply Report*. Under Mr. Darby's direction, FAPA's sales grew from approximately \$300,000 in 1983 to over \$3.6 million in 1989. Personnel increased from three to forty- two full and part-time staff.

Since his career in commercial aviation began in 1978, Mr. Darby has interviewed twenty-one times with seventeen different airlines. Currently, Mr. Darby was a B-757/767 captain at United Airlines, but has also held positions as a flight engineer, first officer, captain, and instructor pilot while flying B-717/727/737, DC-8 and DC-9 aircraft. Mr. Darby has also worked for Braniff International, Capital Air and Republic Airlines. Mr. Darby received his BS in Aeronautical Studies from Embry-Riddle Aeronautical University. Prior to Embry-Riddle he spent four-years at NC State University School of Design majoring in Product Design.

Mr. Darby was the chief executive officer of InterFite, Inc. in Homestead, FL, a complete FBO that included a FAR 141 and VA-approved flight school plus a Cessna aircraft dealership. He was the Chief Instructor for a B-727 flight engineer school that was part of this school while working at Braniff as a DC-8 flight engineer and first officer from 1978 to 1980.

As a captain in the US Army, Mr. Darby established training programs, wrote flight training manuals and trained instructor pilots in all Army fixed-wing aircraft (T-41, T-42, U-8, U-21, and OV-1). Mr. Darby co-authored the initial Army Aircrew Training Manuals for each Army fixed-wing aircraft. He was standardization Instructor Pilot and Instrument Examiner in all active Army fixed-wing aircraft and a rotary-wing Instrument Examiner. Mr. Darby held the Flight Commander position for each Army fixed-wing aircraft graduate flight training courses and the instructor pilot course. He was the fixed-wing branch chief at the Department of Army-wide Flight Standards for two years. In this position he and his teams traveled to large Army aviation bases throughout the US and overseas conducting training audits and giving spot check rides to local pilots, examiners, and instructors. For twenty-three years, he was active in the Army and the Georgia National Guard flying the OV-1 Mohawk as an instrument flight examiner and standardization instructor pilot. In the National Guard he conducted CRM, ground and flight training for his unit and other units throughout Georgia. He achieved more than 4,000 hours of military flight experience and 2,500 hours as an instructor pilot and instrument examiner conducting basic single and multi-engine, instrument, aerobatic, simulator, and tactical instruction and evaluations.

He is currently employed as a B-717 and B-737 flight and ground instructor at the Boeing Flight Training in Atlanta, GA.

His pilot qualifications include: 20,513 hours total time, 16,221 hours jet time, ATP with B-717/727/737/757/767 and DC-8 type ratings, flight instrument and engineer instructor, commercial instrument helicopter pilot, CFI/II/MEI 15 years, plus military instructor and instrument examiner ratings in 2 helicopters and 5 fixed-wing multiengine aircraft over 23 years.



# KitDarby.com Aviation Consulting

1029 Peachtree Pkwy N, Suite 352 Peachtree City, GA USA 30269  
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## Fee Schedule as of January 2009

<b>Retainer</b> .....	\$ 2,000
Applied to normal fees and fully refundable if we decide not to work together. Services rendered based on the merit of the case and available resources.	
<b>Legal Package</b> .....	\$ 750
Package includes a binder with historical pilot hiring statistics, pilot qualifications and experience trends (charts and graphs), pilot salary surveys—last five years, Pilot Career Development System - Fleet Directory (web), Career Decision Guide (Web), Airline Pilot Application Handbook, (Web) Airline Information & Address Directory, Major Airline Salary Survey, Airline Pilot Careers magazine and Airline Pilot Job Monthly newsletter.	
<b>Client Evaluation/Interview with Mr. Darby in Atlanta-flat fee</b> .....	\$ 1,000
(Two hr. review of records/2 hr. personal meeting.)	
<b>Pre-employment Medical Exam in Atlanta - flat fee</b> .....	\$ 1,750
Review of records and exam with oral or written opinion of medical employability. Doctor available for deposition/court testimony at \$ 250/hour, 1/2 day minimum plus expenses.	
<b>Statement of Employability-- Earnings Model - flat fee</b> .....	\$ 4,000
Complete assessment of employability including flight experience, ratings, licenses, qualifications, education, physical profile in relation to past, current or future hiring requirements/forecasts. Complete earnings model in current dollars from current position/employment through retirement including earnings, benefits, retirement (A-fund and B/C-fund calculations) and retirement benefits. We build a Three to 15-part model, which is factual, conservative, and convincing.	
Additional Career Tracks – National/regional airline, corporate, fractional, military and others.....	\$ 750
Please allow approximately two weeks for completed model.	
50% deposit required to begin work. Balance due on completion.	
<b>Deposition or Court Testimony -\$2,000/day, 2 day minimum</b> .....	\$ 4,000
Expert witness on aviation job market, employability and career earnings potential. One day to prepare and one day for deposition/court testimony plus expenses.	
<b>Aviation Consulting</b>	
with retainer:	
per hour .....	\$ 250
per day .....	\$ 2,000
without retainer:	
per hour .....	\$ 300
per day .....	\$ 2,400

- Minimum billing in office: 1/2 hours; out of office: 1/2 day (4 hours); out of town 2 days.
- Similar services available for aviation mechanics and flight attendants.

## KitDarby.com Aviation Consulting, LLC

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