

## EXTERNAL FLIGHT ATTENDANT CANDIDATE QUESTIONS AND ANSWERS

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### **Is there a minimum age requirement to be a Southwest Flight Attendant?**

You must be at least 20 years old when you apply.

### **By when must I have a valid, unexpired passport to show eligibility to serve on international routes?**

You must present a valid, unexpired passport book from your country of origin on the first day of Initial Flight Attendant training, or you'll be released from class. We recommend obtaining a passport upon receiving a contingent offer for initial training if you don't already have one.

### **If I don't currently have a valid, unexpired passport, will Southwest pay for me to obtain a passport or to renew an expired passport?**

You must secure a current passport book at your own expense by the first day of your Initial Flight Attendant training class.

### **What's the biggest challenge of being a Flight Attendant?**

It's a lifestyle change! Your work schedule/trip assignments are bid and determined by your Flight Attendant Seniority under a collective bargaining agreement. There will be many instances when you won't be awarded your preferred days off. On average, Flight Attendants spend 100 nights a year in a hotel with consecutive nights away from home while living out of a suitcase. There's also the possibility of irregular operations and aircraft re-routes as part of serving as a Flight Attendant. That means work schedules can change frequently and unexpectedly. For instance, if you planned on seeing family during your overnight in Salt Lake City, you could be rerouted and end up in Philadelphia due to weather issues. Or, you could be in the jet-way getting ready to go home and receive a call to fly additional trips that day. Being flexible with your schedule and maintaining a positive attitude is integral to being a successful Flight Attendant.



## **What's the best part about being a Southwest Flight Attendant?**

You have the honor of being an ambassador for Southwest Airlines. A Customer can get through the airport and onto our planes without ever speaking to or needing assistance from another Southwest Employee. However, once on the plane, our Flight Attendants are ready to shine and showcase their Fun-LUVing Attitudes, delivering legendary Hospitality, and assuring that each and every Customer feels welcomed. Flight Attendants leave a lasting impression: possibly turning negatives to positives, anticipating needs, and ensuring that our Customers remain our Customers who tell their friends and family about their great experiences. Your overnights will allow you to explore different cities and make lots of new friends.

## **How long is the Onboarding/probation period for New Hire Flight Attendants?**

The probation period is six months and begins upon successful graduation from Initial Inflight Training Class. During the probation and evaluation period, New Hire Flight Attendants are supported by a dedicated group of Supervisors as well as Base Leadership. Every New Hire Flight Attendant must successfully pass the probation period.

## **How long will it take to hear back if my application is received?**

You will receive an email the first week confirming application submission. After your application is received, our Careers Team will then begin to review applications and invite qualified Candidates to interview and share more about their interest for the Flight Attendant position.

## **What's involved in the interview process?**

Once your application is submitted, it will be processed in the order it was received. Each Candidate answers a number of online questions regarding qualifications, and their answers are assessed for meeting or not meeting minimum qualifications. Candidates meeting minimum qualifications are then invited to an interview session, which may be held virtually or at our Corporate Headquarters, in Dallas. This interview session will be conducted by a Recruiter and a current Southwest Flight Attendant. Candidates will also be required to pass a Physical Performance Standards Test (PPST) during the background process. If selected to move forward from the interview process, a federal background check and drug test will be required as part of the pre-employment process. Once the background screening is completed, our Teams will coordinate your Inflight Initial Training Class dates. The process can take months to complete, and we appreciate your patience throughout.

## **Need help applying or during the recruiting process?**

We're committed to helping individuals with disabilities participate in the workforce and ensuring equal opportunity to apply and compete for jobs. If you have difficulty using our online careers page or participating in the hiring process due to a disability and you need an accommodation in order to apply or to perform the job duties, you may [email us](#) or call us at (877) 792-4792. For additional information, please visit our [Diversity page](#).

### **How long is Initial Flight Attendant Training?**

Currently, training is four weeks long and is held in Dallas, Texas.

