

# FRONTIER NEWS

Published for Frontier Airlines Employees

October/November, 1976

## Air Midwest certificated for eight cities.

The Civil Aeronautics Board news summary for Sept. 30 put it this way: "The Board awarded a temporary certificate . . . with subsidy eligibility to Air Midwest, a commuter carrier. Air Midwest replaces Frontier Airlines at eight small communities in Kansas and Colorado."

For the 52 employees of Wichita-based Air Midwest, these two sentences announced the biggest news in the company's 12-year history. Supported by Frontier and a host of cities, commissions, civic leaders and the Kansas congressional delegation, Air Midwest had at long last been given the green light to become a member of the certificated airline "family" — complete with federal route protection and financial support.

The CAB action, in the mill for over a year, authorizes Air Midwest to receive government subsidies to serve these eight points:

Lamar	Parsons/Independence/Coffeyville
Goodland	Great Bend
Garden City	Dodge City
Hays	Hutchinson

Also under the certification, granted for a seven-year trial period, Frontier is authorized to suspend its flights at the first five points. Of these, Garden City, Parsons and Hays have been served jointly by Frontier and Air Midwest; earlier Frontier suspensions were approved at Great Bend, Dodge City and Hutchinson, which have been served solely by Air Midwest since as far back as 1968.

Tentative schedules call for the changeover to be completed by March 1, 1977.

Essentially, this was done by disallowing subsidy for aircraft weighing over 12,500 pounds at takeoff — the maximum capacity of the Swearingen Metros in Air Midwest's configuration.

As of now (and subject to review later), Air Midwest will be eligible for a maximum subsidy of \$1.1 million a year, based on the operating needs of its small aircraft. In marked contrast, Frontier projected that it would need nearly \$2 million a year to continue service to the new Air Midwest cities with its larger, 50-passenger Convair 580 propjets.

CAB-watchers note that there has been only one other certification of a passenger airline on the U.S. mainland over the past quarter-century. And while the official status of Air Midwest among the nation's regional airlines still isn't clear (Air Midwest has asked to be called a "regional feeder" airline), its mission and small-aircraft restrictions certainly put it in a one-of-a-kind category.

It should be pointed out that three of the five CAB members stressed that the Air Midwest certification should not be construed as a new "policy direction" by the Board. "Our decision is narrowly limited to the facts of this case," the three Board members said.

It should also be pointed out that the other two members disagreed, describing the Air Midwest certification as a "benchmark case and the Board's most important decision of the last 25 years for the small communities of this country."

Whatever the case, the new airline's progress will surely be watched closely by many small communities desiring improved air service. (For background information on



**PRESIDENTIAL AWARD RECIPIENTS** Kathleen McCormick (second from left), Dorothy Seamster (second from right) and Carol Wolfe (right), all DFW and Denver-based flight attendants, are pleased to be honored by President Al Feldman and Manager-Flight Service (DFW) Erma Spell (left) for saving a child's life on board a flight between Fort Smith and Memphis on Aug. 22. Cited for "truly a commendable feat," these women extracted food from four-year-old Richard Chacos's throat during an epileptic seizure. "We appreciate your clear thinking when it really counted," commented Feldman. Kathleen, Dorothy and Carol share 14 years of flying experience with Frontier.

## CAB unit favors FL for SMF, ICT.

Action on our route applications picked up steam recently, including recommendations — some favorable — by the Civil Aeronautics Board's Bureau of Operating Rights (BOR). Here is how we came out:

**Sacramento:** Following the wrap-up of CAB hearings Sept. 30, the BOR supported our bid to compete with United on the Denver-Sacramento route.

**Wichita:** In this case we are seeking nonstop rights from Wichita to Denver, Little Rock, Memphis and Atlanta. After the conclusion of CAB hearings Sept. 15, the BOR supported us for each route except Wichita-Atlanta, where TWA was recommended. Kansas civic leaders also came out in favor of Frontier for routes between Wichita and Denver, Little Rock and Atlanta, but they gave Delta the nod for



