

MESABA ON THE MOVE

A MONTHLY PUBLICATION PRODUCED ESPECIALLY FOR EMPLOYEES AND FRIENDS OF MESABA AVIATION, INC.

November 1989 * Vol 2. * No. 17

Clow Named V.P. Maintenance For Mesaba

Mesaba announced earlier this month that Mr. Keith "Kip" Clow was hired as Mesaba's new Vice President of Maintenance.

Mr. Clow comes to Mesaba from Braniff Airlines where he served as Director of Line Maintenance responsible for maintaining the airline's fleet of 65 aircraft including Airbus A-320's, Boeing 727/737's and BAC 1-11's. Before going to Braniff, he was employed as Vice President of Maintenance for Florida Express, Inc., a Florida-based regional airline, responsible for all aspects of maintaining the company aircraft and related activities. Prior to that, Mr. Clow served in maintenance management positions with Midway Airlines and Trans World Airlines.

In his new position with Mesaba, Mr. Clow is responsible for the regional airline's maintenance operations which includes the areas of aircraft maintenance, component maintenance, quality control, maintenance training, maintenance planning, avionics and



Winter Snowfall. The first signs of a long, snowy winter have arrived. Houghton, Michigan already has received a good deal of the white stuff, setting the stage for a normal winter season

At right: Rhonda Frusti shovels the snow away from the terminal.



Keith "Kip" Clow

government compliance. Mesaba currently performs scheduled aircraft maintenance at facilities located in the Twin Cities, Detroit and Grand Rapids, Minnesota. The airline has also announced plans to begin scheduled maintenance in Central Wisconsin later this year.

"We are extremely pleased that Kip has joined our management team," said Robert Swenson, President and Chairman of Mesaba. "He is well respected in the airline industry and his knowledge and expertise is very valuable to our company."

"I am very happy to be with Mesaba," said 45-year old Clow. He added, "I am very anxious to play a part in this airline's growth."

Mr. Clow is a native of Northern Minnesota, having grown up in Lancaster, Minnesota. He attended Thief River Falls Junior College where he received his airframe and powerplant certification.

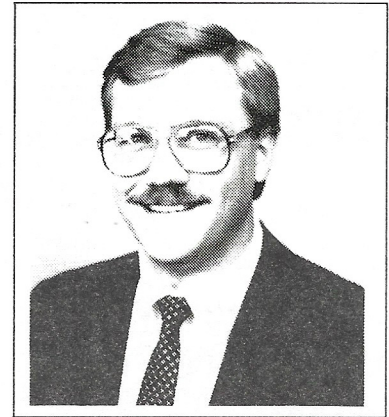
He and his wife, Maryrose, will reside in the Twin Cities area.

Letter From The President

Dear Employee:

Effective December 18th, our company will begin the implementation of an employee drug testing program. All of you should be aware that the testing will begin and how it may affect you.

Some aspects of the program will not be new to Mesaba. During the past two years, for example, we have had a pre-employment drug screening program in place for all new employees. On December 18th, we will be expanding our program to include random, reasonable cause, periodic and accident/incident testing.



The implementation of a drug testing program is being mandated to all Part 121 and 135 airline operators by the Department of Transportation. For some time, our Personnel department has been working very hard to ensure that our program is in compliance with the new regulations as well as fair to all employees. Nearly all of our managers have been through an educational workshop to learn about the new program and we will distribute additional specific information to all employees in early December.

If anyone has any questions about the program, please contact the Personnel department.

Many of you have had the opportunity to meet Kip Clow, our new Vice President of Maintenance. I am very pleased that Kip has joined Mesaba as he is a valuable and important part of our team.

We are continuing to strongly emphasize operational improvements under "Operation Recharge" and we still have much work to do. On a good note, however, on November 25th and 26th, we experienced a 100 percent completion rate and 85.3 percent and 83.7 percent on-time performance rate, respectively. With your continued efforts, we look to achieve better than a 98 percent completion factor and an 80 percent on-time rate in the coming months. Thank you.

I hope that you may be able to attend and enjoy one of our Christmas parties which are coming up in the next few weeks. Best wishes to you and your family for a safe and joyous Holiday Season.

Sincerely,

Robert D. Swenson
President and Chairman

Month In Review

South Dakota Meeting Held

Officials from the state of South Dakota travelled to the Twin Cities on November 9th to meet with Mesaba representatives to discuss air service to their state. Representatives from the cities of Pierre, Huron, Aberdeen, Watertown, Mitchell, Brookings and Sioux Falls were present, as well as officials from the S.D. Department of Transportation, Commerce and Industry Association and the three Congressional offices from South Dakota.