### **Do I have to stay at the assigned hotel if I already live in Dallas?**

Every Flight Attendant trainee is required to stay at the hotel during the entire four-week Flight Attendant training course, including weekends.

### **Will I be paid during training?**

No. However, within five working days after Flight Attendant graduation, graduates receive a \$1,200 Initial Training stipend, minus applicable taxes and benefit deductions. During training, you'll also receive a meal stipend in the form of a pre-paid Visa card.

### **What grade do I need to maintain in order to pass initial training?**

Flight Attendant trainees must achieve a 90% or better on each required exam. Trainees will also have to perform the requirements of each proficiency or skill check, which tests knowledge in a specific area. There are frequent proficiency, skills checks, and exams during training.

### **If I don't pass initial training due to academics can I reapply?**

You may reapply for a future requisition.

### **What if I need an accommodation for Initial Training such as for the assessments?**

If you're selected for Initial Training, we encourage Candidates who may need an accommodation for classroom training and/or for taking assessments to contact Southwest ([Accommodations.Team@wnco.com](mailto:Accommodations.Team@wnco.com)) well in advance of training class so that reasonable accommodations can be identified and in place when class starts. If a Candidate doesn't communicate their accommodation need until class begins or after, it may be necessary to defer the Candidate to a future class if the accommodation can be provided at a later date.

### **What's the pay rate for the Southwest Flight Attendant position?**

Southwest Airlines New Hire Flight Attendants are paid **\$25.14** per trip after passing Initial training. A "trip" is 243 nautical miles or approximately every 55 minutes of flight time.

Scheduled work time or trips for pay are based on operational needs. On reserve, Flight Attendants are scheduled at least 72 trips per month. For scheduled "line" of trip assignments, Flight Attendants are scheduled for at least 80 trips per month.

### **What's my per diem once I start flying?**

Southwest Flight Attendants are paid an hourly per diem allowance for each hour the Flight Attendant is away from their assigned Flight Attendant base, starting at the time of required check-in and ending 30 minutes after the arrival of their last trip in a sequence. This per diem is



designated as compensation for meals. The per diem allowance is currently \$2.30 per hour.

If a Flight Attendant works or deadheads on a Near International flight (near international is defined as destinations or flying located within the region of North America but outside of the contiguous 48 United States), you will receive a per diem rate of \$2.85 per hour. The Near International per diem will begin at the report time of the duty period including Near International flying and continues until the termination of the pairing.

### **Do Southwest Flight Attendants need to pay for uniforms?**

Yes, you're required to purchase uniforms. Probationary Flight Attendants will be credited with \$100.00 in their Uniform Accounts upon completion of probation. Credits to their uniform account will be deposited the first day of the month following their Flight Attendant hire date anniversary with a \$250.00 credit the first year, \$275.00 the second year, and \$300.00 the third and subsequent years. Flight Attendants may accrue up to \$500.00 in their Uniform Account if unused.

### **What does the Flight Attendant work schedule look like once Initial Training has been completed?**

After initial training, New Hire Flight Attendants will be given one pairing/trip that cannot be altered. After that, during the probation period, New Hire Flight Attendants are on "reserve" status, also known as "on call" and trips will be assigned to Flight Attendants on an as-needed basis. While on Reserve, New Hire Flight Attendants must report to their assigned base.

### **What does being on "reserve" mean?**

There are a couple of types of reserve, but "Reserve" duty basically refers to being "on-call" for trips per the operational needs of the Company. Reserve Flight Attendants cover the operation and our scheduled flights when another Flight Attendant is unable to do so. Reserve Flight Attendants must be in their assigned base city when on reserve duty.

- **Ready Reserve** is being on call 24-hours per day, generally for a three-day block, ready to report to the Flight Attendant Base within a two-hour notice. This includes Airport Standby, which is being called to wait at your base to be assigned a trip.
- **AM/PM Reserve** is being on call at your assigned Base during specific hours of the day or night only. These are generally assigned for three-day blocks.

