Walker Air Transport
Operations Manual

WALKER AIR TRANSPORT

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Letter from the Founder & CEO

Hello, Pilots.

I want to take a moment to thank all of you for joining *Walker Air Transport* and embarking on this journey. My life in flight simulation started around 1998 when *Flight Simulator 98* hit the market, followed by the addition of home-quality (they were okay) flight yokes/throttles, etc. to my setup. Shortly after that, VATSIM was founded and it completely changed the experience. As I grew up, moved around, joined the Army and went to college, I slowly left behind the simulation world and took on other hobbies, though I never gave up my passion and love for flying. I left the U.S. Army in 2006 after serving multiple tours in Iraq, went to college and started my professional career in IT.

In 2012, I began working on my Private Pilot License at *Genesis Flight Academy* in Georgetown, Texas. It was an incredibly amazing experience and confirmed simulator practice does truly help you learn. I built up about 20 hours of flight time before I was asked to relocate to Pennsylvania for work. It was a difficult decision to make, but I ended my training and moved to start a new chapter in my life. This experience furthered my career, introduced me to my wife and brought me to Florida. My wife and I live at the beach with our 2 dogs (and a cat). As life settled down, though, I began getting back into flight simulators and building my home setup. I looked into local flight schools and took a few flights to see if I still had it in me, which I did. I have a 5-year plan that involves finishing my private license and starting on the other licenses required. My goal is to continue in IT and do this – teaching and discovery flights – on the side. It will be a slow roll, but in the end, I want it to be my retirement plan – my escape from corporate America. I'd be content just flying puddle jumpers to the Keys or Bahamas from here (and I'm in the perfect place here in Florida for it.).

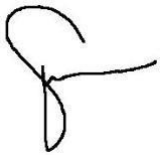### So, how did *Walker Air Transport* come to be?

Walker is my last name, and let's be honest – I love my career and what I do. However, if I could've done it differently, I would likely have started my own private airline (even if it was only a couple of C172s). And that's why I created *Walker Air Transport*. I began by creating liveries for my company. They were well-received on social media, frequently prompting questions about how they could be acquired. That got me thinking about how I could build a community with purpose. I didn't want to just upload my liveries to a site and let folks download them – I wanted to bring people into a community and give them a platform to fly together as *Walker Air Transport*.

In 2019, I decided to build a virtual airline named *Walker Air Transport* and accepted it would be a challenge – a challenge because very few virtual airlines not based on a real-world counterpart succeed. However, I wasn't letting that stop me! I began coding the platform and adding on to what was required; scheduled system, cargo system and charter system. A dedicated group of founders helped me guide the platform in the direction that would enable every Pilot to enjoy it. Features were implemented taking the difficult business of running a virtual airline and automating them. *Walker Air Transport* was created

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with the Pilot in mind. At the end of the day, by offering great features and functional flexibility, you can truly enjoy it and have fun!

As you read this *Operations Manual*, I'd like you to reflect on our mission and values and think about the impact you make. If you ever have a question or a need, my door is always open.

Thank you and happy flying!

Storm Walker
Founder & CEO

Within this document, you'll see references to a **Help or Request Form**.

This Form may be accessed by clicking the icon in the lower right corner of each web page in Crew Ops. Complete the form in the manner indicated and submit it for review.

INTRODUCTION

Purpose

The *Operations Manual* provides guidance for all of *Walker Air Transport*'s Pilots and Staff. With the exception of specific company flight manuals, which are published independently and may contain more restrictive operations, it details how the virtual airline operates.

Scope

The *Operations Manual* is approved by the Company's Founder and Chief Executive Officer (CEO). All Pilots and Staff are required to carry out operations in accordance with the Regulations it contains. All those who register and join the virtual airline accept these Regulations and agree to abide by them. Failure to comply with them may be grounds for dismissal from the Company.

If you do not agree with or cannot abide by any item within this document, contact **help@walkerair.us**.

Mission and Values

Walker Air Transport's mission is to:

- create and maintain a community fostering family; and,
- provide a realistic virtual airline experience in a fun, responsible and respectful manner.

We promote flight simulation and virtual airline communities in order to create awareness and share our support for all. In doing so, we have set high standards and require our Pilots to meet the tenants of our *Code of Conduct*.

