

September 15, 1942

Subject: Hiring Civilian Women Pilots

To : Commanding Officer, 2nd Ferrying Group
Ferrying Division, Air Transport Command
New Castle Army Air Base
Wilmington, Delaware



1. In accordance with previous oral understanding, you will retain women civilian pilots under existing Civil Service Regulations in such numbers as may be required by the exigencies and operations of your Group, who are to be paid a minimum salary of \$3,000 per annum. Applicants may be employed or rejected at your discretion and thereafter subjected to discipline and discharge in exactly the same manner as male civilian pilots are now handled.

2. You will establish such physical facilities as may be required for the proper handling of women pilots.

3. You are authorized to appoint as Chief Woman Pilot Mrs. Nancy Love.

4. The following minimum requirements will be observed in the retention of women pilots:

- a. American citizenship
- b. Must be between ages of 21 and 35
- c. Must have a high school education
- d. Must have CAA Commercial Certificate (validated)
- e. Must have 500 certified hours
- f. Must hold CAA 200 h. p. rating
- g. Must have two letters of recommendation outlining applicant's experience and qualifications from former employers or prominent people in the community who can be easily contacted.

Note: Must have had 50 hrs. in the last 12 months.

5. As an alternative to the requirements of paragraph 4, women civilian pilots may be retained who have graduated from the G. P. T. cross-country course of instruction for

women ferry pilots, (under the direction of Miss Jacquelyne Cochran). You will determine that the minimum required curricula hereinafter set forth has been completed to your satisfaction.

Each candidate must have completed:

- a. 25 hrs. on aircraft of liaison type
- b. 25 hrs. on aircraft of not less than 90 h. p.
- c. 50 hrs. on aircraft of not less than 200 h.p.
- d. 15 hrs. on a link trainer
- e. 25 hrs. instrument instruction under a hood
- f. Ground course consisting of a minimum of 24 hrs. of meteorology, 30 hrs. of mathematics, 50 hrs. of physics, 50 hrs. of navigation, 16 hrs. of Civil Air Regulations, and 16 hrs. of aircraft servicing.
- g. Must have a minimum of 300 total hours
- h. Must be an American citizen
- i. Between the ages of 21 and 35 years
- j. Have a high school education
- k. Must have obtained a CAA Commercial License (validated) on 200 h. p. airplanes.

6. All applicants will complete to your satisfaction a flight test as outlined in Paragraph 7 d, AAF Reg. 50-7. Such flight test will be given by a qualified military pilot of your choice.

7. Applicants will be required to undergo a physical examination to be given by your Flight Surgeon in accordance with directions furnished by the Surgeon of the ATC.

8. You will be responsible to the Commanding Officer, Ferrying Division, that all requirements in the hiring of women civilian pilots have been complied with, and you will report to this headquarters not later than Monday of each week name and number, stating full qualifications, of women pilots hired by you.

WILLIAM H. TUNNER
Colonel, Air Corps
Commanding

