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To Whom It May Concern,

It is my pleasure to extend my highest recommendation for Captain Fred Kirijan. I first met Fred early in 2013, when we were entering into initial conversations with Boeing about partnering with them to put together a joint venture AQP Training Program on the B777. Boeing approached Fred about taking the lead on this AQP development program at the request Captain Kenneth Shrum, who is currently the Head of Training for Boeing US Training and Flight Services. Ken asked Fred to lead his AQP development team because of his extensive experience with AQP (Advanced Qualification Program) as the Manager for Delta. Fred worked, as part of Delta's original development team closely with the FAA to develop the original Delta AQP program over the course of about three years.

As a leader in the Delta AQP development team, Fred was key to putting together one of the best and initial AQP training programs in the industry. Fred was able to put together a very advanced AQP that consisted of task analyses, program audit databases, training curriculum and grading sheets that presented a very systematic and logical approach, and allow their APQ program to quickly become a model for the industry. Because of the excellence of the Delta program, Dr. Thomas Longridge, head of the FAA initial AQP efforts, modelled the originally format of 8400.10 after Fred's AQP approach and format as the prototype for the industry.

When Fred retired from Delta, he eventually went to work for Turkish Airlines to Develop and manage their ATQP program. This experience allowed Fred to develop global approach to AQP and enhanced his experience and knowledge in ATQP, the European Aviation Safety Agency (EASA) equivalent to the FAA's AQP. Since Southern Air is an International Freight Airline, we were very pleased to find the depth of Fred's experience and knowledge.

In a relatively short period, working with in coordination with Boeing through Fred, we were able to develop an AQP program that we feel would be one of the best in the industry. Fred is a very analytical thinker, which has served both him and us well as we worked together developing our AQP program. Throughout this process, I was able to witness Fred's knowledge level, drive, commitment, and strength of character.

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It is for these reasons that I am able to extent to Captain Fred Kirijan my unreserved recommendation.

If you have any questions please feel free to call.

Sincerely,



Keith Barton

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