



SAME PLANES.
HIGHER MARGINS.

FLIGHT OPERATIONS / EDITION 02

PILOT HANDBOOK & STANDARD OPERATING PROCEDURES

A serious operations guide for a profoundly unserious airline.

PROFIT IS ALL WE CARE ABOUT.

Operating airline: KPI | Flight records: FlightLinq

9 October 2026 | Approved for publication

Our shareholders are imaginary. Our responsibilities are not.

01 / THE PROPOSITION

Welcome aboard

Thank you for applying to a company that has already found a way not to pay you.

Profit Airlines (KPI) is a satirical virtual airline. The corporate persona is relentlessly, absurdly concerned with margins, utilization and imaginary shareholder value. The actual flying should be fun, and the actual people should be treated well.

TWO OPERATING REALITIES

In the fictional world: Passengers are revenue opportunities, sandwiches are cost centers, and pilot pay is subject to aggressive review.

In the real community: Respect, inclusion, honesty, safety, privacy and the rules of whichever simulator or network you use come first. The joke never overrides these.

1.1 What this handbook governs

- Joining and participating in Profit Airlines, including anyone flying KPI routes through a partner airline.
- Planning and performing flights, recording PIREPs, communicating with staff, and participating in the virtual economy.
- How management handles questions, accommodations, honest mistakes, improper conduct and policy changes.

1.2 Order of authority

Real-world laws and platform/network rules come first. Then use published simulator/aircraft limitations, followed by Profit Airlines operational policies. Fictional corporate announcements and flight-attendant commentary come last. If a joke conflicts with a real rule, the joke loses.

1.3 The short version

Fly honestly. Be kind to humans. Observe the actual rules of the network you are on. Have fun without ruining someone else's. You do not have to enjoy economics, fly perfectly, or laugh at every joke to belong here.

POLICY STATUS

This is the approved Profit Airlines handbook for publication. FlightLinq enforces its configured features independently; the controls pictured and recorded here reflect the settings confirmed on 9 October 2026. Any later settings change should be reflected in an updated bulletin and manual.

02 / PEOPLE

Membership, culture & accessibility

We are an equal-opportunity fictional employer, with a very real expectation of decency.

2.1 Applying and eligibility

- Apply through the airline's active FlightLinq application process. Provide accurate information; don't manufacture flight hours or credentials.
- Applicants must be at least **18 years old**. The application asks about the applicant, preferred sims/aircraft, and whether they understand that the airline is satire. The live application enforces eligibility.
- Prior VA experience, virtual rank and real-world credentials are not entry requirements. **No KPI aircraft rank restrictions** apply: pilots may use available fleet aircraft, subject to FlightLinq availability, dispatch and simulator compatibility.

2.2 Respect is not satire

No harassment, hate speech, intimidation, threats, doxxing or deliberate humiliation. The airline may joke about mistreating imaginary passengers and cutting imaginary wages. It may **not** use that fiction to excuse mistreating members, staff, developers or other communities.

2.3 Accessibility comes standard

- Pilots may use autopilot, cockpit aids, assistive technology, pause/save features, simplified procedures, or other tools permitted by their simulator and any live network.
- No disability disclosure or explanation of a medical condition is required. Anyone can request a workable accommodation privately.
- Missing a flight, needing an easier aircraft, or having a rough landing is not a character flaw. Training and participation matter more than perfection.

2.4 Activity & attendance

FlightLinq currently flags a new pilot after **14 days without a first flight**. The ongoing minimum is **4 flights AND 10 flight hours each calendar month**. The **Count Only Airline Routes** option is enabled for these thresholds. A missed minimum produces a compliance warning; it is not described here as automatic expulsion.

A fourth no-show booking in a calendar month triggers a compliance violation. If life interrupts flying, send a private FlightLinq message when practical. No medical or personal explanation is required; management reviews circumstances before a removal decision.

FROM HUMAN RESOURCES

Our pilots are our most valuable assets. We ask that they refrain from depreciating before the next accounting period.

03 / DISPATCH

Selecting and preparing a flight

Your reservation is a flight assignment, not a dare.

3.1 Reserve the right flight

- Use the active FlightLinq schedule or approved charter workflow. Check the **operating airline**, flight number, departure, destination, selected aircraft and tail.
- Check the reservation start window, availability, dispatch restrictions, assigned cabin/cargo, and any displayed pilot-pay or partner terms. Unflown reservations are currently auto-cancelled after a **4-hour** booking timer; check the live deadline.
- Partner access is not ownership. A shared aircraft or route is usable only when FlightLinq shows that permission for the selected flight.