Our Values:

Service to All	Reverence	Integrity	Dedication
Bring people together.	Respect and have compassion for the dignity and diversity of life.	Inspire trust through personal leadership.	Affirm the values of our organization and the joy of our passion.

GENERAL POLICIES

Age Requirement

To join *Walker Air Transport*, all Pilots must be *at least* **14-years of age**. Those aged 14-18 will also require permission from a parent or legal guardian. By applying to join the Company, an applicant affirms this permission has been granted.

Art Assets

The *Walker Air Transport* logo, avatar and livery design ('Art Assets') are copyrighted by *Walker Technologies*. **They are *not* to be modified in any way**.
NOTE: *Considered a form of branding, the Walker Air Transport livery is defined as a set of comprehensive design elements, incorporating unique color, graphic and typographical identifiers applied to our Company aircraft.*

The use of our Art Assets by company Pilots is governed by the following rules:

- You are free to use the Company's Art Assets for your **personal use** (streaming, social media, etc.) as long as you:
  - are an active Pilot with *Walker Air Transport*; and,
  - use them in a manner consistent with the Company's *Mission and Values* and *Code of Conduct.*

- If you are removed from *Walker Air Transport*, either by dismissal or your request, all assets incorporating the *Walker Air Transport* logo and/or avatar are to be deleted from your computer system. This includes projects involving the use of the Company avatar, logo, name or design likeness.
- If you have an interest in making liveries or mods, contact **help@walkerair.us**.

Aircraft developers maintain the copyright(s) of the base textures upon which the *Walker Air Transport* logo, avatar and livery are placed.

Aircraft Liveries

A custom, *Walker Air* livery has been painstakingly created for each aircraft in the company's Cargo, Charter and Scheduled Fleets – and in some instances, there are multiple liveries from which to choose. A significant amount of time and effort was expended to design them in a way to establish and enhance our company's brand... our unique identity... in the sim community. For that reason, whenever you fly using our proprietary, ACARS-based (*smartCARS* or *Bellerophon*) PIREP system, you're expected to do so in the company's livery. You risk being banned from the Airline for not doing so.

Code of Conduct

Being a *Walker Air Transport* Pilot is more than just flying and logging hours – it's:
- how you connect with your fellow Company Pilots;
- how you portray yourself and how your actions reflect upon the Company when flying in Air Traffic Control Simulation Networks (PilotEdge, VATSIM or IVAO); and,
- how you interact with others in the flight simulation community at large.

We have immense pride in our organization and its reputation. It's important to us to be known as a professional *and* respectable virtual airline. We also strive to be welcoming and supportive of people of all backgrounds. As such, it's our belief *everyone* deserves to be treated with respect and civility, whether you agree with them or not. From time to time, however, we understand there will be differences in opinion. While we readily acknowledge these differences and promote active debate and/or discussion around them, we consider the following behaviors when doing so to be **unacceptable**:

- Using offensive language to another Company Pilot or anyone else in the community;
- Engaging in public or private harassment, general annoyance, insults or defamatory/threatening actions or language;
- Engaging in disruptive or situationally-inappropriate behavior;
- Using profanity, vulgarity or derogatory comments towards anyone while in the Company Discord, Air Traffic Control Simulation Network and/or social media;
  NOTE: *Online forums and networks are not locations for inappropriate behavior, including arguing with others. Such posts will not be tolerated and are subject to disciplinary action (see below).*
- Trolling Company Pilots or others in the community;
- Sharing the private information of other Company Pilots with anyone without their express consent;
- Advertising another virtual airline (unless formally authorized in writing by the Business Office);
- Referencing, providing or linking to sites or locations holding/hosting illegal software;
- Uploading or distributing malicious material that may harm another Pilot's computer/device.
- Posting pornographic links or material;
- Discussing religion, politics or topics commonly known to be controversial in a community forum;
- Failing to maintain professionalism and **not** treating others with courtesy, civility and respect;
- Failing to exercise good manners and judgment when using online Air Traffic Control Simulation Networks under the *Walker Air Transport* name/call sign; and,
- Failing to use the Company livery – on all aircraft *and* at all times – while using *Walker Air Transport's* ACARS system.

In order to ensure these standards are maintained, *Walker Air Transport's* Business Office has created and implemented this *Code of Conduct*. Each item it contains is taken very seriously. Should you be found to have violated any tenant of this *Code*, they may, depending on the severity of the violation(s), be subject to the **Disciplinary Action** steps noted below, up to and including being relieved of their duty – immediately *and* indefinitely.