### **Where will I be based after training?**

Our current Flight Attendant bases are in Atlanta, Baltimore, Chicago, Dallas, Denver, Houston, Las Vegas, Los Angeles, Oakland, Orlando, and Phoenix. Bases are assigned during Initial training, dependent upon the operational needs of the Company and seniority within the training class.

### **Will I be able to change bases during probation?**



When a base opening becomes available (vacancies), they're awarded based upon Flight Attendant seniority under the collective bargaining agreement. There's no limit to how many times a Flight Attendant can bid to change bases while on probation.

### **How long will it take me to transfer to the base that I prefer?**

It varies depending on the operational needs of the Company and Flight Attendant seniority. A transfer could occur within a year, or it could take much longer to be awarded a preferred base.

### **Does Southwest Airlines pay for me to relocate to the base that I'm assigned to?**

Any relocation costs are at the Flight Attendants own expense.

### **Will I be able to commute to the base I'm assigned?**

Commuting is allowed but isn't encouraged. Southwest Flight Attendants have extensive attendance requirements and expectations. Also, keep in mind commuting takes time away from your personal life; turns the average three-day trip workweek into potentially five days of travel, while only getting paid for the three days of trip assignments.

## **What are the Southwest Flight Attendant Uniform Appearance Standards?**

A: As crewmembers, a Flight Attendant's weight must be of such proportion to height that a neat appearance is maintained and the physical ability to perform all job functions is not hindered. Flight Attendants are therefore required to maintain acceptable physical standards. If hired, and following the probationary period, failure to maintain a neat appearance and acceptable physical standards will be handled with progressive discipline, as outlined in the Flight Attendant Work Rules & Expectations/Company Policies section of the Flight Attendant Handbook. A Flight Attendant must be able to perform all job functions including, but not limited to, the following physical performance standards:

- The ability to, facing forward, walk and fit comfortably down the aircraft (or aircraft mockup) aisle
- The ability to quickly fit through the over-wing window exit
- The ability to fit into a jump seat shoulder harness without modification, including closure without a seat belt extension
- The ability to lift items of up to 50 pounds from floor to shoulder height
- The ability to assist Customers with carryon items, including lifting carryon items from floor to above shoulder level with assistance

Compliance with physical performance standards is measured during Initial Training and at any time an Inflight Leader may make a reasonable and good faith determination that the Flight Attendant's physical size may impair the performance of Flight Attendant duties. Only standard uniform sizes are available. Men's uniforms range in waist size from 28 to 42 inches. Women's uniforms range in size from 0 to 18. No tailor-made uniforms are permitted. Flight Attendants must fit into the largest size uniform permitted with an acceptable appearance in order to meet standards for the Flight Attendant position.

Flight Attendants must meet the Uniform Appearance Standards as well. The items noted below are examples and not an exhaustive list of the Standards.



- No more than two pairs of earrings are permitted, and if worn, must be placed in the earlobe and may not exceed 1 inch in diameter (size of a quarter). Earrings may not dangle more than two inches past the earlobe.
- Visible body and facial piercings such as eyebrows, nose, earlobe plugs/gauges, lips, and tongue piercings may not be worn while on duty.
  - A single nose stud piercing that's 2mm or smaller is allowed. Septum piercings are not allowed.
- Makeup should be professional, conservative and complement the uniform and the Employee's complexion. Eccentric, exaggerated or trendy cosmetic styles and colors are prohibited (e.g., glitter, excessively bright colors, stage makeup, etc.).
- It is important that visible tattoos are not offensive, which includes but is not limited to, violent, obscene, sexual, or racist content and imagery. If needed, consult with your Leader to determine if tattoos are offensive. If a tattoo is determined to be offensive, it must be covered by your uniform or makeup. Any tattoos on the hands that are determined to be offensive may not be covered with makeup due to requirements for hand hygiene. Visible tattoos are not permitted on your face, neck, or chest. While in uniform, all face, neck, or chest tattoos must be completely covered using the uniform, your hair (neck tattoos only), makeup, or a scarf.

Reporting to Initial Inflight Training Class out of compliance with these regulations will subject a Candidate to immediate dismissal from class.