3.2 The preflight standard

- Review real or simulated weather, NOTAMs as available, terrain, airports, runways, alternates and the intended ATC environment.
- Confirm the airplane is within its weight, center-of-gravity and performance limits, including runway and landing-weight considerations.
- Plan adequate fuel for the flight and reasonable contingencies. Check the loadsheet and simulator fuel quantity actually agree.
- Verify route, nav data, aircraft configuration, flight controls, brakes and relevant checklists before taxi or takeoff.
- Carry passengers, luggage and freight only within the capacity accepted by the dispatch and aircraft systems; a green booking bar does not repeal physics.

3.3 Amendments and substitutions

If a departure, destination, airframe or planned route changes materially, use whatever change/rebooking process FlightLinq offers and document the reason. An ATC deviation, diversion or go-around is normal aviation, not financial treason. Where the platform cannot model the change, contact staff rather than falsifying the log.

DISPATCH DEPARTMENT

The flight is scheduled because the spreadsheet believes in you. Verify it with the airplane before committing to the sky.

04 / IN FLIGHT

Flying the airplane

Nobody is impressed by a 100-point flight that ends in an imaginary crater.

4.1 Aircraft handling and checklists

- Use the procedures applicable to the aircraft you are actually simulating. Fly a stabilized approach when practicable; go around whenever the approach is not safe or manageable.
- Use automation, selected modes or manual flight as appropriate. Proficiency develops at different speeds and not all controls are accessible to all pilots.
- Never sacrifice control, terrain clearance, fuel reserves or realistic aircraft limitations merely to preserve a score or an on-time result.

4.2 ATC and online networks

SayIntentions, other offline ATC, and live controller networks may be used where supported. On VATSIM or IVAO, follow the network's current rules and controller instructions. Keep radio calls operational and professional. **Do not perform the corporate satire on busy live frequencies.** The controller did not sign up for a shareholder meeting.

4.3 Problems, emergencies and interruptions

- Handle a simulated emergency with the aircraft procedures and the rules of the ATC environment. If needed, pause or disconnect according to network policy; personal wellbeing matters more than completing a session.
- If software crashes, hardware fails, or symptoms make continuing difficult, stop. Rebook or report the incomplete flight accurately. Staff should not shame an interrupted flight.
- Never intentionally simulate dangerous behavior on a shared network in a way that disrupts other users. Organized challenges require clear rules and consent.

4.4 Landing is not a competitive sport

A smooth landing is pleasant. A safe touchdown in the appropriate zone at the correct speed is better. FlightLinq scores may help review performance, but a perfect score is not required for human dignity, and an honest rough arrival is not grounds for ridicule.

NOTICE TO FLIGHT CREWS

There is no approved procedure to trade runway remaining for a better screenshot of the vertical-speed indicator.

05 / FLIGHT RECORDS

PIREP, approval & integrity

The airline appreciates accounting creativity. It does not appreciate fictional flight hours.

5.1 Recording a flight

- Use FlightLinq as Profit Airlines's system of record. Complete the assigned flight and submit or allow the platform to generate the PIREP through the supported workflow.
- Provide truthful aircraft, origin, destination, time, outcomes and relevant flight notes. If the sim or tracker recorded something incorrectly, say so.
- Do not duplicate a flight, manufacture time or discard a completed log solely because the score was embarrassing.

5.2 Scores and administrative review

A flight score is operational feedback, not a verdict on a person. Management may review platform flags, mismatched routes, incomplete records or suspected manipulation. Normal mistakes, unsuccessful approaches, hard landings and reasonable use of accessibility tools should be met with coaching, not ritual humiliation.

FlightLinq may apply validation or approval rules independently of this document. Any special event score minimum or aircraft qualification must be announced before the flight. Staff cannot guarantee that the platform will accept every recorded attempt.

5.3 Corrections and disputes

- Ask staff for a correction or review if a PIREP, aircraft assignment, payment or schedule entry appears wrong.
- Staff should explain material decisions, provide a chance to clarify, and correct documented administrative errors.
- Deliberate repeat falsification or abuse can lead to removal. Honest uncertainty is not fraud.

THE OFFICE OF COMPLIANCE

A -21 fpm landing and a 3.3-star passenger review can coexist. One is a flight metric. The other is management's problem.

06 / THE ECONOMY

Passenger revenue, cargo & the spreadsheet

The money is imaginary. The temptation to optimize it is deeply real.

6.1 What is actually simulated

FlightLinq may calculate demand, fares, load factors, aircraft costs, passenger service charges, cargo rates, operating results and cabin ratings. These are game outputs, **not** audited accounts or realistic forecasts of a real airline. Bidirectional markets or simplified demand assumptions may not resemble real travel patterns.

