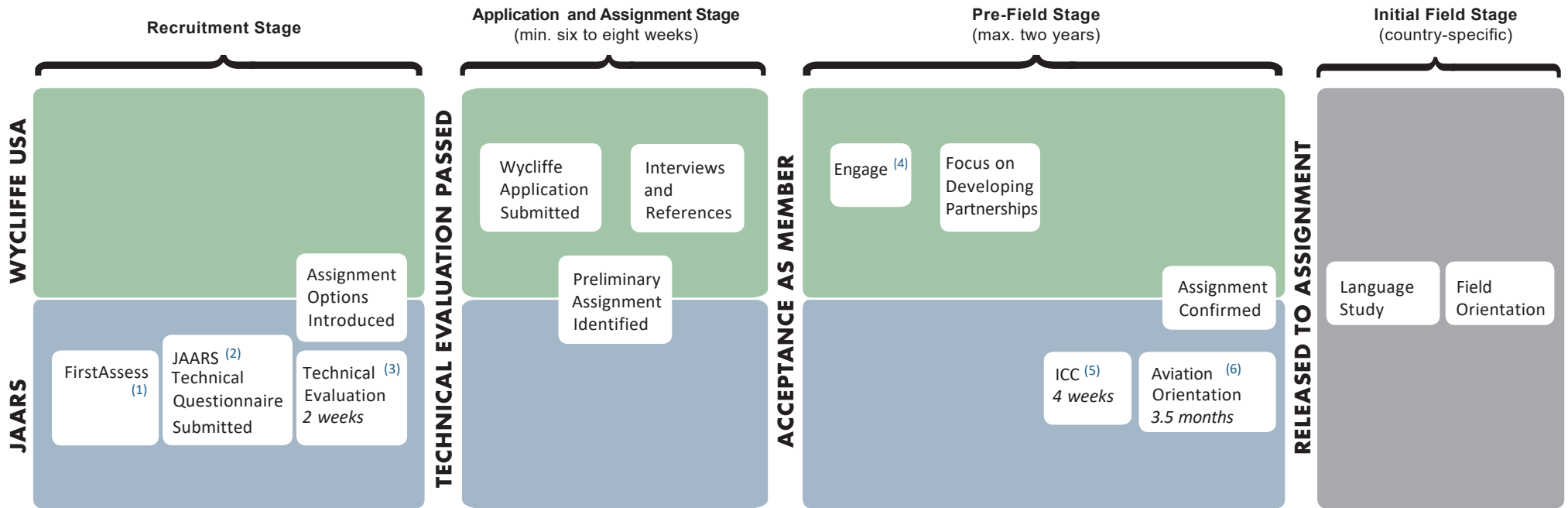


TIMELINE FOR AVIATION PERSONNEL WITH WYCLIFFE/JAARS USA



(1) Review of where you stand spiritually, Christian life, financially, etc.

(2) A vocational questionnaire including work history, logbook information and a one-page testimony.

(3) An assessment of your flight and/or maintenance skills in Waxhaw, N.C., to determine your readiness to serve in mission aviation.

(4) Engage is Wycliffe's orientation program for new staff. It includes an online, self-paced course that takes about 4-6 hours and is followed by a one week onsite course in Orlando, FL. This course will help you understand more about Wycliffe: who we are, how the past has shaped us and our vision for the future. During the 'onboarding' portion of the onsite course you will meet your partnership development trainer and form a cohort with other participants who will journey with you through the next phase of your training.

(5) The Intercultural Communications Course in Waxhaw, N.C. This will help you develop skills and attitudes for living and working effectively in multicultural teams overseas or in your home-country assignment.

(6) A program in Waxhaw, N.C., designed to equip new maintenance specialists and pilots to function safely and professionally in the field operation to which you are assigned. Our aim is to communicate and model a corporate operational philosophy, both in maintenance and flight, which can be applied to any aircraft in any operation.