The main reason for the meeting was to discuss the Essential Air Service program and how South Dakota could help Mesaba in its bid to continue service to cities in the state currently funded by the Essential Air Service funds. Other issues that were discussed, however, included current and future plans for service and operational issues.

Larry McCabe, Mesaba Vice President for Government and Community Affairs, said the meeting was very productive from everyone's standpoint. He said, "This meeting gave many of the cities that we serve the opportunity to ask questions and have them answered by us directly."

Mesaba On The Move is published monthly by Mesaba's Marketing and Public Relations department for employees and friends of the Company. The newsletter accepts for publication stories and articles related to Mesaba, AirTran Corporation and any of its employees or operations. Send all information to: **Mesaba On The Move** - 7501 26th Avenue South - Minneapolis, MN 55450.

Subscription rate is \$7.00/year.

Editor - Douglas P. Fulton



Officials from South Dakota cities travelled to Mesaba on November 9 to meet with Mesaba representatives. The issues: Essential Air Service, future plans for the state and current operations..

Present at the meeting from Mesaba in addition to McCabe were: Philip Swenson, Vice President of Marketing and Planning, Doug Fulton, Director of Marketing and P.R. and Jeff Jones, Director of Market Planning. Representatives from Northwest Airlines were also present.

Acting Mitchell Mayor, Bob Swank, who coordinated the task force that called for the meeting, presented Mesaba with a City Proclamation from each city in South Dakota, supporting Mesaba and its services to the state.

October Traffic Shows Increase

Mesaba reported that it flew 15.5 million revenue passenger miles (a revenue passenger mile is one passenger flown one mile) during the month of October, a 115 percent increase over 7.2 million revenue passenger miles flown during the same month one year ago.

In passengers, Mesaba carried 73,014 during October, an increase of 147 percent over 29,509 passengers carried during the same month one year ago.

The company's load factor in October was 54.1 percent, compared to a load factor of 52.9 percent last year.

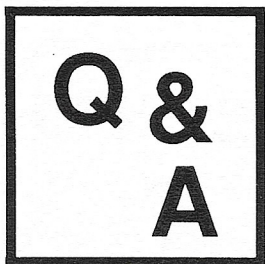
MSP Payroll Department Moved

The company's payroll department has changed locations. The department is still located on the third floor of the corporate offices, but persons may now access the area by using the far north door on the third floor (closest door to stairway). The change was just part of a major restructuring done to expand the accounting, customer service and marketing departments.

15th F27 In U.S.

Mesaba's fifteenth F27 was flown to the United States where it is currently undergoing maintenance work before the aircraft is placed in scheduled airline service next Spring. The aircraft is the last of the nine F27 originally ordered by the company for the Detroit Expansion.

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Part Two: Scheduling Department

This is the second part of a questions and answer section on Mesaba's scheduling department.

Jeff Jones, director of market planning for Mesaba, answers frequently asked questions on scheduling issues.

Q Could you talk about Mesaba's frequent changes to its flight schedule.

A: Historically, Mesaba hasn't had many "grand scale" schedule changes, but we have had numerous small changes. It is very important that an airline be able to have some schedule flexibility so that it can react to changes in the marketplace or to changes within the airline itself. I say this while at the same time realizing that we also have several constraints which require adequate schedule change lead time including crew bidding procedures and staffing requirements.

Q: Why does the schedule change so often?

A: Rather than try to explain changes in general, I think it would be best to list many of the reasons why we have changes at all. But first, let me explain that there are usually eight or nine planned schedule changes each year. Whenever we know that there need to be adjustments to certain cities or flights, we try to do them all at once on the planned schedule changes. Recent "planned" changes included July 1, August 1, September 6 and October 1, 1989. Often, though, we will run into instances where changes must be made almost immediately, and therefore, we will have small schedule adjustments between "planned" changes.

Here are major reasons for changes:

1. Reactions to Northwest changes. Whenever Northwest changes its schedules, we may have to make adjustments to make sure our flights connect to theirs at MSP, DTW and MKE.

2. Seasonal changes. At BRD, BJI, PLN and TVC, we have to increase flights between June and September, then decrease frequency October through May.

3. New service. Adding new cities or new flights between existing service requires a schedule change, and may affect aircraft routing throughout our system.

4. Increase connection opportunities. Making small changes in arrival and departure times at our hubs will often offer our passengers more connecting opportunities.