Violation Stage	Action Steps
First	Written Warning with Corrective Action(s) required to alleviate the offending behavior(s).
Second	Written Reprimand; a reduction in the accumulated earnings a Pilot has received in the *most recent* twenty-five (25) flights|PIREPS; a reduction in the total points a Pilot has accumulated in the *most recent* twenty-five (25) flights|PIREPS.
Third	Written Notice of Termination from *Walker Air Transport*; a permanent ban from the Company Discord.

The decision of the Business Office is final. No appeals are permitted.

And a final point… *Always* be respectful towards your fellow Pilots, Marshallers and Business Office Staff. Remember – in order to receive the respect of others, you must show respect to them.

If, for any reason, you can't accept the tenants of this *Code of Conduct* and agree to conduct yourself in the manner they prescribe, contact **help@walkerair.us**.

Piracy

Walker Air Transport does not condone nor allow the use of pirated software. If you're known to be using pirated software or discussing its use in our *Discord* or Social Media, you'll be terminated.

Privacy Policy

Walker Air Transport's **Privacy Policy** can be found in **CrewOps**.
NOTE: *This link will only work for Walker Air Transport staff and crew.*

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ADMINISTRATION POLICIES

Requirements

1. You must meet the minimum age requirement;
2. You must own a licensed copy of X-Plane, Microsoft Flight Simulator X / 2020 or Prepar3D;
3. You must have an active email account you can access on a regular basis;
4. You agree to be bound by the regulations in this Manual and Policies that may be communicated and/or distributed separately; and,
5. You must complete *at least* one (1) flight every thirty (30) days.

Transfer of Hours

Walker Air Transport doesn't set restrictions on aircraft types by Pilot rank; therefore, we do **not** transfer hours from another Virtual Airline or VATSIM.

Everyone begins their career with *Walker Air Transport* as a **Flight Student** with 0:00 hours of flight time.

Hubs

Walker Air Transport operates Hubs in North America, Europe, the Middle East, Asia and Australia. Their geographic locations are intended to support the company's *Strategic Plan*. If the Business Office determines a new Hub is warranted, it will be added. If a determination is made an existing Hub is no longer viable – *for any reason* – it will be closed.

In recognition of the Airline's international operations, liveries for the Cargo *and* Scheduled Fleets feature the national flags of the countries where Hubs are located. The following guidelines govern their placement on our aircraft:

- A country flag will only be added to **Cargo** and **Scheduled** liveries when a Hub has acquired a *minimum* of thirty (50) Pilots.
- Those Pilots:
  - □ must be **new** to the Airline and **not** Hub transfers; and,
  - □ must have *at least* 3 months of consistent flight activity. Those flights, however, do *not* have to be flights into and out of the Hub; and,
- The Hub must have been open for a *minimum* of 6 months.

Hub Assignments – Pilots

You selected your Hub assignment when you applied. If you wish to transfer to another Hub, complete and submit a **Help or Request Form**.

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Pilot Flight Requirements | Pilot Status

Every *Walker Air Transport* Pilot maintains a status based on the frequency of their flight activity.

Status	Description
New Hire	Must complete first flight within fourteen (14) days after receiving *Acceptance Email*.
Active	At least one (1) completed flight/PIREP in the past thirty (30) days
On Leave	No completed flight/PIREP in the past thirty (30)
Retired	No completed flight/PIREP in the past ninety (90) days

You will be placed **On Leave** if you do not complete *at least* one (1) flight every thirty (30) days.
You will be **Retired** if you do not complete *at least* one (1) flight every ninety (90) days.

NOTE: *A PIREP is, quite simply, a **Pilot Report**. It contains digital data about the flight you flew and completed. After processing that data in our automated, proprietary system, it's immediately filed, at which time it's also added to your Pilot Logbook and is available for review.*

Rehire Eligibility

Due to legal requirements, *Walker Air Transport* doesn't remove Pilot records. If you were:

- **Retired** for failing to complete one (1) flight every ninety (90) days – or by personal request – you may be rehired. Your statistics will be restored to the values they were at the time you were retired.
- **Dismissed** from the airline by administrative action, you are **not** eligible for rehire under any conditions or circumstances.

To be considered for rehire, contact **help@walkerair.us**.

