



# Pilot Selection Services



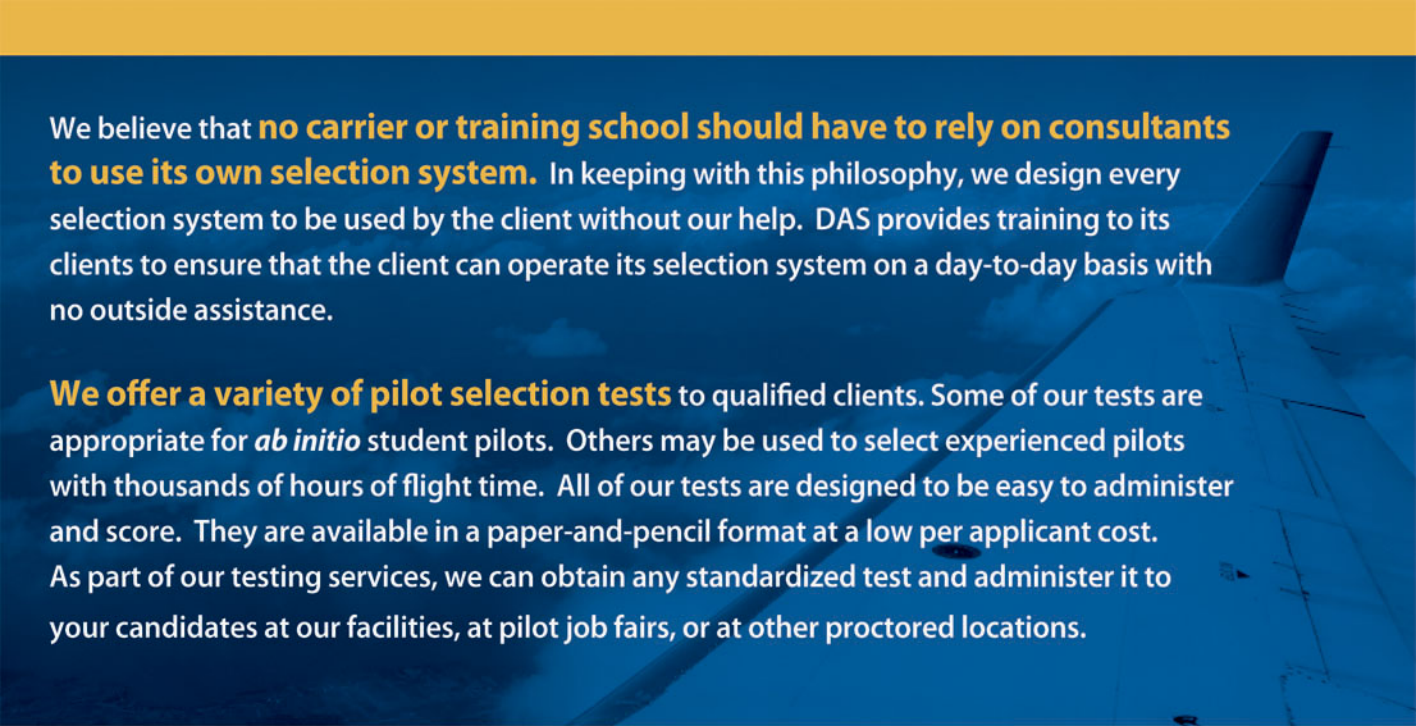
Meeting pilot hiring needs.

Our complete consulting services include improving the cost-effectiveness of your pilot selection system, bringing your system into compliance with federal guidelines, validating your existing tests, and setting cut scores.

**We offer workshops, seminars, and short courses** specifically designed for human resources and flight operations personnel involved in pilot hiring.



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We believe that **no carrier or training school should have to rely on consultants to use its own selection system.** In keeping with this philosophy, we design every selection system to be used by the client without our help. DAS provides training to its clients to ensure that the client can operate its selection system on a day-to-day basis with no outside assistance.

**We offer a variety of pilot selection tests** to qualified clients. Some of our tests are appropriate for *ab initio* student pilots. Others may be used to select experienced pilots with thousands of hours of flight time. All of our tests are designed to be easy to administer and score. They are available in a paper-and-pencil format at a low per applicant cost. As part of our testing services, we can obtain any standardized test and administer it to your candidates at our facilities, at pilot job fairs, or at other proctored locations.

**Diane L. Damos, Ph.D.**

**Damos Aviation Services, Inc.**  
Gurnee, IL

Diane L. Damos has been involved in pilot selection and training for 38 years. She received her doctorate in aviation psychology from the University of Illinois in 1977. She was a professor of human factors for 19 years and received numerous grants from federal agencies to examine pilot selection and performance issues. In 1995 Dr. Damos founded Damos Aviation Services, Inc., a company specializing in pilot selection. She has developed selection systems for air carriers in Africa, the West Indies, and Asia, as well as in North America. She has worked on selection systems for both *ab initio* and experienced pilots. Dr. Damos has a Commercial Pilot certificate with instrument and multi-engine ratings. She also holds the Instrument and Advanced Ground Instructor certificates.

**William R. Howse, Ph.D.**

**Damos Aviation Services, Inc.**  
Dothan, Alabama

William R. Howse, who received his doctorate in 1982 from the Florida State University, has more than 30 years experience in aviation related human factors, training, and pilot selection. Dr. Howse has managed programs and supervised multiple teams of research staff in pilot selection and training, including development of manual and automated selection systems for initial pilot training and for classification into specific aircraft types as well as selection instruments for unmanned aerial vehicle (UAV) operators. He has been involved in the development of individual, crew, and collective training programs and systems including initial pilot training and cockpit resource management programs. Dr. Howse has developed and evaluated simulation-based pilot training systems and innovations in the design of flight simulators. He has also taught test administration, and has performed test construction and educational program evaluation and has developed professional licensing exams for the State of Florida.



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Damos Aviation Services, Inc. (DAS) offers **a wide variety of services to help air carriers and flying training schools select the best applicants.**

We provide consulting services on all aspects of pilot selection from screening to final selection. **Our services include designing interview questions and rating scales, selecting cost-effective standardized tests, and developing methods to identify the best candidates.**

Our main office is located in Gurnee, Illinois and is approximately 35 minutes north of O'Hare International Airport and 40 minutes south of Milwaukee's General Mitchell International Airport.

The company was founded in 1995 and is a woman-owned business.



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**Damos Aviation Services, Inc.**

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