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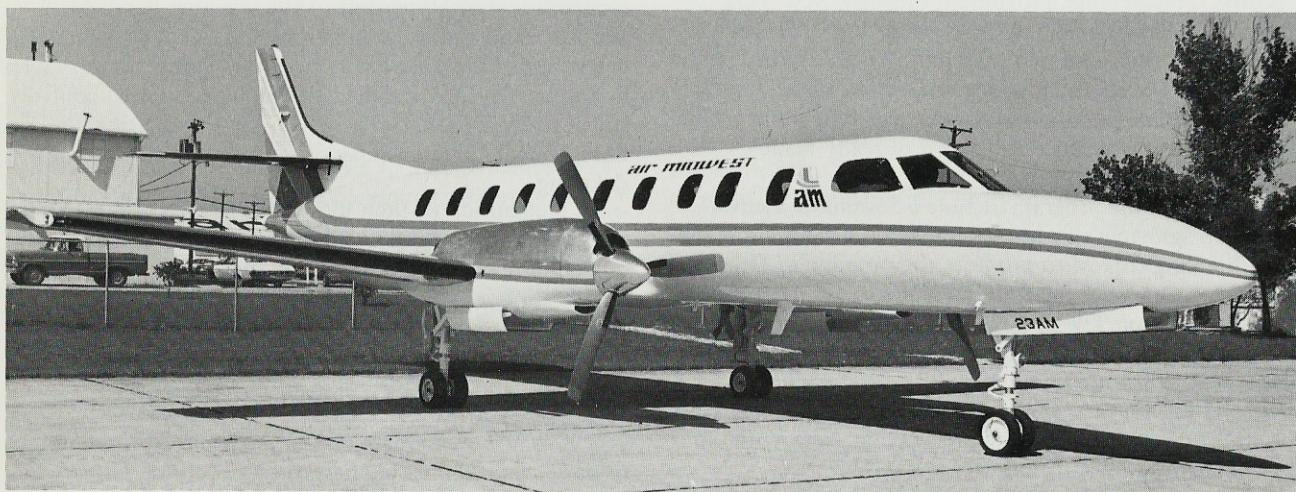
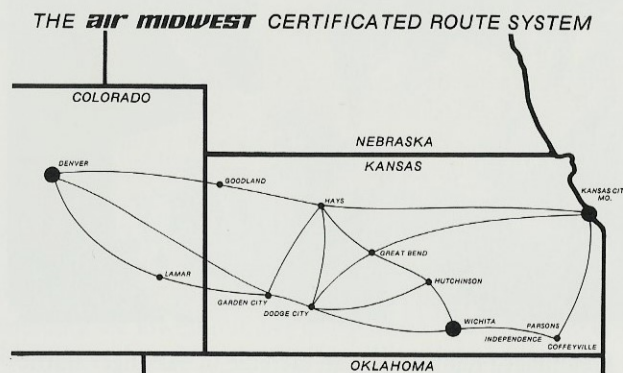
Initially, the new routes will be operated with Air Midwest's current fleet of six Cessna 402 twin-engine aircraft, each seating eight passengers. This equipment later will be upgraded to 19-passenger Swearingen Metro propjets, four of which are now on order by Air Midwest.

Unlike Frontier and the other certificated airlines, Air Midwest will be subject to unique equipment restrictions to ensure that it “focuses its attention on small-city service.”

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AIR MIDWEST'S first Swearingen Metro rolls off the line with its paint scheme of Omaha orange, sunshine yellow and jubilee gold. All four Swearingens are expected to be in service by early March.

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**Kansas City-DFW:** The BOR has recommended Texas International to compete with Frontier and Braniff.

In each of these cases, the next major step will be rulings by CAB administrative law judges, who will take the BOR and civic recommendations into consideration. While these positions do exert a strong influence, they are not binding with the CAB.

Other recent route activities included:

**Southeast Points Case:** In an initial decision, a CAB law judge named Frontier and Eastern to serve the Denver-Oklahoma City/Tulsa markets, with Eastern and United getting the nod for the prime route at issue in this case: Denver-Atlanta. The judge's decision, however, is subject to review by the full CAB.

**Mexico:** A new air route linking Albuquerque and El Paso with Mazatlan, Guadalajara and other resort cities in Mexico has been recommended on a temporary basis (pending the outcome of bilateral negotiations between the U.S. and Mexico) by the General Bureau of Civil Aeronautics, Mexico's counterpart of our CAB. Next, agreements must be reached on specific routings, and the CAB must decide which U.S. carrier will be authorized to provide the service. As reported earlier, Frontier is a good contender in this case.

**Regina, Saskatoon:** The CAB has given us the green light to operate jet service between Minot and these two points in Saskatchewan, Canada. The case must now be considered by the Canadian Transport Commission, that country's counterpart of our CAB.

**Airwest Interchange:** Frontier and Hughes Airwest have proposed an “interchange” agreement that would allow us to fly our planes and our crews between Denver and Burbank (Calif.), by way of either Salt Lake or Las Vegas. Similarly, Airwest would fly between Santa Ana and Denver, by way of Salt Lake. The decision is up to the CAB.



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## FL Briefs **Feldman on policy commission.**

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President Al Feldman has been named by President Gerald Ford to the National Transportation Policy Study Commission, a group authorized under the Highway Safety Act of 1976 to develop and recommend plans for a national transportation policy.

The only airline executive named to the Commission, Feldman will join six members from the U.S. Senate, six members from the U.S. House of Representatives and six members from the public sector. Their task will be to prepare findings and recommendations, to be submitted to President-elect Carter and to Congress by Dec. 31, 1978, on the following:

- a) the nation's transportation needs, both national and regional, through the year 2000; and the ability of current transportation systems to meet those needs.
- b) the proper mix of highway, rail, waterway, pipeline and air transportation systems to meet anticipated needs.
- c) the energy requirements, existing and new policies and programs of the federal government which affect the development of our national transportation systems.

## **Fly-In families chosen.**

If employee donations to the annual Christmas Fly-In fulfill the request of the National Asthma Center, Frontier will have the privilege this year of bringing into Denver the largest group of visitors in the program's 10-year history.

Twelve young patients, all members of families falling within Federal Poverty Guidelines, will enjoy a Christmas visit from parents, brothers and sisters, courtesy of the generosity of Frontier employees. The families will be flown in from Los Angeles, Port-St. Joe (Fla.), Hot Springs, Getzville (N.Y.), Chicago, Baltimore, Hewitt (N.J.), West Point (Miss.), Palmdale (Calif.), Garland (Texas), Oklahoma City and Winston Salem (N.C.).