6.2 Profit-seeking is optional for pilots

Players are welcome to optimize schedules, fill every sellable seat and seek high-value freight. They are equally welcome to fly a route because they like it. **No pilot must generate a minimum profit or buy cosmetic rewards to remain a member.** Pilots are not personally responsible for simulated financial losses from honest flying.

6.3 Cabin and cargo decisions

- Use the configuration FlightLinq actually assigns to the selected aircraft. Physical positions and sellable seats may differ; blocked seats are not available for passengers.
- Respect the simulated effective cargo capacity after baggage and any special-handling adjustment. Never knowingly create an overloaded aircraft to win a pricing puzzle.
- Aircraft purchases, cabin renovations, airline pricing changes and inter-airline transfers are **management decisions** unless explicit permissions have been delegated.

6.4 Pay and rewards

Pilot compensation, where displayed, is simulated and may depend on rank, operator or partnership configuration. The rate shown in a reservation is not an offer of real wages or payment. Volunteering for a zero-pay partner assignment does not create a real-world employment relationship.

PROFIT MAXIMIZATION ADVISORY

Passenger satisfaction is a useful metric, and therefore management will continue pretending it is optional. Real members, however, are not metrics.

07 / PARTNER RELATIONS

Alliances, communications & management

When two airlines sign an agreement, someone should really ask whether both CEOs are the same person.

7.1 Shared operations

Profit Airlines may share listed aircraft and routes with another airline through an active FlightLinq partnership. For a **Profit (KPI) flight**, KPI remains the operating airline and receives the flight's operating revenue. The partner airline receives any separately configured partnership payment; if no compensation rate exists, do not assume one.

The reverse applies when a Profit pilot operates a partner airline's flight. Confirm the operating airline on the reservation before accepting. Do not represent borrowed aircraft, routes or funds as unrestricted ownership.

7.2 Communications

- **Official communications are inside FlightLinq:** Bulletins for policy and airline announcements; NOTAMs for temporary operational instructions; and direct messaging for questions, appeals, absence notices and individual decisions.
- Pilots are expected to review applicable FlightLinq Bulletins and NOTAMs before a flight. Keep private information in direct messages; no pilot must explain a disability, family emergency or medical situation publicly.
- Discord is **not required** and is not an official communication channel unless management explicitly announces otherwise in FlightLinq. Corporate jokes are welcome; mandatory participation in social banter is not.

7.3 Conflict resolution and departure

For ordinary conduct or record issues, management should start with a clear conversation, then written notice if needed, then a documented decision. Serious harassment, threats or privacy violations may justify immediate action. A member may leave without having to defend the decision. Respectful appeals should be heard.

7.4 Updates

Material changes to pilot obligations, activity requirements, event eligibility, financial access or disciplinary rules should be dated and posted before enforcement. This manual is controlled by Profit Airlines management; features shown in FlightLinq may change without notice and should be verified in the live system.

OFFICIAL PARTNERSHIP STATEMENT

Profit Airlines supports mutually beneficial alliances, particularly when both parties agree on which imaginary balance sheet benefits. Please submit all complaints through FlightLinq, where the complaints department can decline them in an orderly fashion.

08 / QUICK REFERENCE

Your flight in twelve checks

Print this page, save it, or ignore it and give the first officer yet another clipboard.

Before reserving

- 01 Confirm operating airline and flight number.
- 02 Confirm route, assignment window, aircraft and tail.
- 03 Review any displayed eligibility and partner compensation.

Before departure

- 04 Review weather, route, airport, terrain and ATC environment.
- 05 Verify aircraft performance, loading, balance and fuel.
- 06 Complete the relevant flight-deck checks; configure the aircraft actually selected.

While flying

- 07 Observe published airspace/network rules and maintain aircraft control.
- 08 Use the tools or assistance you need. Go around if required.
- 09 If the sim or your day stops cooperating, stop safely and report honestly.

After parking

- 10 Finish the flight/tracker workflow and check the PIREP.
- 11 Note diversions, errors or incomplete tracking for staff.
- 12 Congratulate yourself for completing the flight. Management has elected not to budget a cake.

OPERATING SETTINGS / 9 OCTOBER 2026

Eligibility: 18+; all available aircraft unrestricted by rank. First flight: 14 days. Monthly: 4 airline-route flights and 10 airline-route hours. Unflown booking timer: 4 hours. No-show threshold: 4 per month. Official communications: FlightLinq Bulletins, NOTAMs and messaging. Staff review exceptions and changes.

PROFIT IS ALL WE CARE ABOUT.

Except actual people. That exception is non-negotiable.