

Phillip T. Gibson



Director of Aviation/Operations, Director of Safety, Chief Pilot, Adjunct Professor. Senior Operations & Management Consultant (Wyvern Lead and IS-BAO auditor, and AMS).

Mr. Gibson is a valued member in aviation. He is a highly accomplished aviation professional with extensive experience in financial, operations, safety and regulatory compliance. He currently holds Director of Operations for D & D Aviation/SevenJet/C & L Aviation. He has held the positions of Director of Flight Operations/Aviation, Chief Pilot, Director of Safety and Check Airman, senior consultant/lead auditor.. Phil's distinguished career as a pilot and manager include more than 38 years of experience in the FAR Part 91, 135 and 121 environments. He has amassed more than 23,500 flight hours and is type rated in the Gulfstream G450/GV/G550, the Falcon 900 B/C/EX series, Boeing 737/757/767, the Learjet 20/30/50 series and the Fokker F28.

He previously held positions at Stratus Management as Director of Aviation, Pentastar Aviation as Director of Safety and the Assistant Director of Operations and ACM Aviation, LLC in San Jose, CA as Chief Pilot/Check Airman. Phil holds an Airline Transport Pilot license with Aircraft Single and Multi-Engine land ratings. He also holds a Certified Flight Instructor rating for single and multi-engine aircraft with advanced ground instructor and instrument ground instructor ratings. Phil is also a licensed Dispatcher and holds a Flight Engineer (turbojet) license.

While Phil was working with ARGUS and Wyvern he was an operations auditor and conducted safety/financial evaluations of both commercial and non-commercial aircraft management companies. His duties also involved consulting with multiple aviation operations where he was focused on devising strategies for new and existing corporate and charter operators to improve operations, management, leadership, training and financial functions. Phil has conducted ARGUS "Platinum" rating and IS-BAO audits to charter operators, corporate flight departments, helicopter and utility resource operators as a lead auditor.

As a senior consultant with AMS, Phil has led teams during flight department audits (including financial analysis as well as operational, dispatch, management, maintenance), aircraft completions, fleet analysis, budgeting, air travel analysis, hiring and other corporate and charter flight department projects at the C-level and below.

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Under an Embry-Riddle Aeronautical University program, Phil teaches the National Business Aviation Association's ("NBAA") approved Corporate Aviation Management Certificate (CAMC) Professional Development Program ("PDP"), which serves to provide continuing education for aviation professionals in both the commercial and non-commercial arenas. His core competencies are in the areas of finance, accounting and budgeting. He developed the Finance and Budgeting course, and teaches 5-7 core courses.

Phil serves on the NBAA's Business Aviation Management Committee ("BAMC"), which is one of twelve standing committees. CAMC's goal is to raise the bar for all segments of the business aviation community with objectives that include general guidance for the membership with a specific focus on leadership and management. These efforts are orchestrated through professional and educational development through the annual "Leadership Conference", the NBAA's Management Guide and the Compensation/Benchmarking Survey. Phil holds a Masters Degree in Business Administration with a concentration in finance from Mercer University as well as a Bachelor of Science Degree in "Professional Aeronautics" from Embry-Riddle Aeronautical University. He has also attended IS-BAO training and is a certified IS-BAO auditor.

Phil has been fortunate to be affiliated with and learned from some of the best business minds in aviation. Very few individuals have had the experience of presenting aviation business plans to such people as Mark Markula (Early venture capitalist for Steve Jobs) Tom Siebel (Siebel Systems CEO now Oracle), Fry Electronics, Marvel, Dan Warmanoven, CEO of NetApps, Marcus and Millichap, Jeff Prince, CEO of Consentry, Gilead Sciences, SJC Jet Center/Atlantic Aviation, Ken Oshman, CEO of Echelon Industries and Steve Jobs venture capitalist. Joe Gibbs Racing, Chrysler, Pulte Homes, General Motors, Krispy Kreme Donuts, Food Lion, LLC, Teal Aviation.