Of the total funds of \$8,652.00 needed, checks and pledges of \$4,991.75 have been received. This amount will cover air fare, gifts and Christmas dinner for the first five families. Complimentary accommodations have been donated by Denver's Cosmopolitan Hotel.

Those wishing to contribute to the Fly-In are urged to send Payroll deduction authorizations or checks to Art Davis, program coordinator, at DENMB.

Although the program is brand new at Frontier, a number of employees have availed themselves of its services. "Particularly gratifying," notes Kenefick, "are the successes already achieved by some of the participants."

Kenefick explains that Frontier has joined the ranks of socially progressive companies that feel a trained employee is a valuable asset and an investment to be protected. It is Frontier's policy to help, rather than discipline, employees whose poor job performance is caused by a drinking problem or related disorders.

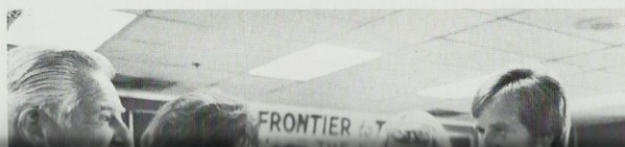
All unions at Frontier support the program, adds Kenefick, senior associate of PAR Associates, a Denver firm specializing in the establishment and administration of Self-Help Programs for industry. "Indeed, Self-Help would not succeed without the support of all management and union representatives."

To participate in this voluntary and totally confidential program, employees are asked to call Kenefick in Denver at (303) 388-1433, a line open 24 hours a day, seven days a week. The Program office is located in the Ringsby Building, 3980 Quebec Street.

## **Golf tourney follows Christmas events.**

With Thanksgiving almost upon us, it's time to plan now for December's Christmas parties and January's golf tournament. Santa will appear at the Children's Christmas party on Saturday, Dec. 11, at the GO. Adults will celebrate the holidays with a dinner dance at the Pinehurst Country Club on Dec. 16. Contact Betty Watson (DENE) or Nancy Veitel (DENG) of the Employees' Club for information. You can start off the New Year in Tucson's warm sun at the annual Employee Golf Tourney Jan. 16-17. Entry fee of \$125 for one golfer and guest (\$75 for single golfers) includes three nights at the fabulous Rio Rico Resort, cocktail party and banquet, transportation to and from the airport, prizes and trophies and two rounds of golf with electric cart. Participants may wish to come early to see the NBC Tucson Open PGA Tourney Jan. 12-16. Pick up a brochure from Ernie DeSoto or Red Chambers in Denver, or give tourney coordinator Gary Mackie a call in Tucson at 602/294-7661.

## **The TW/FL connection.**



## **October flight attendant grads.**



Eagerly awaiting the switch to new uniforms scheduled for mid-December are our flight attendant graduates for October: (left to right, back row) Mike Everett, Henry Greathouse, Ginny Myers, Beverly Tuggle, Jan Kildal, Dee Proctor, Steve Cosgrove and Stephen Packard. In the middle row (from left) are Lydia Wickman, Debbie Stevens, Mary Froseth, Jan Tarpley, Trena Olson, Suzanne Sparks, Debby Grozier and Beverly Flanigan. In the front are Khiris Johnson, Donna Moschetti, Cindy Fain, Deanna Sandella and Sharri Ostendorf.

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## **'Saturday Special' sells LAS in STL.**

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Nobody was really sure it would work - - but "The Saturday Special," a daring marketing scheme conceived by the St. Louis sales office for the purpose of selling seats to Las Vegas, is an undeniable success and now, an award winner.

Frontier doesn't exactly have the competitive edge in the St. Louis-Las Vegas market. TWA offers nonstop service, and seats on prime-day flights out of Denver are already locked up by other sales offices. Faced with this situation, District Sales Manager Dan Kraber came up with an answer: "We decided to consolidate our own groups, offering individual passengers a reduced group 40 fare, and to sell the package on Saturdays, the day we could get enough seats."



within Federal Poverty Guidelines, will enjoy a Christmas visit from parents, brothers and sisters, courtesy of the generosity of Frontier employees. The families will be flown in from Los Angeles, Port-St. Joe (Fla.), Hot Springs, Getzville (N.Y.), Chicago, Baltimore, Hewitt (N.J.), West Point (Miss.), Palmdale (Calif.), Garland (Texas), Oklahoma City and Winston Salem (N.C.).

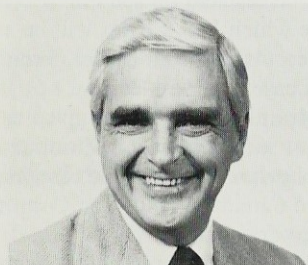
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## Appointments.