Termination

You can be terminated for failing to adhere to:

- *Walker Air Transport's Code of Conduct*; and/or,
- Regulations in the *Operations Manual* and Policies that may be communicated and/or distributed separately.

If you think you were unjustly terminated, contact **help@walkerair.us**.

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OPERATIONS

Pilot Ranks

Walker Air Transport uses a combination of required hours and points to determine and award rank. You can read more about our point system in **CrewOps**.
NOTE: *This link will only work for Walker Air Transport Staff and Crew.*

In summary:

Rank | Title	Insignia	Minimum		Pay Rate (Hourly)
		Hours	**Points**	
Flight Student		0	0	$ 15.00
First Officer		25	300	$ 35.00
Senior First Officer		75	900	$ 45.00
Captain		150	1,200	$ 65.00
Flight Captain		300	3,600	$ 85.00
Senior Flight Captain		500	6,000	$105.00
Chief Pilot I		1,000	12,000	$115.00
Chief Pilot II		2,500	30,000	$135.00
Chief Pilot III		5,000	60,000	$165.00
Senior Chief Pilot I		7,500	90,000	$195.00
Senior Chief Pilot II		10,000	120,000	$225.00
Chief Pilot Emeritus		15,000	180,000	$255.00

Flight Classification

A completed flight is classified as being **Accepted**, **Rejected** or **Diverted**.

Note 1:	*A flight is classified as being Completed when it was, (1), flown from a departure airport to an arrival airport, and (2), documented by ACARS.*
Note 2:	*The Company's Landing Rate Standard is -600 fpm to 200 fpm.*

Accepted	Rejected	Diverted
The Company's *Landing Rate Standard* was achieved. All Points, Flight Hours and Pay are awarded. The PIREP is posted to your Logbook as being Completed | **Accepted**.	The Company's *Landing Rate Standard* was **not** achieved. No Points, Flight Hours or Pay are awarded. The PIREP is posted to the your Logbook as being Completed | **Rejected**.	No Points or Flight Hours are awarded. Pay **is** awarded. The PIREP is posted to your Logbook as being Completed | **Diverted**.

Flight Logs

You will only receive credit for a completed flight by using our ACARS system (**smartCARS** or **Bellerophon**). **No exceptions are permitted**.
NOTE: *This link will only work for Walker Air Transport staff and crew.*

Departure and Arrival Times

Scheduled flight times shown in *CrewOps* are displayed in UTC. This is simulator time, not real-world time. While **not** mandated, you're encouraged to fly those scheduled times within the simulator. In summary – if a flight departs at 1600 UTC, you do **not** have to fly it at the real-world time of 1600 UTC.

Pausing Your Sim

You may pause your SIM at *any time* during a flight *without* penalty.

Time Compression | Changing Simulation Rate

Time compression – or – changing the simulation rate during a flight **is** permitted as often as desired; however, a 15% penalty will be assessed against the total number of points earned for that flight if its use is detected by ACARS.
EXAMPLE: *53 points earned – 8 point penalty (.15 × 53) = 45 points awarded.*

IMPORTANT: *Time Compression is **not** permitted on any **Tour** flight. If you have changed the simulation rate in any way during the flight and submit a PIREP, you'll be required to re-fly that leg in order to advance in the Tour.*

Diversions, Emergencies and SIM Crashes

Diversions and Emergencies

If you experience an in-flight emergency, treat it as a real life experience. You may find the information below to be helpful in your recovery planning.

NOTE: *ACARS = smartCARS or Bellerophon*

Worldwide Persistence	Here's What Happens If You:	
	Stop ACARS and Submit PIREP	**Do Not Stop ACARS**
Divert To Departure Airport		
Cancel your flight and restart it.		
Divert To Any Other Airport		
Disabled	Your flight will be classified as **Diverted**. Starting point for the next flight: • *Cargo* and *Scheduled* flights: The nearest airport to where you landed having Cargo and/or Scheduled flights. If, however, the airport at which you landed *has* those flights available, you'll remain there. • *Charter* flights: Pilot discretion. .... The flight's hours, distance and points will be calculated from your departure airport to *this* airport, **not** the arrival airport noted in your Bid. **EXAMPLE:** *If you fly from KJAX to KDAL and land at KATL, you'll only get hours, distance and points for KJAX to KATL.*	**IMPORTANT:** *This action is only permitted for aircraft equipped with an Autosave feature. For all other aircraft, you are to cancel the flight and restart it.* Settle what needs to be done, restart the SIM and continue to your planned arrival airport. ACARS will reacquire your simulator and continue pushing data to our system. Based upon your landing rate and flight duration, the flight will be classified as either **Accepted** or **Rejected**. Starting point for the next flight: • *Cargo* and *Scheduled* flights: The planned **arrival** airport. • *Charter* flights: Pilot discretion.
Enabled	*Cargo*, *Charter* and *Scheduled* flights: The airport to which you diverted. **EXAMPLE:** *If you fly from KJAX to KDAL and land at KATL, the departure airport for your next flight will be KATL.*	

