

- This regulation is part of a body of mandatory documents for admission to Skyward Air Virtual, with no possibility of forgetting or refusing such document. The intention of this set of rules is to briefly present the rules and requirements to be followed by all members of the group. After acceptance, it is mandatory to read the Pilot Guide (**alpha**) to access all the rules.

- The HR department, together with the Board of Directors, are responsible for preparing and issuing this document. Eventual updates will be made available later in the form of NOTAMs for everyone. It is important that everyone has updated information to avoid problems.

- Flights are mandatorily carried out on the **IVAO network**. From the moment of acceptance of their registration, pilots become physical representatives of Virtual Airline on this network and, therefore, must comply with the rules not only of VA itself, but also of IVAO and VATSIM.

- All flights must have in their remarks section, in their flight plan, the following entries: **OPR /SWD PIC / SWDZZZZ (ZZZZ YOUR CALLSIGN).CS/ SKYWARDWINGS**

- The VOIP Discord platform is available for use before / during / after flights and its use is optional on scheduled flights and mandatory for events. The discord rules are in rules tab.

- Flying in other VAs is allowed as long as the following criteria are met:

- Not being part of the Staff and / or being CEO of that VA

- **Skyward Air Virtual is a non commercial virtual airline and has no connection with real-life flight operations, all content available here is for flight simulation only and is strictly prohibited for real flights.**

- Skyward Air Virtual provides paintings and documents for aircraft from the respective simulators:

FS2004, FSX, Prepar3D, X-Plane 10/11

- Skyward Air Virtual, more specifically the HR Department reserves the right to deny applications for any reason, without justification.





- Requirements:

- **Have at least 150H on IVAO**

- **Speak English fluently***

- Pilots must be available to make **1 monthly flights** at the risk of being disconnected from Skyward Air Virtual in case of not doing it

Pilot Ranks

Rank Title	Minimum Hours	Rank Image	Pay Rate	Total Pilots	Options
New Hire	0		\$54/hr	5	Edit Delete
First Officer	150		\$2000/hr	0	Edit Delete
Captain	250		\$5000/hr	0	Edit Delete
Senior Captain	350		\$7000/hr	0	Edit Delete

Career:

- The document that governs Skyward Air Virtual's career plan is **Operational Manual** and its reading is mandatory after the pilot's entry.

- Our VA has 5 active HUBs that can be chosen at registration:

- **Absence:**

The pilot may request, at any time, temporary leave from his regular activities, simply by requesting a leave of absence in our Icrew System. It is necessary to inform when you intend to return the activities so that the leave is legitimized. **The reason for the absence is optional.**

- **Inactivity:**

After the first report, if the pilot does not fulfill the minimum of 1 flight per month and there was no justification for this will be dismissed from the Skyward Air Virtual's pilot board.

- **Expulsion:**

The pilot will be automatically disconnected from the VA (**without prior justification**) if he violates strict IVAO rules, using VA for illicit purposes, as well as disrespecting the strict rules of Skyward Air Virtual.

- Final considerations:

Skyward Air Virtual expects to have a long-lasting relationship, based on ethical principles and mutual respect with its pilots, fostering a virtual collective learning environment.

14. Privacy Policies GDPR (GENERAL REGULATION ON DATA PROTECTION):

According to the new privacy policies, when registering, the crew member automatically complies with the new rules defined by the European Union (GDPR).

Pertaining to the GDPR if you wish to have your Data removed from IVAO you may contact them to request the removal of your data here.

<https://www.ivao.aero/ContactGDPR.asp>