5. Improving on-time performance. We will occasionally make adjustments in flight times and turn times for this purpose.

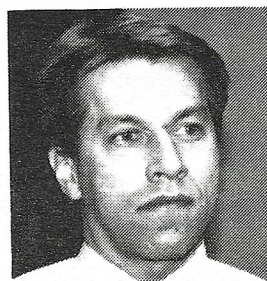
6. Temporary crises. Unfortunately, there are times when we must make radical schedule adjustments due to such

events as damage to aircraft, late delivery of new aircraft, crew shortages, unforeseen maintenance requirements.

7. Experimentation. Sometimes we will test demand by changing flight times to see if the change entices additional passengers to fly with us.

8. Market deterioration or growth. When changes in demand require us to schedule larger or smaller aircraft than that which presently serves a market, schedule changes are required.

9. Flight number changes. We have, on occasion, been asked by the F.A.A. to change a particular flight number to avoid control tower confusion with other "sound-alike" flights.



Jeff Jones

Q: How do Holiday schedule changes work?

A: During most holiday periods, airlines experience days of extreme highs and lows. The day before Thanksgiving, for example, is usually the airline's busiest day of the year. However, the Friday following Thanksgiving is often the slowest day of the year. To try to avoid flying empty flights on the "slow days" associated with holidays, we schedule planned flight cancellations about two months in advance.

Q: How do you know which flights to cancel so far in advance?

A: We start by looking at bookings on each flight during the period in question. People usually book early for holiday flights, so you have a good idea---even two months early---of which flights will carry passengers and which would otherwise go empty. We also rely on history (what happened last year and other years?) as well as intuition.

Q: Why do you make holiday cancellations so far in advance?

A: Adjustments are made well in advance to minimize inconvenience for passengers who are booked or who would potentially book on canceled flights. Also, early Holiday schedule changes greatly simplify crew bidding procedures as well as employee scheduling for on-the-ground jobs.

NEWS, continued from page 3

The aircraft is owned by Northwest Aircraft, Inc., and will be leased by Mesaba. It was formerly operated by LUXAIR in Luxembourg, Europe.

AirTran Pays 2nd Quarter Dividend

Mesaba's parent company, AirTran Corporation, announced last week that it will be paying a \$.04 dividend on shares of common stock with respect to the quarter ended September 30th. The record date for determining holders of common stock entitled to receive the dividend is November 17, 1989. AirTran anticipates payment on or about November 30th.

Mesaba Passes Two Million Passengers Point

Somewhere on its ten-state route system during Monday, November 27, Mesaba carried its two millionth passenger. That milestone, according to the company, was reached much faster than the first million.

Robert D. Swenson, president and chairman of Mesaba said, "Our second million passengers were carried in only twenty months," he said. "Compare that to the fifteen years that it took us to carry our first million passengers and you can appreciate the growth that we have experienced in the past year." Mesaba, which began scheduled airline service in 1973, carried its first millionth passenger in March 1988.

Mesaba's two millionth passenger milestone occurs during a year in which the regional airline has experienced a tremendous amount of growth. The major impetus for the carrier's growth this past year has been the airline's expansion to Detroit, where it began feeding Northwest Airlines in December 1988 as Northwest Airlink. Mesaba has provided Northwest Airlink service for Northwest at Minneapolis/St. Paul since December 1984.

The expansion to Detroit more than doubled the airline's passenger boardings system-wide. In October, Mesaba carried 73,014 passengers, an increase of 147 percent over 29,509 passengers one year ago.

At its current rate, the airline expects to carry its next one million passengers in 14-15 months.

Mesaba currently provides scheduled airline service to thirty-four cities in ten states. It operates a fleet of thirty-one aircraft and employs nearly 900 employees. The company is ranked, by passengers carried, among the top fifteen regional airlines in the country.

Employee Drug Testing Begins in December

Effective December 18, 1989, the Department of Transportation has ruled that all airline employees in safety-sensitive positions be subject to drug testing. The types of testing which will be implemented include pre-employment, random, reasonable cause, periodic and accident/incident.

Mesaba employees in safety-sensitive positions will be informed of the new drug testing policies and procedures in early December. Questions about the program should be directed to Personnel XJ GO MSP or Ext. 121.

Employee Christmas Parties

Minneapolis/St. Paul

Saturday, December 9, 1989

1:00 p.m. - 2:30 p.m. Santa's Children Party
MSP Hangar

6:00 p.m. - 11:00 p.m. - Employee Dinner/Dance
MSP Hangar

Detroit

Saturday, December 16, 1989

1:00 p.m. - 2:30 p.m. Santa's Children Party
Page Hangar

6:00 p.m. - 11:00 p.m. - Employee Dinner & Dance
Airport Hilton Ball Room

Make Sure that You R.S.V.P. Today!! Call Andrea at the Corporate Offices for an R.S.V.P. Form!