Congratulations to the following employees who received appointments in September and October: Rob Wurl, director-inventory control; William Waite, manager-economic analysis; Al Toll, staff manager-field marketing (western division); Pat Taylor, area manager for offline sales (western U.S.); Jim Brice, sales-service manager (Tucson); Lyle Kohs, sales-service manager (Kalispell); Ron Ness, sales-service manager (Jackson); June Beuchler, staff analyst (tariffs); Ken Woods, special assistant to manager (Kansas City reservations); Sharon German, assistant to district sales manager (Las Vegas); Ernie DeSoto, system manager-data communication; Peter Berdy, economic analyst; John Blue, temporarily assigned to office of Executive Vice President; Max Giffin, manager-accounts payable; and Kathy Mohn, manager-general ledger.

## Self-Help reports successes.

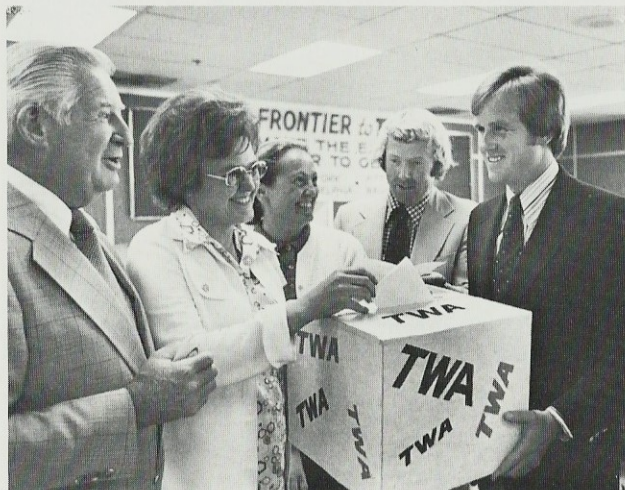


"Our sole objective is to help employees help themselves overcome obstacles that they cannot handle alone," says Jim Kenefick, Employee Counselor and Administrator of Frontier's new Self-Help Program designed to aid those suffering from alcoholism and related disorders.

continued

from the airport, prizes and trophies and two rounds of golf with electric cart. Participants may wish to come early to see the NBC Tucson Open PGA Tourney Jan. 12-16. Pick up a brochure from Ernie DeSoto or Red Chambers in Denver, or give tourney coordinator Gary Mackie a call in Tucson at 602/294-7661.

## The TW/FL connection.



Preliminary figures show an increase in passenger traffic between certain city pairs selected as part of a joint marketing effort between Frontier and TWA to promote and sell connecting flights.

Boston, Philadelphia, Pittsburgh, Chicago, New York and Washington are the TWA cities teamed up with key Frontier cities such as Rapid City, Billings, Salt Lake City, and Jackson. The six-month program, which began July 1, offers both airlines a potential for revenue gain while giving customers the convenience and speed of ready-made connections.

Highlights of the program include a 35-minute Denver connection agreement, common concourse at Stapleton and a giant booking contest to promote the program in Denver reservations. Drawings for thirteen grand prizes to Europe, as well as passes on TWA's domestic system, began in July when agents Judy Reavis (second from left, above) and Dee Fulscher (third from left) submitted the first entries to (from left) Bill Hanley, TWA general manager, Denver; Tom Scott, TWA manager of interline marketing, New York; and Steve Bonniwell, TWA manager of sales, Denver.

Winners of the one-week expense-paid vacations to Europe so far are Ellie Small, Randy Blaylock, Judy Leal, Phil Newsom, Irma August, Sharon Graham, Anona Gibson and Phyllis Seeley.

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To accommodate the passengers in Las Vegas, Kraber worked out an optional three-day, two-night package with the Westward Ho Motel.

In spite of the notion that people don't usually go to Las Vegas on Saturdays and the fact that Frontier had never formed its own group departures before, "The Saturday Special" has earned almost \$312,000 in revenues from February 28 through September. Over 1,700 passengers departed during this period and utilization of the weekly seat block was 137.5 percent.

To get these results, the Special was supported with weekly newspaper advertising, promotions with a radio personality (KMOX's Jack Carney), a recorded explanation and a brochure. But it took real teamwork to get the thing off the ground. Sales Reps Chris Dane and Mike Kennedy engineered the details, making slide presentations to Frontier personnel and clubs, as well as local travel agents (contributors of 59 percent of the revenues through September). Frontier reservations and ticket counter agents helped move the program along. Ann Olaiz, tour desk sales in Kansas City Res, handled all inquiries, internal controls, and actually sold seats during the Las Vegas strike. St. Louis Ticket Counter Supervisor Ruth Beck took charge of ticketing.

In recognition of their innovative efforts, the St. Louis sales office recently received the 1976 Clarion Award for outstanding sales promotion. The Clarion Award competition is sponsored by the Sales Promotion Association of St. Louis.

Meanwhile, the revenues are still coming in. The projected '76 figure for "The Saturday Special" is \$500,000. The projected number of total passengers for the year is 4,297, an increase of 143.6 percent over the number of passengers who would have flown Frontier without the Special. And although St. Louis Sales anticipates tough competition from charters after the first of the year, the Special has been continued indefinitely.



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## Monarch recalled on Frontier's 30th.