Leading, managing, team-building are specialties of Phil. Here are his accomplishments to date:

- Over a two-year period, turned a sub-optimally managed CFR Part 91 (corporate) six aircraft flight department into a well-functioning, fully IS-BAO compliant operation by hiring highly competent and qualified professionals who joined him in changing the culture, flight, maintenance and line operations into a best-industry practices flight department.
- At a leading corporate and charter aviation consulting firm, led the IS-BAO auditing division and semi-customized the overall auditing functions within the consultancy to provide leading edge safety consulting services and other services and products that were profitable.
- As Director of Safety and Assistant Director of Operations of a large aircraft management company, developed, implemented, trained, and fostered a safety program which included ERP and IEP.
- As Chief Pilot of a large aircraft Management Company, assisted with setting and meeting the financial goals for the flight department by completing the aircraft management division budgeting process/procedures/policies as well as cost control of overall flight department expenses. Maintained excellent relations with customers, vendors, and regulators and aircraft owners. Led and managed 50+ pilots and 11 cabin attendants. Changed the culture within the aircraft management division as well as assisted with cultural change of overall FBO culture. Achieved and rebuilt trust between the aircraft Management Company, its pilots and aircraft owners.
- Line Captain at a major US airline, 29 years, accident free.

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- Was the first professor/instructor to develop the first course for the ERAU NBAA PDP. Have taught the ERAU PDP since 1998. Have taught several live courses at NBAA conventions. Continue to teach, learn and foster leadership and financial managerial development with the aviation community
- Over 13 years as a Wyvern, IS-BAO and ARGUS auditor
- Started own corporate and charter aviation consulting firm in 1998, offered leading edge CRM/HF training as well as air travel analysis.
- Served on the NBAA CAMC for 6 years
- Earned a MBA-Finance while flying a full schedule at USAirways

PHILLIP TODD GIBSON

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AVIATION INDUSTRY MANAGEMENT

Operational Excellence • Flight Department Administration • Fiscal Management

Highly accomplished, visionary Aviation Industry Management Professional with extensive experience in operations management, personnel administration, regulatory compliance, pilot training and P&L accountability. Talent for initiating and administering flight departments for new and existing operations. Possess thorough knowledge of RVSM, DRVSM, Wyvern auditing practices, CRM principles and Change Management methodologies to ensure best practice implementation at corporate and charter operations. Serves as a Subject Matter Expert in all financial aspects of aviation operations.

CORE COMPETENCIES

- Innovative Leadership
 - Change Management
 - IS-BAO/ARGUS Auditing
 - Financial Analysis
 - Cost Reduction
 - FAA Regulation Compliance
 - P&L Management
 - Due Diligence
 - Mentoring and Coaching
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PROFESSIONAL EXPERIENCE

WORLD CLASS JET, LLC/DBA HORIZON JET MANAGEMENT – AIR CARRIER 135 CERTIFICATE # WCEA118K

HOUSTON, TX.

Director of Operations

September 22, 2017-Present

On September 4th, 2017 World Class Jet LLC/ Dba Horizon Jet Management hired Phil Gibson for the position of Director of Operations. Based on review and requirements of 14 CFR 119.69 and 119.71, Mr. Gibson was found to be an acceptable candidate for the Director of Operations position. Horizon Jet Management's CEO appointed him to the Director of Operations position effective September 22, 2017.

Meets Director of Operations requirements of FAR 119.69 and 119.71. Directs and oversees the day-to-day flight operations. Responsible for the training, supervision, and direction of department staff. Maintains excellent relations with customers, vendors, and regulators.

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GRANDE AVIATION, LLC – AIR CARRIER 135 CERTIFICATE # 9GEA814M---KNOXVILLE, TN.

VP & Director of Operations

October 2015-March 2016

Meets Director of Operations requirements of FAR 119.69 and 119.71. Directed and oversaw the day-to-day flight operations. Responsible for the training, supervision, and direction of department staff. Maintained excellent relations with customers, vendors, and regulators. Hired Director of Maintenance, Dispatcher/Head of Charter sales, Chief Pilot, and several line pilots.

Stratus Management, Inc.—Spartanburg, SC

September 2013—August 2015

Director of Aviation

Implemented and managed the Safety Management System (SMS), Flight Operations Manual (FOM), Emergency Response Plan (ERP), and achieved IS-BAO Stage 1 status. Have provided strong leadership and achieved managerial turnaround of Stratus flight and maintenance operations as well as improved overall communication, professionalism, integrity and effectiveness of all managerial processes. Internal financial analysis, fleet planning and continued optimization of flight operations going forward with eye on overall cost control are objectives in 2015 and beyond.