Employee News

September Employees

Full-time

Charles Lyon, CSA, DTW
Lenora Singer, CSA, DTW
Mark Olson, CSA, DTW
Karen McGill, CSA, DTW
Charmaine Mattice, CSA, DTW
Ken Krol, CSA, DTW
Theresa Barabas, CSA, DTW
William Vine, A&P Mechanic, DTW
Christopher Byers, CSA, DTW
Allison August, CSA, PLN
Jan Yuan Dedeurwerder, CSA, DTW
Edwin Anderson, CSA, DTW
Amy Soper, CSA, DTW
Edna White, CSA, DTW
Mary Jo Tavalisky, CSA, DTW
Cathy Smith, Personnel, DTW
Jodi Foss, CSA, DTW
Doug McCloud, CSA, DTW
Valerie Scott, CSA, DTW
Colleen Morris, Parts, DTW

Part-time

Helmut Apaza, CSA, DTW
Tonya Parker, cSA, DTW
Dawn Naumann, CSA, DTW
Marian Jones, CSA, DTW
Alexander Roberson, CSA, DTW
Sharon Sikkema, CSA, MKG
Jennifer Hippensteel, CSA, FNT
Jacqueline Loomis, CSA, DTW
Tim Fugate, CSA, DTW
Gretchen Nelson, CSA, DTW
Jahnitta Watts, CSA, DTW
Sylvia Gray, CSA, DTW
Theresa Shanteau, CSA, DTW
Gay Cady, CSA, MKG
Kimberly Himler, CSA, CAK
Alicia Yanes, CSA, CAK
Bethann Rahn, CSA, MKG
John Ktichen, CSA, MKG
Day Asselmeier, CSA, MKG
Rhonda Hegedus, CSA, MKG

New October Employees

Full-time

Jed Heimendinger, Mec., MSP
John Koethe, A&P Mec., MSP
Scott Florek, A&P Mech., MSP
Kelly Luksik, Records, MSP
Mike Stein, Groomer, MSP
Steve Siracusa, Crew Sk., DTW
Amy Johnson, Marketing, MSP
Pam Kukulka, Inflight, DTW
Yu Tung Huang, CSA, DTW
Stan Harris, CSA, DTW
Tracy Miller, CSA, DTW
Tessa Howel, CSA, DTW
Edward Thamm, CSA, DTW
Julie Elsner, CSA, DTW
Robyn Sclair, Pilot, DTW
John Nissen, Pilot, DTW
Ken Snyder, Pilot, DTW
William Morton, Pilot, DTW
Richard Johnson, Pilot, DTW
James DeBlock, Pilot, DTW
Lawrence Ozog, CSA, DTW
Stephanie Wilson, CSA, DTW
Mark Alice, CSA, DTW
Lisa Martin, CSA, DTW
Gary Stockdale, Mech., DTW
Lisa Fliss, CSA, DTW
Richard Wade, CSA, DTW
Tamara Rollier, CSA, DTW
Sylvia Reed, Stores, DTW
Steve Malaney, CSA, DTW
Debra Wray, CSA, DTW
Diana Zecchini, CSS, DTW
Lisa Locke, CSA, DTW
DeAnn Teff, CSS, DTW
Dan Schull, CSS, DTW

Part-time

Ted Gwillim, CSA, MSP
Pauline Koes, Inflight, MSP
Marsha Zeiglemeier, Infl., MSP

Wanda Ginsberg, Inflight, MSP
Cynthia Goedken, Inflight, MSP
Michele Giese, Inflight, MSP
Barbara Blanchard, Infl., MSP
Jan Skibness, Inflight, MSP
Susan Zahrt, CSA, CWA
Sandi Pavelski, CSA, CWA
David Brustad, CSA, MSP
Paul Natto, CSA, MSP
Angela Franklin, CSA, MSP
Steve Anderson, CSA, MSP
Terrance Lund, CSA, MSP
Hope Engele, CSA, MSP
Laura Hill, CSA, MSP
Chris Keenan, CSA, MSP
Doug Gehrke, CSA, MSP
Christina Myers, CSA, MLI
Ted Gwillim, CSA, MSP
Raquel Buyawe, CSA, DTW
Robert Vogler, CSA, DTW
Margaret Malloy, CSA, DTW
Pam McCray, CSA, DTW
Tessa Howell, CSA, DTW
Paul Simonson, Inflight, DTW
Kristen Hall, CSA, DTW
Kathleen Sieb, CSA, DTW
Vickie Lewis, CSA, DTW
Donna Socha-Carter, CSA, DTW
Arlene Sutphin, CSA, DTW
Gary McKenzie, CSA, DTW
Lori Roberts, CSA, CMX
LaDonna Carder, CSA, DTW
William O'Melia Jr., CSA, DTW
Panagiota Alexandris, CSADTW
Mark Tomas, CSA, DTW
Philip Abraham, CSA, DTW
Sheletha Luter, CSA, DTW
Debra Cerilli, CSA, DTW
Cynthia Houston, CSA, DTW
Kelly Johnson, CSA, DTW
Mark Stack, CSA, DTW