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*On Nov. 27, 1976, Frontier will celebrate its 30th anniversary of flight operations. Today we are one of the largest of eight U.S. regional airlines. Operating 52 jet and propjet aircraft, we board over 3.7 million passengers a year. To understand our beginnings, however, we look back to that first flight of Monarch Airlines as seen through the eyes of retired Capt. A. Ray Harvey (written by Marilyn Haisten of Bedford, Texas) and his wife, Lois.*

Excitement was running high in November, 1946. Monarch Airlines, predecessor of Frontier Airlines, was waiting impatiently to receive an operating certificate from the FAA (then known as CAA) to operate a scheduled airline between Denver and Durango, Colorado.

Monarch's President, Ray "Papa" Wilson, had seven pilots on the payroll waiting for that piece of paper. Two of the men, Ray Harvey and Art Ashworth, were already qualified with ATRs and with over 5,000 hours; the two were type-rated in the DC-3, the prop Monarch would fly.

The pilots — Harvey, Ashworth, Bert Clark, John Myers, Willie Hurt, Swede Nettleblad and Don Bridie — found it "tough eating out every meal and staying in motels on a retainer fee of \$220 a month" while waiting for actual operations to begin, Harvey recalls.

During that interim, the men flew proving runs, prepared an operations manual, tackled mounds of paperwork and trained for the upcoming flights.

And they checked regularly with Washington on the status of that all-important certificate.

Finally, that day arrived. Beaming, Wilson called the men to his office, and he announced the first flight would be the next day, Nov. 27, 1946.

Just one problem arose on that planned Denver to Durango flight — Durango's airport was not yet open to airline operations. The first flight, then, was to be Stapleton Airport in Denver to Monte Vista, Colorado, a distance of 175 miles. Refusing discouragement, Harvey remembers that Ashworth snapped, "Hell, fill the tanks and let's get going."

On flight day, amid a gathering of family members and



**IT WAS COLD** the morning of Nov. 27, 1946, as my four-year-old daughter Karen and I watched the preparations for the departure of the first scheduled flight of Monarch Airlines. A great many hopes and dreams and years of planning were centered in the flight of that DC-3; the future of my little family rode with it. In contrast to all the security now, there was none then; I walked around the aircraft parked at the terminal taking pictures of Ray by the plane for our family album. I lived through those growing years and remember the growing pains. Many times I watched an incoming flight and wondered if the passengers would ever add up to the number of seats available. Ray has retired from flying now, but I never watch the departure of a Frontier flight without remembering that first flight thirty years ago. I am very proud of what I see.

Lois Harvey

friends armed with cameras to record the event, Ashworth as captain and Harvey as co-pilot waited while the mechanics ran through their paces.

With one paying passenger and two sacks of mail on board, Monarch was airborne.

The sleek uniforms of today's airline were missing on that first venture. Ashworth wore his Navy flight jacket; Harvey wore his Navy blue uniform with the stripes ripped off. But the spirit of the company's future — a merger in 1950 with Arizona Airways of Phoenix and Challenger Airlines of Salt Lake City — was with the Monarch crew. And those seven pilots, most of whom are now retired, stayed with the airline which took the name Frontier.

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## Traffic stimulates third quarter profit.

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Spurred by record traffic and high passenger load factors, Frontier's third quarter performance marked the best summer in our history.

Net income for the third quarter, ended Sept. 30, was \$3,522,000, equal to 49 cents a share, on total revenues of \$53,516,000. During the comparable period a year ago, earnings were \$2,293,000, or 33 cents a share, on revenues of \$44,312,000.

For the first nine months of 1976, Frontier has earned \$7,234,000, or \$1.02 a share, an increase of 32 percent over the first three quarters of 1975. Total revenues increased 17 percent to \$146,949,000.

We flew a record 451 million revenue passenger miles during the third quarter (normally our strongest) and maintained a passenger load factor of 58.6 percent of all seats occupied.

"In a business that tends to be highly cyclical," commented President Al Feldman, "Frontier has recorded 18 consecutive profitable quarters — a pattern of consistency that is matched by few others in our industry."

He said that passenger demand continues to be high throughout our region "and has permitted us to add productive new capacity to our jet system."

October schedule changes saw introduction of our 20th and 21st Boeing 737s into service, providing our first through-plane flights between El Paso and Las Vegas (via Albuquerque), first nonstop Denver-Tucson roundtrip and additional one-stop flights from Omaha to Las Vegas and Phoenix four days per week. Rounding out the schedule change was the addition of the fifth Denver-Phoenix roundtrip, our first Denver-Topeka nonstop jet and a fifth Kansas City-Denver nonstop trip.

Traffic for the month of October marked the eleventh successive month of record advances. We flew 141,128,000 revenue passenger miles, a 17.3 percent increase over October of 1975. Available seat miles reached 259,084,000, up 21.2 percent from the like period a year ago. On the cargo side, revenues exceeded \$1 million for the first time, a single month record.

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## Spotlight on commuter carriers: what happens next?

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Kansas City-Denver nonstop trip.

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Officially, there is a two-level system of scheduled transportation available to airline passengers today in the U.S. Federally certificated by the CAB to provide long- and medium-haul service are 10 trunk airlines, operating flights averaging 810 miles. Linked to this service are short- and medium-haul flights, averaging 312 miles, operated by eight certificated local service or regional airlines.