Once you arrive at your final destination and land, take a moment to review the ACARS log to ensure its entries appear to be normal and logically sequenced.

If Log entries look:	Action Step
Normal	Submit the PIREP, and, as noted above, if your landing has **not** exceeded the Company's *Landing Rate Standard*, it'll be automatically approved.
Not Normal	Click **Cancel**.
	NOTE: *Manual PIREPS are not allowed under any conditions.*

PIREP REVIEWS: *We certainly sympathize with you if something appears abnormal in your PIREP. However, we do not have any control over the operation and functionality of your computer, the stability of your flight simulator and addons, the performance of your Internet connection or any other operational factors affecting how data is collected and transmitted to us. As a result, we must trust the data your flight simulator generates and transmits to us via ACARS to be an accurate representation of what occurred during your flight. After that transmission occurs, we do not have the ability to change or alter any flight data nor will we ever do so.*

Afterwards, if you review the PIREP and flight tracker map, you'll see where you landed at the interim airport and subsequently continued to your final destination.

If you experience difficulties with this process or *ACARS,* complete a **Help or Request Form** for assistance.

PIREP *Flight Time 00:00* Entry
If you see a *Flight Time 00:00* entry in your PIREP, then, to smartCARS, it means you triggered a landing before you took off. It can happen in a number of ways while flight logging is taking place – for instance, by moving the plane or hitting bad airport mesh during your taxi to the runway or on the takeoff roll. The PIREP will be automatically rejected. *Manual changes cannot and will not be made.*
TIP: *Make it a habit to check your Flight Log immediately before and after takeoff – and regularly throughout your flight – in order to avoid time-wasting instances like this resulting in rejected PIREPS.*

SIM Crashes
If entries in your Flight Log file are determined to be improperly sequenced as a result of a SIM crash, the PIREP will be removed from your Logbook. *Manual changes cannot and will not be made*.

'The Flight May Now Be Ended' Line Entry In ACARS

It's wise to monitor your ACARS log periodically throughout your flight to ensure its data is being recorded and transmitted correctly. If, at any time *before* you land and taxi to a stop at the end of your flight, you see the entry below in your ACARS log, your PIREP will be rejected.

```
[xx:xx:xx] The flight may now be ended
```

No hours, distance or points will be awarded and we will **not** be able to fix it.

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Unlimited Fuel, Mid-Air Refueling or Enroute Refueling

Unlimited Fuel

The use of *unlimited fuel* – a PIREP indicating no fuel was consumed during a flight – is **not** permitted. If the use of unlimited fuel is detected by ACARS, your PIREP will be rejected. No hours, distance or points will be awarded and we will **not** fix it.

Mid-Air Refueling

The use of *mid-air refueling* – manually adding fuel to your aircraft while in flight to extend its range – is **not** permitted. If the use of mid-air refueling is detected by ACARS, your PIREP will be rejected. No hours, distance or points will be awarded and we will **not** fix it.

Enroute Refueling

The use of *enroute refueling* – landing at an airport not noted in your Bid and refueling to extend the range of your aircraft – is **not** permitted. If the use of enroute refueling is detected by ACARS, your PIREP will be rejected. No hours, distance or points will be awarded and we will **not** fix it.

NOTE: *Landing enroute to refuel is classified as a diversion. As such – and as noted in the [Diversions, Emergencies and SIM Crashes](#) section – a PIREP must be submitted when you land.*

Aircraft Substitutions

Our flight modules are built in a way substituting aircraft isn't necessary. Therefore, we don't accept substitutions. If a PIREP has a different aircraft than what was initially selected, it will be rejected.