Manager News

Ann Romera was promoted to the position of Director of Inflight Service. In her new responsibility, Ms. Romera will be responsible for Mesaba's flight attendant department which currently includes 49 employees.

Ms. Romera has been employed with Mesaba since March 1987. She has held the positions of flight attendant, staff flight attendant and manager of training.



Ann Romera

Deann Teff was hired as Supervisor of Customer Service in Detroit.

Dan Schull was hired as Supervisor of Customer Service in Detroit.

Diana Zecchini was hired as Supervisor of Customer Service in Detroit.

Wendy Crowe was promoted to Supervisor of Stores and Purchasing in Detroit.

Celcelia Hepler was promoted to Customer Service Manager in Erie.

Cynthia Harmanski was promoted to Maintenance Records Specialist.

Correction.

Last month's promotion column should have read that Cynthia Cronkright was promoted to Customer Service Manager in Marquette.



Mesaba's 15th F27 arrived in the United States for maintenance and certification work. The aircraft, which is a sister aircraft to Mesaba F27 #279, is expected to be in service, with new colors, for next Spring's schedule.

The following chart shows cities served by Mesaba and the corresponding airport codes.

Aberdeen	ABR
Akron	CAK
Bemidji	BJI
Brookings	BKX
Brainerd	BRD
Cleveland	CLE
Dayton	DAY
Des Moines	DSM
Detroit	DTW
Devils Lake	DVL
Erie	ERI
Fargo	FAR
Flint	FNT
Grand Forks	GFK
Grand Rapids	GPZ
Houghton	CMX
Huron	HON
Jamestown	JMS
Lincoln	LNK
Marquette	MQT
Mitchell	MHE
Milwaukee	MKE
Minneapolis/St. Paul ...	MSP
Moline	MLI
Muskegon	MKG
Omaha	OMA
Pierre	PIR
Pellston	PLN
Sioux Falls	FSD
Toledo	TOL
Traverse City	TVC
Thief River Falls ...	TVF
Watertown	ATY

Notes

-In schedule news, Mesaba will re-implement a third round-trip flight between Detroit and Wausau/Stevens Point effective December 1.

-2nd quarter reports for AirTran Corporation were mailed to all employees on November 20. Any employee that did not receive a copy at home should contact the public relations and marketing department at 1-800-777-6013 x350.

-At Detroit, Mesaba employees begin handling ramp operations on December 2. That service, which has up until now been done by Northwest employees, involves employment of over one hundred additional company employees. Mesaba began handling counter operations in early November.

-Construction at Minneapolis/St. Paul/Gate #15 is almost complete. The new work includes an expanded pilot lounge, operations area and storage space.

-Mesaba's stores and purchasing department now reports to the finance department and vice president Ken Bronson. The new structure, says President Rob Swenson, is to even further streamline purchasing procedures.

MISSING

Abducted



Jacob Wetterling Age 11

Jacob was abducted on Sunday, October 22, 1989, from 91st Avenue South of St. Joseph, Minnesota at approximately 9:15 p.m. He and his brother and a friend were approached by a male subject wearing dark clothing carrying a handgun. Jacob's brother and friend were allowed to leave but Jacob was forced to remain. No vehicle was seen. Jacob is five feet tall, 75 pounds, brown hair, blue eyes, mole on left cheek, wearing a red hockey jacket with an orange vest, blue sweat pants, and Nike high top tennis shoes.

If you have any information, please call the Stearns County Sheriff's Department at 812-251-4240 or Crime Stoppers at 812-255-1301 or toll free 1-800-255-1301.

An account has been established at the First State Bank of St. Joseph as a reward fund and also to defer costs to the Wetterling family. Your support would be much appreciated.

Contributions Can Be Sent To:
First State Bank of St. Joseph
Jacob Wetterling Fund
Box 159, St. Joseph, MN 56374
812-363-7721

Payable To:
Jacob Wetterling Fund
Sponsored by the Community of St. Joseph

This Ad Provided By Mesaba Aviation Inc. and Mesaba In Flight Magazine

MESABA ON THE MOVE

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