In practice, however, there is a third level of scheduled air carriers: the "commuters," specializing in very-short-haul service (hops of about 75 miles) to small cities. Serving 421 airports, commuter flights, which primarily feed passengers to regional airlines like Frontier, are fast forging another integral link into the national air system. But as long as they operate aircraft seating 20 or less passengers, the commuters are not subject to federal route restrictions, nor must they be certificated by the CAB.

Underscoring the need for this level of service, the commuters' growth rate in recent years has been spectacular. In 1975, for example, 156 of these carriers airlifted 6.8 million passengers, close to a 60 percent rise over 1970. Put another way, the commuters today board about the same number of passengers as carried by the regional airlines in 1961, and more than the trunk industry carried in 1945.

Closely watching these growth trends are government agencies, the certificated airlines and small communities across the nation. The question being asked is: Can the commuters, with their lower operating costs, provide better service to small cities than now being offered by the larger, certificated airlines?

### CAB studies alternatives

Earlier this year, a CAB task force asked the airline industry to take a hard look at ways to improve service to small communities. Four approaches were suggested,

ranging from low-bid contracts between communities and carriers, to a program that would officially create a new class of airlines dedicated to small-city service. Under the latter approach, regional carriers would gradually be taken off subsidy and replaced at small points by federally certificated and subsidized commuter airlines.

The outcome of this study is of particular interest to Frontier in that of the 116 U.S. cities classified as points-boarding the lowest number of passengers, Frontier serves 43 — more than any other airline. (Our enplanements at these points average 16 people a day.)

In responding to the CAB, Frontier pointed out that it is proud of its service to these communities and of the contribution made to their welfare. "So long as we have the obligation to serve them," the response stressed, "we will provide the best service we can with the means available to us and consistently with our obligation to our shareholders."

Frontier further emphasized that it would not support a wholesale transfer of small cities to commuter airlines. But recognizing that a number of these cities have a need for improved service beyond Frontier's capabilities, it was suggested that in carefully selected cases, replacement service may prove to be a productive solution.

### Safeguards are imperative

In testing this approach, Frontier urged that the following guidelines be set to safeguard the interests of both the communities and the airlines:

1) Each case should be considered on its own merits, taking into account the needs of the particular cities involved.

2) Commuter replacements should be eligible for subsidy support, especially in the case of carriers serving small, isolated communities.

3) The replacement carriers' equipment should be limited to small aircraft (30 passengers or less) to ensure that their attention will continue to be focused on small-city service.

4) Certificates for replacement carriers should be for a period of not less than 10 years.

5) Safety and security requirements should be the same as they would be for identical services operated in identical aircraft by any other certificated carrier.

6) Carriers being replaced should be deleted, not suspended, from these points. It would not be equitable to demand that an incumbent airline maintain a fleet of idle aircraft indefinitely in readiness to resume service in case a replacement commuter fails.

What happens next? On one front, regulatory reform legislation now being considered in Congress may eventually be enacted with specific provisions to improve service to small communities, possibly featuring a commuter-certification program. Taking another approach, the CAB could implement such a program under its existing powers, one of the proposals currently being studied by the Board. Another possibility is that the recent certification of Air Midwest as a subsidized airline devoted to small-city service could provide a model for similar actions elsewhere.

Whatever happens, the commuter industry today is clearly in the regulatory spotlight. And its services seem destined to play an increasingly greater role in the nation's air transport system.



# Service awards.

## 30 Years

H.V. Gulliksen		J.D. Mericle	
Inspector	DEN	Lead aircraft tech.	DEN
C.R. Meisenbach		L. Nothhaft	
Dir. service shops	DEN	Lead aircraft tech.	DEN

## 25 Years

J.W. Butler		C.A. Harris	
Station agent	LAS	Aircraft tech.	DFW
D.W. Coppock		H.H. Werbelow	
Sales service mgr.	WDG	Station agent	COD
L.E. Evans		M.L. Willis	
Senior agent	DEN	Senior agent	PHX
R.W. Fish		G.W. Wilson	
Senior agent	PHX	Inspector	DEN
A. Gillespie			
Aircraft tech.	DFW		

## 20 Years

K.R. Banman		J.E. Hildebrand	
Station agent	PHX	Senior agent	OKC
A.R. Beek		B. Roberts	
Senior agent	COS	Computer operator	DEN
C. Florin Sr.		R.T. Sampson	
Aircraft tech.	DEN	Captain	DEN
O.L. Goode		K.M. Stewart	
Sales service mgr.	ICT	Senior agent	FYV
L.F. Guthrie		B.H. Worl	
Captain	DEN	Exec. secretary	DEN

## 15 Years

T.C. Allen		C.E. Foster	
Station agent	COD	Supv. pyble. audit srvy	DEN
J.E. Baker		U.S. Grant	
First officer	DEN	Aircraft tech.	DEN
B. Beene		A.H. Gwin	
Aircraft tech.	MCI	Dir. pilot schdl.	DEN
R.D. Bonan		V.M. Hague	
Station agent	FMN	Flight attendant	DFW
H. Bright		J.D. Hanes	
Aircraft tech.	DEN	Lead aircraft tech.	DEN
B.N. Davis		F.C. Hoffmann	
Station agent	TUL	Captain	DEN