Virtual Money

When you complete a flight and it's accepted, you're awarded virtual money. The amount you make per hour – and subsequently, for each completed flight – depends on the Pilot rank you hold. The money is used for jump seat tickets when you wish to move from one location to another for Cargo and Scheduled flights and for re-flying Tours.

NOTE: *Any virtual money you earn in the virtual airline has no real world value. As such, it can't be redeemed, exchanged or otherwise used.*

VATSIM, PilotEdge and IVAO

We don't require you to fly online, though it's strongly encouraged. To assist you in doing so, we've partnered with PilotEdge, VATSIM and IVAO. Whenever flying online, enter the following information in the remarks section of your pre-file.

<p align="center">CALLSIGN = WALKER // VISIT US AT HTTPS://WALKERAIR.US</p>

Your Callsign will **always** be your *Walker Air Transport* Pilot ID.

EXAMPLE: *If your assigned Pilot ID is WAT105, then you will file your callsign as 'WAT105' and use 'Walker 105' when making your radio calls.*

And a final note…

When using any of these online networks *and* the WAT call sign, you're considered to be an Ambassador of *Walker Air Transport*. As such, you are, at all times, expected to:

- be respectful of others;
- exercise good manners; and,
- engage in behavior not interpreted as being argumentative or disruptive behavior.

Additionally, to maintain a sense of professionalism, general chat with other *Walker Air Transport* Pilots while flying online should only be conducted on our *Discord* and **not** on an active network frequency.

If, at any time, we learn about the questionable or disruptive behavior of one of our Pilots while flying on an online network, the matter will be fully investigated and, if deemed appropriate, the Pilot will be formally disciplined in accordance with our Disciplinary Action Steps (*see above*).

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Version History

Version	Date of Change	Changes Made	By
1.0	01/20/2020	Initial	Storm W.
1.1	04/08/2020	Verbiage updates; Formatting revisions; Visual tweaks	Bill H.
1.2	04/11/2020	Hyperlinks updated	Bill H.
1.3	5/13/2020	Updated *Diversions, Emergencies and SIM Crashes* section	Bill H.
1.4	5/17/2020	Miscellaneous verbiage updates and revisions; Added *Pilot Flight Requirements	Flight Status* section; Refreshed visuals	Bill H.
1.5	5/18/2020	*SIM Crashes* section updated	Bill H.
1.6	6/9/2020	*Updated Pilot Ranks; Added 'No Mods' language to Art Assets section*	Bill H.
1.7	6/9/2020	*Pilot Ranks reverted to previous types*	Bill H.
1.8	6/19/2020	Revisions to *Flight Classification* and *Diversions, Emergencies and Sim Crashes* sections; Deleted *Charter* reference in the *Table of Contents*	Bill H.
1.9	7/4/2020	Added *Aircraft Liveries* section; added last bullet point to the *Code of Conduct*	Bill H.
2.0	11/8/2020	Added verbiage around what a pilot cannot use our Art Assets for.	Storm W.
2.1	2/01/2021	Format tweaking; Verbiage revision in *Art Assets* section; Pilot pay revisions	Bill H.
2.2	2/14/2021	*Code of Conduct* revision; *VATSIM, PilotEdge and IVAO* revision; Add *Time Compression* verbiage.	Bill H.
2.3	5/11/2021	Revised *Pilot Status* verbiage for clarity and consistency; Reordered items in *Administration Policies* section. Added *PIREP REVIEW* verbiage; Revised *Art Assets* verbiage; additional verbiage and format tweaks throughout	Bill H.
2.4	6/02/2021	Added new *Rank	Points	Flight Hours	Hourly Pay* graphic	Bill H.
2.5	6/21/2021	Revisions to Diversions, Emergencies and SIM Crashes section; Added *'The Flight May Now Be Ended' Line Entry In ACARS* and *Unlimited Fuel, Mid-Air Refueling or Enroute Refueling* sections	Bill H.
2.6	9/03/2021	*Art Assets* verbiage revised.	Bill H.

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Version	Date of Change	Changes Made	By
2.7	09/12/2021	Revised *Time Compression* section verbiage for clarification; Added Tours verbiage to *Virtual Money* section; Added *PIREP Flight Time 00:00 Entry* section.	Bill H.
2.8	11/06/2021	Clarification verbiage in *Aircraft Liveries*; Eliminated 'NOTE' in *Hub Assignments – Pilots*; general format and visual tweaks.	Bill H.