

2023

REGIONAL AIRLINE ASSOCIATION



Summer Seminars

○ San Antonio, Texas | July 16-18, 2023

SPEAKER BIOS



FAYE MALARKEY BLACK
President and CEO, Regional Airline Association, (RAA)

Faye Malarkey Black serves as President and CEO of the Regional Airline Association and has led the organization since February 2015. In her role, she leads an industry trade organization representing 18 North American regional airlines and 80 associate members. In the United States, RAA member airlines operate 40 percent of the flights, employ more than 59,000 individuals and provide the only source of scheduled, passenger air service to 66% of the nation's airports.

Ms. Black oversees the daily operations of the Association, develops and executes its policy and business objectives and serves as the primary spokesperson for the regional airline industry. Ms. Black is dedicated to promoting and advancing safe, reliable air service to every corner of the country. As a lifelong advocate of small community air service, Ms. Black has successfully defended against attempts to dismantle the Essential Air Service program and raised national awareness of the growing global pilot and technician shortage and worked to secure important payroll supports to help maintain the ready status of the regional airline workforce during the ongoing COVID-19 pandemic. Under her leadership, the Association has built cross-industry coalitions and developed a new, collaborative approach to attracting and supporting the next generation of aviation professionals.

With more than two decades of experience in policy, strategic leadership, business development and management, Ms. Black has served the RAA since 1998 and was formerly Senior Vice President of Government Affairs. Ms. Black began her career in Pennsylvania, holding key positions for U.S. Senator Harris Wofford and in support of voter targeting and communications in the 1994 and 1996 Democratic Coordinated Campaigns. She later served as an executive at Smithbucklin Corporation, providing strategic planning advice to trade associations seeking to build effective advocacy programs and helping emerging businesses in developing democracies develop business support networks under a U.S. Agency for International Development (USAID) subcontract.

Ms. Black is a member of the Transportation Research Board's Standing Committee on Commercial Airlines and was appointed to the U.S. Department of Transportation's Working Group on Small Community Air Service in 2017. She served on the Board of Governors of the Aero Club of Washington from 2014 to 2019 and as liaison to the Club's charitable Foundation, which connects DC public and charter school students with aviation opportunities and financial support. In 2019, Ms. Black oversaw the launch of RAA's 501(c)3 charitable foundation, expanding the reach of the Association's scholarship program.

Ms. Black holds a Bachelor of Arts from the University of Pittsburgh. She resides in Washington, DC with her husband and two children.



REGINA DOURAL
General Manager Compliance Services, Vault

Regina Doural is the General Manager Compliance Services for Vault Health Workforce Screening. Regina has 20 years of experience in the drug testing industry and is a Certified Substance Abuse Program Administrator. Ms. Doural is on the Board of Directors for Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. She holds a B.S. in Business Administration.



RICHARD GOMEZ

VP of Aviation Training & Products Worldwide, MedAire

Richard Gomez is VP, Aviation Training & Products Worldwide for MedAire. He has 30 plus years of aviation experience including, crew member training, regulatory compliance, quality assurance, cabin crew management and above and below the wing operations. Richard joined MedAire in 2005 to lead it global aviation training platform. Today, he oversees MedAire's suite of products and services including Crew Medical Training, Aircraft Medical Kits and medical services for crew while on duty. Richard is committed to safety and is supports airlines around with the mission of continues improvement.



JEREMY GORGES
Director of Employee Relations, CommuteAir

Jeremy is a seasoned professional with nearly 20 years of experience as a dynamic and engaging leader in the regional airline industry. Throughout his career, he has honed his skills by partnering with various stakeholders, including operations, labor unions, and team members, to build strong relationships based on a welcoming and transparent approach.

Starting his aviation journey as a crew scheduler, Jeremy quickly progressed into positions of increasing responsibility. His diverse experiences encompass areas as HR compliance, drug and alcohol, compliance, labor relations, employee relations, benefits, travel, and compensation. This breadth of expertise has equipped him with a comprehensive understanding of the multifaceted aspects of the industry.

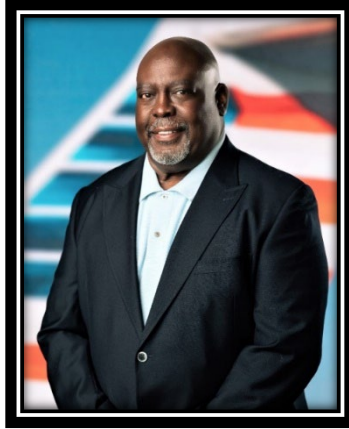
Beyond his professional accomplishments, Jeremy 's passion for diversity, equity, and inclusion (DEI) work stems from his genuine interest in people. He recognizes the fundamental importance of creating an environment where individuals feel acknowledged, listened to, safe, and cared for. Through his leadership, Jeremy strives to foster the inclusive culture that celebrates diversity and promotes equal opportunities for all.