D.W. Holder		L.G. Roberts	
Station agent	FYV	Mgr. trans. svcs.	COS
W.R. Johnson		C. Smith	
Station agent	ABQ	Aircraft tech.	FSM
E.R. Morris		K. Stielow	
Captain	SLC	Area mgr. line maint.	MCI
J.D. Riedl		D.M. Wollenzien	
Station agent	SLN	Production planner	DEN

## 10 Years

L. Abels		J. Michael	
Aircraft tech.	DEN	Aircraft tech.	DEN
C.R. Anderson Jr.		V.L. Nibbe	
Aircraft tech.	DEN	Aircraft tech.	DEN
R. Barks		J. Payne	
Station agent	TUS	Aircraft tech.	DEN
D.P. Brown		J. Petersen	
Station agent	LAW	Res agent	DEN
C. Clay		E.D. Ragan	
Trav. auto. mech.	ABQ	Expendable inv. cont.	DEN
W.W. Collins		R.F. Rogers	
Sales service mgr.	PNC	Station agent	FSM
J. Crider		B. Rose	
Aircraft tech.	DEN	Aircraft tech.	DEN
N. Culwell		C.S. Ruffino	
Supv. reservations	DEN	Ticket counter agent	STL
L.M. Dragen		M.I. Russell	
Station agent	MCI	Aircraft tech.	DEN
J.L. Edwards		R.C. Schneider	
Aircraft tech.	DEN	Aircraft tech.	DEN
A. Gehman		L. Schudel	
Flight attendant	DEN	Flight attendant	DEN
L.R. Green		W.R. Sullivan	
First officer	DFW	Station agent	OMA
F. Hall		G.E. Tidwell	
Aircraft tech.	TUS	First officer	DEN
T.L. Hollister		R.B. Van Camp Jr.	
First officer	MCI	Station agent	FSM
J. Johnston		L.M. Vied	
Res agent	DEN	First officer	DEN
W.L. Kirkley		L.A. Wallace	
Senior agent	DFW	Reg. dir. flight ops	GTF
D. Kreider		R.M. Watson	
Flight attendant	DFW	Ticket counter agent	DFW
J. Ligrani		D.L. Whiteley	
Plant maint. mech.	DEN	Aircraft tech.	DEN
M. Malone		P.J. Wildberger	
Lead cleaner	DEN	Station agent	MCI
J.A. Marquez		R. Wirth	
Cleaner	DEN	Flight attendant	DEN
L.K. McDonald		D.E. Zimmerman	
First officer	DFW	Station agent	DEN
E. McMillan			
Mgr. avionics engr.	DEN		

## 5 Years

J.M. Bay		K. Overbay	
Accounting clerk	DEN	Scheduler	DEN
J.F. Beuchler		E.L. Perea	
Staff analyst	DEN	Accounting clerk	DEN
C. Combers		B. Royce	
Clerk	DEN	Flight attendant	DEN
G.T. Eckert		C. Sonius	
Station agent	TUS	Flight attendant	DFW
B.J. Gandy		E.J. Spell	
Statistician	DEN	Mgr. flight service	DFW
R. Henderson		R. Tarp	
Asst. dispatcher wt.	DEN	Print shop operator	DEN
T.J. McCartin		P. Taylor	
V.P. Materiel	DEN	Wstn. offln. sales mgr.	DEN
B.M. Miller		J.M. Vann	
Statistician	DEN	Secretary	SLC
R.A. Miller			
Proj. mgr. fut. pln.	DEN		

## Retirees

**Claire Almquist**, director of tariffs, retires from the company after 29 years. A veteran of Northwest Airlines during World War II, Claire joined Monarch in 1947. In 1966 she became the industry's first woman to be manager of tariffs and in 1969 became director. Claire has been spending her time traveling between Denver and Minneapolis, but was last seen heading up towards Kalispell, Mont.

**Teunis G. Bergen**, retiring after 30 years, joined Monarch on Aug. 1, 1946, as the airline's eighth mechanic. He became an inspector in 1954 and advanced to lead inspector in 1966. Monarch President Ray Wilson, VP Operations Bill Wayne and 13 retirees from Maintenance joined Teuni at a giant retirement party at the GO Nov. 5. Teuni looks forward to spending more time in his mountain cabin.

**Captain Bill McChrystal**, retiring after 29 years, has been regional director of flight operations for the Salt Lake domicile since Jan. 1968. Starting with Challenger on March 8, 1947, Bill accumulated 17,111 hours in the DC-3. He flew the CV-340, CV-580 and B-737 for Frontier before joining management. He and his wife Dorothy will be enjoying some free time in Salt Lake.

## Interlining On the road.

It's not easy to pack a husband and two teenagers into a foreign car and head out for a four-week tour of eight European countries, but that's just what Industrial Health Nurse Lavonne Shank did in October. Twenty days, 4,000 miles and \$3,000-\$4,000 later, she's learned enough to write a book. Here are her observations:

1. Plan your itinerary as thoroughly as possible before you leave. Lavonne spent 11 months working on her trip. She wrote to travel bureaus in each country for maps and studied Automobile Club guides and Arthur Frommer's *Europe on \$10 a Day*. A month before departure, she



# Thaemert's \$1,307 tops award list.



H. Bright		J.D. Hanes	
Aircraft tech.	DEN	Lead aircraft tech.	DEN
B.N. Davis		F.C. Hoffmann	
Station agent	TUL	Captain	DEN

L.K. McDonald		Flight attendant	DEN
First officer	DFW	D.E. Zimmerman	
E. McMillan		Station agent	DEN
Mgr. avionics engr.	DEN		

## Thaemert's \$1,307 tops award list.

A single award of \$1,269 and six individual awards exceeding \$200 highlighted the September/October suggestion period as 27 employees shared \$4,726 in suggestion cash.

