



March 10, 2011

Roly Brazier
Managing Director
OSPAT Pty Ltd
Level 1, 37 Collingwood St.
Osborne Park 6017
Western Australia

cc: Gordon Dupont, System Safety Services

Dear Roly,

I thought that I would send you a written report regarding the use of the Fit to Work Program over the past year.

We have found this tool to be very valuable in helping to determine that our flight crews and maintenance technicians are fit for duty when they are coming to work. Gordon Dupont has been very helpful in helping us refine this program so that it has become more useful to our situation. He has provided us with a program manual and interview form that we were able to modify to fit our specific use.

As with last years report, the largest issue was the alert that occurred after normal working hours. With Gordon's help, we have established an interview process that is conducted by one of the individual's co-workers (another pilot assigned to the trip or another maintenance technician). This process seems to be working very well with little to no complaints from the employees. Last year I reported that we were using the Raindrops game to do this but we felt that it just did not give us the reliability that we were looking for. From April 1, 2010 until March 1, 2011, we conducted 900 tests and experienced 37 alerts and 134 cautions. Of the alerts, 27 was from pilots and 10 was from maintenance technicians. Each alert was handled by interviewing the testee and in all cases a determination was made for that individual to proceed to work.

As you know, this program gives us a very good indication about an individual's fitness for work but certainly is not a definitive answer to that question. I believe that having this program as part of our Safety Management System gives Aero Jet a high level of confidence that an individual is actually fit for duty and gives us the opportunity to address an individual's fitness when it is questionable. Although all alerts were cleared to proceed to work, that might not always be the case and through the use of the FTW tool, we have the opportunity to catch someone before they go to



work that would otherwise not even be looked at. This gives me a warm fuzzy feeling if you know what I mean.

The only challenges that remain to us is addressing the issue of crews reporting to work away from home base where they do not have the ability to take the FTW test. I know that you are currently working on a solution to this. Currently, we are working on the protocols for having each pilot be certified by the other pilot assigned to the trip i.e. PIC certifies the SIC and the SIC certifies the PIC. I believe that we will most likely implement a system by which each pilot fills out the Fit For Work Interview/Declaration Form and it is completed by the other pilot with both forms included in their post flight paperwork.

I am happy to tell you that all of our pilots and maintenance technicians have been very diligent in using this program without any complaints. We will be audited by Wyvern within the next couple of months and we are anxious to demo and educate them about the program.

I very much appreciate the opportunity that you are giving us to use this system.

If you need any additional information from me, please do not hesitate to ask.

Respectfully,

Lonnie B. Roberts
Director of Operations
Aero Jet Services