



vBlue

Code of Conduct

v1.0

Dear organization member:

What makes pilots sign up for this virtual airline as opposed to others? What brings us together as a vBlue community? The short answer is you. All of us have a role to play in making this organization a diverse, inclusive, and embracing community. The efforts we put in today will have a lasting impact tomorrow. It is up to each of us to set the example of being not just any virtual airline, but an organization that thrives on professional relationships and community experience.

It is often said that the vBlue community feels like a family. Let this document serve as the fundamental reason as to why that is. The flights, memories, and people will have an everlasting impact on the image and reputation of vBlue.

The establishment of this Code of Conduct builds this organization's commitment to being an inclusive community and prevents unethical behavior. Together we make vBlue, vBlue! The success of this virtual airline depends on all of us to do the right thing.

It has been a privilege to work with many of you as CEO, we are fortunate enough to have an amazing staff who work tirelessly to deliver an amazing vBlue experience. But it's important to note that none of this organization's success would exist without your involvement. Thank you for making this virtual airline a success and being a part of an amazing community.

Blue Skies,

A handwritten signature in black ink that reads "J. Gyapong".

Jordon Gyapong

Chief Executive Officer

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Section 1. Maintaining the 'Blue' Standard

1.01 Expectations of Pilots

Pilots are the main driving force of vBlue. Believe it or not, when someone thinks about vBlue, they think of our pilots and their general behavior. As mentioned in the introduction, it only takes one bad experience with one of our pilots to make someone's view about the organization diminished; something vBlue wishes to prevent.

You, the pilot, are what people think of when they think Blue. But what exactly does the 'Blue' Standard entail? Simply, the five core values of the company JetBlue Airways: Safety, caring, fun, integrity, and passion. By using this set of core values, and the guidelines of appropriate actions below, vBlue will always be in good hands.

- Pilots should always act with integrity and passion towards the organization as a whole, not just acting for themselves.
- Pilots should always display a fun-loving attitude towards crew members and other members of other organizations world-wide. Remember, all pilots share a common interest: flying.
- Pilots should be respectable and caring to other community members. We all share the same space, let's make it enjoyable!
- Pilots should fly with safety in mind.
- Pilots should assist other pilots in need, helping a community member or other organization member out whenever they are in distress.
- Be a friend, try not to make enemies. You never know when you might need someone else's help one day.
- Put the community before yourself and always ask the question: Will this action change someone else's perception of the organization and me?
- Ask questions. There is never a stupid question.
- Pilots should get involved in the community – push for events and gatherings and make them the best that they can be.
- Pilots should always act ethically and lawfully.

Although the 'Blue' Standard is not just what is listed above, a big part of the 'Blue' Standard is you. You, as stated prior, are the face of our organization. What is even better? We know that you are the perfect person to be in that position. Understandably, we do not just hire every pilot that applies; our management does our research and truly asks the question: Will this person assist in benefiting our community?

If you are a member of our organization, we obviously found that answer to be yes. You, the pilot, makeup our community and for that, the administration of this organization is forever grateful. As always – keep up the good work and maintain that 'Blue' Standard!

1.02 Expectations of Management

Pilots may be the face of the organization; however, management is undoubtedly the backbone to our entire operation. Without management, many operations, programs, and ideas would not

have been instituted to make our organization better than any other. Every member is truly indebted to the volunteer work and ideas that management provides to all members.

As a management member, the requirements are upped; however, every management member is capable of rising to the requirements that are presented. Management members are the true reflection of the 'Blue' Standard and serve as a role model to the entire vBlue Community.

So what are the expectations of a management member? Simply that:

- Management should serve as a role model, to not just our community, but the entire world. Although obligated, they should want to follow the expectations listed within to ensure the community is the best that it can be.
- Management should want to ensure JetBlue Airways' five core values are instilled within the organization.
- Management should lead and excel, making pilots want to become more involved within the organization.
- Management should serve as a representative for the organization, acting in best interests when dealing with members of other organizations.
- Management should be ethical in their operations, always acting lawfully as well.
- Management should push what we call "normal boundaries" to ensure the organization and its members reach new limits.
- Management should always assist members, helping anyone in need along the way.
- Management should put pilots first, themselves second.
- Management should inspire not only organization members, but any person interacting with them.
- Management should want for their organization and pilots to be better, in any way possible.
- Management should encompass the five core values of JetBlue Airways in their daily operations and dealings.