Aircraft technicians, as usual, made off with most of the money, including the largest award of \$1,269, a winner for Dale Thaemert. Thaemert suggested changing CV-580 elevator bearings more often because of the high rate of failure on heavy checks. To add to his total, he picked up another \$38 for a suggestion concerning replacement of elevator hinge bushings.

Foreman Jim Kalbach had a similar idea regarding flap torque tube bearings on the B-737. He won \$833 for suggesting installation of a fitting which saves labor and downtime on the aircraft.

Not to be left behind in the race for dollars, however, were Plant Maintenance Mechanic Joe Ligrani and Aircraft Techs Mathias Litzinger and Art Benson. A 10-year veteran of Frontier, Ligrani earned \$557 for his suggestion concerning recovery of ball joint and tailpipe clamps on the CV-580. Litzinger and Benson picked up \$300 each for their idea concerning repair of a particular valve body on the B-737.

Highest suggestion award to come out of accounting in a long time went to Clerk Nadine Overley. She received \$210 for revising the procedure for billing offline PTAs. Accounting Clerk Connie Mason also did well with a \$65 award for handling of the personnel action forms for flight attendants.

Two res agents and a pilot were also rewarded for their ideas. Agent Brenda Pence received \$20 for her suggestion to add local city reservation numbers to the computer, and Daniel Thielen picked up \$30 for suggesting posting hard copies of daily bulletins in both Denver and Kansas City. Denver Pilot Patrick Sanders earned \$18 for his suggestion to insert the Heimlich Maneuver pictorial display in the Pilot's Procedures as well as the Flight Attendant's Manual.



**TOP SUGGESTORS Dale Thaemert (left) and Jim Kalbach.**

Maintenance and engineering winners included:

**CV-580:** Robert Tormalino and Rodney Slack, aircraft techs, \$149 each, for Allison prop regulator housing; Joseph Coopersmith, lead aircraft tech, \$20, for making connector harnesses as spare units; Robert Pounders, inspector, \$20, for manufacture of feather reservoir handling tool; C. Dale Hershberger, aircraft tech, \$33, for discontinuing use of enamel and graphite on wear areas of fire shield; D. Hotchkiss, aircraft tech, \$145, for repair of approach plate.

**B-737:** Arthur Hammersmark, aircraft tech, \$20, for removal procedure for hydraulic pump shaft; Donald Reaves, inspector, \$25, for modification of hydraulic lines clamp in pylon area; Merle Russell, aircraft tech, \$144, for design of tool to tighten adjusting screw guide pin; Dee Oberg, aircraft tech, \$59, for manufacture of simplified fairing on pilot and copilot seats; Terry Carlson, aircraft tech, \$10 for actuating tracks; Dwight Allen, aircraft tech, \$142, for control surface balance stand; Frank Jesmer, lead aircraft tech, \$45, for protractor for fixing up and down stop clearance.

**Miscellaneous:** Donald Slack, aircraft tech, \$15, for noting that Al Mooney's plaque needs refurbishing; Dale Mahan, aircraft tech, \$55, for reuse of wool pile bonnets used for buffing aircraft skin; Donald Sabo, aircraft tech, \$18, for Leach Relay on Otter being made an expendable item; Louis Olona, aircraft tech, \$37, for manufacture of seat track covers.

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1. Plan your itinerary as thoroughly as possible before you leave. Lavonne spent 11 months working on her trip. She wrote to travel bureaus in each country for maps and studied Automobile Club guides and Arthur Frommer's *Europe on \$10 a Day*. A month before departure, she obtained permission for her son (Mike, a junior) and daughter (Peggie, in the eighth grade) to leave school for four weeks. "I attempted to make the trip as educational as possible, focusing on historical sites."

2. Decide what kind of car you want in advance and take baggage which will fit the trunk space. After studying countless brochures, Lavonne rented a four-door Peugeot in Paris. Tips: (a) Do get an international driver's license. (b) Stay off the autobahns (highways) if you want to see the countryside. (c) When crossing from one country to another, use your change to fill the gas tank. (d) Pay attention to driving rules. (Cars behind you have the right of way, even if you stop for a left turn.) (e) Don't try to drive in the cities. Park your car and take a bus.

3. Be flexible about your accommodations.

4. Spend time in the villages buying picnic lunches to eat on the road.

5. If time permits, study French or German, especially verbs, before your trip. "With little knowledge of either, we did have a language problem. Although people were rarely rude, they were occasionally cold and indifferent."

6. Odds and ends: (a) Be prepared to leave American cleanliness fetishes at home. (A little Clorox in an unbreakable bottle will come in handy.) (b) Take a few home remedies with you, as well as extra eyeglasses and prescription items.

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