Aviation Management Systems—Portsmouth, NH

January 2009-- Present

Senior Consultant

Management consulting for corporate and charter flight operations for owners, operators, service providers and manufacturers of business and commercial aircraft. Provide cost effective solutions to complex aviation issues which include but are not limited to: whole aircraft ownership and management, jet card programs, third party charter, fractional ownership, aircraft audits and evaluations, oversight of aircraft completions and refurbishments, market analysis and research, litigation and expert witness, contract negotiations, aircraft marketing and numerous other valuable services. Conduct safety evaluations of charter and corporate aircraft operators on behalf of corporate customers. Perform IS-BAO audits related to safety, regulatory compliance, and operational management utilizing industry best-practice benchmarks.

PENTASTAR AVIATION, LLC—Waterford, Michigan

September 2007—May 2008

Director of Safety/Assistant Director of Operations/G450/GV/G550 Captain

Implemented and managed the Safety Management System (SMS) for Pentastar Aviation Flight Operations. Serve as Captain on the G450/GV/G550 aircraft for a Part 91/135 Aircraft Management Company that provides turn-key air travel management to corporations, executives and high net-worth individuals. Operate flights to worldwide domestic and international destinations. Possesses extensive knowledge of EFIS and FMS systems, high volume airport operations, international procedures and utilization of CRM philosophies. Meets Director of Operations FAR 119.71 (a) requirements.

ACM AVIATION/SAN JOSE JET CENTER, AIR CARRIER CHARTER CERTIFICATE – SAN JOSE, CA.

Chief Pilot

2005- 2007

Meets Chief Pilot requirements of FAR 119.71(c). PIC/Check Airman, Part 135 qualified in large cabin Dassault or Gulfstream aircraft. Directed and oversaw the day-to-day flight operations. Responsible for the training, supervision, and direction of department staff. Assisted with setting and meeting the financial goals for the flight department by completing the aircraft management division budgeting process/procedures/policies. Maintained excellent relations with customers, vendors, and regulators.

US AIRWAYS – Charlotte, NC

1985-2014

Captain

Serve as a Captain on the B-737, with previous experience on the B-727/757/767 and F-28 aircraft for a Part 121 scheduled passenger airline, operating flights to domestic and international destinations. Possesses extensive knowledge of EFIS and FMS systems, high volume airport operations, international procedures and utilization of CRM philosophies.

Key Achievements:

- Led several initiatives, collaborating with peers, management and pilot group to develop a cohesive unit among merged pilot groups from three separate airlines with a focus on corporate cultural change utilizing a 360-degree process.
- Authored several articles for the US Airways pilot newsletter on the relationship between Corporate Culture and Values in the workplace and the effect on employees.
- Serve on the USAirways Safety Committee and Fatigue Steering Committee. Currently working on pilot, flight attendant, dispatcher and maintenance technician fatigue countermeasure programs and implementation of the new FAR 121 flight/duty time regulations.

EMBRY RIDDLE AERONAUTICAL UNIVERSITY – Daytona Beach, FL

1996-Present

Adjunct Professor – Online Courses / Conference Presenter

Facilitate the online learning process as a Subject Matter Expert within the NBAA Professional Development Program, educating corporate aviation professionals. Devised and implemented financial courses focused on financial statement review and analysis, operational management, budget development principles, purchasing justification and substantiation, establishment of financial controls, general and responsibility accounting principles, differential and incremental cost analysis, buyer/supplier relationships, aviation contract negotiations and maintenance planning. Sourced course text, conducted requirements identification sessions with corporate operators, and developed materials to provide a well-rounded, valuable course selection. Work with Embry-Riddle developer on keeping several Embry-Riddle PDP courses updated.

Key Achievements:

- Instrumental member of the team which initiated and launched the 23-course NBAA Development Program.
- Authored comprehensive case studies on fractional ownership, aircraft retrofitting, leadership and finance/accounting.
- Taught Airline Operations to 25 Chinese Aviation Managers in 2015/2016; Corporate Aviation Finance & Budgeting and Financial Impact of Decisions workshops at the NBAA Management and Maintenance Management Conferences in 2003/2004. Taught Customer Service Programs at the NBAA convention 2010 and Recordkeeping and Regulatory Compliance at the NBAA Schedulers/Dispatcher conference.
- Teach MGM 2000 Safety Management Systems under the “Risk Management” program at ERAU.
- Conducted conference and workshop presentations on Aircraft Selection, Outfitting and Retrofitting, Flight Department Leadership and Motivation, Team Building, and Organizational Behavior
- Currently teach 11 of the 23-course NBAA PDP. Have updated two courses and will be updating another three courses over the next three months.

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ARG/US “Platinum” Lead Auditor—Greenwood Village, CO.