Our administrative management knows that pilots and management together is what inspires and really pushes the airline to new heights. We, the administration, have turned down many qualified individuals because we did not believe they had the 'Blue' Standard that all of our management currently carries.

To be selected as a management member means that you hold the 'Blue' Standard inside of you. Ultimately, that we believe you have the ability to lead this organization to success. Management should act fairly, with the organization always in mind. Pilots can be rest assured that they are in great hands.

Section 2. The World Around Us

2.01 Dealing with Competitors

There will always be that push to be better than our competitor organizations; however, it is important to be a respectable community-oriented member when dealing with our competitors. Any member of our organization should remember that competitors have a similar mind to vBlue, wanting to secure our hobby of flying throughout the world.

It is extremely important to understand that vBlue is a part of a bigger community, the virtual airline community. Each organization within the community has the common goal of securing our hobby as stated above, and although we strive to ensure our organization is the best and better than competitors, without our competitors, our organization would not be what it is today.

Our competitors allow us to push to be better in a never ending cycle to be on top. When you slow this cycle down, in reality, we are just making the entire online aviation community better for everyone with new ideas and revolutions to the old style of accomplishing tasks.

So, what really is vBlue trying to say? Respect our competition? That is exactly what we are trying to say. vBlue is certainly not the first nor last to join the bigger virtual airline community and without this community, vBlue could never succeed. The support that the community gives to vBlue is colossal and we wish for our pilots to give that back to the larger community.

Conclusively, our organization promises the following when dealing with competitors:

- To respect competitors, despite our push to be better than them.
- To understand that our competitors have a like-mind and wish to fulfill the same goals of securing virtual aviation as a hobby for all.
- To help our competitors at their lowest point, so they can reach their highest. Remember, our competitors help us to reach our highest point too!
- To ethically and legally deal with our competitors, again, despite our push to be better than them.

We hope that pilots truly operate to the goals set in this section and this entire document. The way that vBlue ethically and responsibly deals with other organizations deemed as competitors really is what makes our virtual airline known and respected. Because we respect other entities, we receive the same respect in return.

It certainly is something to think about when pulling out of the ramp for your next flight. Maybe letting another plane before you on the taxi would not be as bad as you thought it would be.

2.02 Dealing with Partner Organizations

Partner organizations, largely different from competitors, will always strive to push us in the right direction for organizational growth. We respect our partners, and in the process of pushing for us to be better, we shall push for our partners to grow with us too.

We, as an organization, will always ethically and responsibly deal with our partners to ensure the best possible outcome for growth and development for both our organization and the partner organization.

We, in addition to responsibly and ethically dealing with our partners, will attempt to ensure our partner organization's stability in the market in any way possible, with the help of our resource base.

We will fully trust our partner and their decisions, and continue to back their decisions if we wish to remain a partner with them.

Partners can rest assured knowing that vBlue has their back as long as they have ours too.

Section 3. Institution of the Code

3.01 Disciplinary Actions for Violations

The Code of Conduct is a policy document that is expected to be followed 24/7/365 by all our organization members wherever their travels may take them. As stated before, our pilots and members are the face of the organization, and actions by them may change someone's view of the organization.

A violation of this document will be treated as a policy violation as outlined in the vBlue Pilot Handbook. Violators will be subject to a route of discipline outlined in Section 8.01 of the document.

3.02 Reporting Unethical Behavior

It is the responsibility of our pilot and member base to be the eyes and ears for the organization. Pilots and members should report unethical behavior or Code of Conduct violations to an administrative management or crewbase management member immediately to prevent further conflict.

Confidentiality will be ensured when reporting a Code of Conduct violation to virtual airline management.

3.03 Acknowledgement of the Code

By submitting a pilot application, the pilot or member of the virtual airline thus acknowledges that they understand and will comply with the Code of Conduct in their daily operations. In addition, they understand the disciplinary actions for a violation and how to report any unethical behavior seen within the organization.

The pilot or member also acknowledges that vBlue does not tolerate discrimination of race, religion, national origin, color, sex, age, veteran status, or disability and a pilot or member will not be discriminated upon those factors.