

## Top Talent

While our business reputation is based upon our stability, operational reliability and fiscal responsibility, the true core of SkyWest's success has always been our people. We follow a talent development strategy that is rooted in SkyWest's Guiding Principles:

- Health and Safety First
- Excellent Service and Quality
- Personal and Operational Reliability
- Fairness and Consistency
- Respect and Teamwork
- Personal and Corporate integrity
- Superior Profitability and Efficient Use of All Resources

We work hard to hire people steeped in these values which perpetuate our unique culture. SkyWest reinforces these values through an experiential onboarding process, continuous development and coaching opportunities, and a culture of appreciation.

## Recruitment Strategies

We continue to update these strategies to keep pace with workplace trends and careers that provide reciprocal value to employee and company, focusing on careers that are dynamic with the opportunity to develop and take on new roles over time.

Industry dynamics will also drive recruitment efforts and support the supply and demand of air travel. Recruiting the next generation of employees in key technical roles, especially pilots and mechanics, is also a major focus. SkyWest finds leading, diverse talent through publishing all positions on both our internal and external career websites, supporting professional development leaves, investment in targeted advertising, social media outreach, employee referrals and relationships with community based organizations and learning institutions.

## Career Growth & Development

In addition to employee hiring, SkyWest invests in retaining the brightest talent by providing a range of talent development opportunities, including mandatory compliance training, new hire training and general professional development. Engaging in the training of our leaders through ongoing leadership development courses continues to be a top focus with over four hundred leaders enrolled in the SkyWest Leadership Development Path.

This development path also includes job and project assessments which encourage ongoing conversations about employee performance and development goals and quarterly check-in conversations focusing on goals, feedback, and career development and sharing of company and employee strategies for improvement.