2010 to 2016

Operations Auditor

Conduct ARGUS “Platinum” rating audits to charter operators, corporate flight departments, helicopter and utility resource operators as a lead auditor.

WYVERN CONSULTING, LTD. – Palmyra, NJ

2003-2005

Operations Auditor

2016- Present

Conducted safety evaluations of charter and corporate aircraft operators on behalf of corporate customers. Perform audits related to safety, regulatory compliance, and operational management utilizing industry best-practice benchmarks.

CROSSWIND CONSULTING – Statesville, NC

1998-Present

President and Aviation Operations Consultant

Devised strategies for new and existing corporate and charter flight departments to develop and/or improve operations management, leadership, training and financial functions. Attended NBAA conventions to conduct CRM, RVSM and leadership development workshops. Formulated feasibility studies for various entities regarding DRVSM implementation, pilot training and application processes.

Key Achievements:

- Partnered with Jeppesen to provide NASCAR pilot crews with situational awareness and workload management training after the Hendrick Motor Sports accident.
- Collaborated with the FAA on the initiation and implementation of DRVSM.
- Developed and presented a comprehensive CRM training program for corporate and charter operators. Presented to several Fortune 500 flight departments.
- Completed several aircraft justification projects for corporations.

MIDNITE EXPRESS, INC., Air Carrier 135 Certificate – Atlanta, GA

1985-1987

Director of Flight Operations

Orchestrated the development and implementation of the flight operations department, including recruitment, management, and training standardization of 25-line pilots for a Part 135 operation. Established the seniority system and maintained an open line of communication between flight operations and executive officers. Directed safety program through diligence and standardization of all participating functional areas. Collaborated with the Director of Maintenance to ensure optimal scheduling of fleet maintenance.

Key Achievements:

- Conceptualized and implemented more effective pilot training processes, which resulted in annualized savings of approximately \$27,500.
- Directed safety program through diligence and standardization of all participating functional areas.
- Assisted President through astute P & L management and emphasis on operating efficiencies, contract negotiations, employee development, product management and flight operations logistics.

Other positions held included Captain / Training Captain at Courier Dispatch Aviation (1984-1985); Captain at Kalitta Flying Service (1984); and Chief Pilot / Captain at Flight International (1982-1984). Phil also grew up on an airport that his dad built in the mid 1960's which included FBO, aircraft sales, flight school and aircraft maintenance. Phil learned a strong work ethic and the high customer service levels that were required with airport operations.

EDUCATIONAL BACKGROUND

Master of Business Administration – Concentration in Finance • Mercer University – 1994

Bachelor of Science in Professional Aeronautics • Embry Riddle Aeronautical University – 1990

PUBLICATIONS & CASE STUDIES

“Johannson Development Company,” A Director of Aviation has been hired to ‘right the ship,’ and is challenged with turning his flight department around and experiences a lack of goal congruency between his senior management team and support when he attempts to make the right decisions.

“Safe-Wings Inc./SJJC 2005-2007,” Budgeting process of a large aircraft management company. The Chief Pilot grapples with being assigned the completion of this process while maintaining his Chief Pilot duties. The CEO and other senior management are a part of of large dysfunctional organization where leadership is weak. The Chief Pilot must figure out how to manage and lead through a maze of senior managers unwilling to assist him, while he is surrounded by a narcissistic corporate culture.

"Gobbling by companies frequently leads to hobbling of Flight Ops," Phillip Gibson, Professional Pilot Periodical M & A article

Peachtree Microsystems Case Study: Conflict Resolution between Aviation Manager, Line-Pilots, and Senior Management

Southern Pacific Insurance Company Case Studies: Financial analysis of fractional share purchase versus Airplane Ownership; Costing of Power By the Hour Maintenance Program; Financial Impact of Placing Lear 45 on charter certificate

Custom Products, Inc. Case Study: Transformation of flight department into a "world-class" operation as part of a company-wide revitalization and continuous improvement process.

Carringan Farms Flight Operations Case Study: Financial analysis of retrofitting older Falcon 20F with Allied Signal's 731 by department aviation manager and maintenance manager.

MEMBER COMMITTEE

NBAA Business Aviation Management Committee (BAMC). One of NBAA's 12 Standing Committees. Goals in business aviation are to raise the bar for all of the business aviation industry. Some of the objectives of this committee are; NBAA membership Leadership/Management Development and PDP course approvals, Professional/Educational Development through the annual Leadership conference and maintaining the NBAA Management Guide and Compensation/Benchmarking Survey.

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