JENNIFER IVERSEN
Vice President of Aviation Operations and Regulatory Affairs
Regional Airline Association (RAA)

Jennifer Iversen is the Vice President of Aviation Operations and Regulatory Affairs comes at the Regional Airlines Association. In her role she is representing the regional carriers on regulatory and operational issues. Prior to joining RAA Iversen was at United Airlines where she served as the Manager of Flight Operations, Regulatory Compliance. In that role, she managed the 240 Minute Extended Operations (ETOPS) authorizations in multiple geographic areas with the FAA becoming the first U.S. carrier to be granted those approvals. She was the Chair of the Operations Specifications (OpSpec) Working Group comprised of industry stakeholders working to develop consensus positions and making recommendations to the FAA related to FAA Orders, Advisory Circulars (ACs), and other regulatory documents. Before United Airlines Iversen was a Program Director for the RTCA (Radio Technical Commission for Aeronautics). In that role, she managed Federal Advisory Committees helping industry stakeholders come to consensus around technical and policy issues. Iversen also spent time as a follow at the International Civil Aviation Organization where she was on the Technical Team charged with updating the Global Air Navigation Plan and created first iteration of the Aviation System Block Upgrades. Her professional experience also includes positions at Jeppesen and Angel Flight West.

Iversen holds a B.S. degree in Aviation Management from Metropolitan State University of Denver, an M.B.A. degree from American Intercontinental University and a Commercial and Instrument Pilot License.



STEVE JARRETT
Director of Diversity Equity and Inclusion, PSA Airlines

As the Director of Diversity Equity and Inclusion for PSA Airlines, Steve is charged with creating its first full and comprehensive DEI strategy. Prior to joining PSA, Steve was a Senior Diversity and Inclusion (D&I) Consultant for Oracle where he created the framework that serves as the foundation for Oracle to provide global D&I support to its business units.

As an independent consultant, Steve developed talent management solutions for firms in multiple industries, including strategies for diversity and inclusion, staffing, succession, retention and employee engagement.

As Senior Vice President of Human Resources with the Financial Industry Regulatory Authority (FINRA), Steve has had the opportunity to add value as a key strategic contributor to overall corporate goals. His efforts led to the creation of the firm's 1st formalized Succession Planning Program, the 1st Employee Engagement Survey, and 1st Diversity Leadership Council, as well as FINRA's repeated selection as one of Working Mother magazine's Top 100 companies.

Prior to joining FINRA, Steve spent more than 25 years with IBM Corporation in progressively responsible HR executive roles, working with organizations ranging from 300 people to large, global business units with more than 85,000 employees worldwide. His efforts focused on creating robust succession planning, compensation, and human capital programs.

Steve holds a Bachelor of Science degree in Marketing from Johnson C. Smith University in Charlotte, North Carolina. He served on numerous boards, including the Board of Directors for the Society for Human Resources Management (SHRM, 2008-2010), the Board of Directors for AMIE (Advancing Minorities Interest in Engineering) and currently serves as a member of the National Advisory Board for the National Society of Black Engineers (NSBE). Steve was recently appointed to the HR Advisory Council for Mecklenburg County in North Carolina. A Life member of Kappa Alpha Psi Fraternity, Inc., Steve and his wife Sharon currently reside in Charlotte NC with their children, Royce and Tori.



KRYSTEN KLINE
Commercial Aviation Account Manager, MedAire

Krysten Kline, MedAire Commercial Aviation Account Manager, started her aviation career in 2004 at America West Airlines. She has now been with MedAire for almost 15 years, supporting aviation customers in the Americas by offering MedAire's array of products and services such as in-flight medical advisory & consulting, crew medical training programs, operational aviation-centric intelligence services, on-ground medical & security assistance for crew, as well as onboard medical equipment. Krysten is dedicated to her airline customers for all their needs to help improve overall safety and crew well-being.



TIFFANY LaTOUR
Aviation Safety Inspector, FAA

Tiffany LaTour resides in Williams Arizona and has lived in Europe and around the United States. She acquired over 36 years of experience in program management and operational development experience during her travels. Tiffany joined the aviation professional community in 2004 with America West. During her tenure America West merged with US Airways and American Airlines, creating opportunities to observe different effective Safety Management Systems. Leading the Inflight Training department through multiple mergers developed an innovative safety mindset, driving Tiffany's approach to complicated safety situations. Tiffany joined the FAA in 2014 as an Aviation Safety Inspector assigned to the United Airlines Certificate Management Office. Excelling in conducting surveillance Tiffany was invited to be an Inspector Instructor and by 2017 Tiffany was accepted into the Flight Standards Leadership Development Program. Tiffany was the Assistant Manager of the SMS Program Office through the pandemic, supporting 14 CFR part 5 and the FAA SMS Voluntary Program. In 2022, Tiffany joined the Air Transportation Division, Air Carrier Operations Group. Sharing her knowledge through speaking engagements has been part of Tiffany's life in multiple industries.



SHAWN O'NEIL

Compliance and Privacy Officer Workforce Screening, Vault

Shawn O'Neil is the Compliance and Privacy Officer for Vault Workforce Screening. Shawn brings more than 25 years of experience in health insurance, transportation & logistics, occupational health, and regulatory compliance. He is a Certified Substance Abuse Program Administrator and a Certified Information Privacy Professional in U.S. and European privacy laws. Additionally, Shawn is FCRA Advanced certified through the Professional Background Screeners Association. He holds a Master of Jurisprudence degree in Compliance and Enterprise Risk Management from Loyola University Chicago's School of Law.



TANYA PHIPPS
Aviation Safety Inspector, FAA

Tanya Phipps is an Aviation Safety Inspector with the Federal Aviation Administration. She has been with the FAA for over 22 years and has been deeply involved with Advanced Qualification Programs (AQP) for the past 16. She has had regulatory oversight for several large air carrier AQP's and worked three major mergers that involved AQP's. Tanya currently holds a position with AFS-280, The Training and Simulation Branch as an AQP subject matter expert. She acts as the FAA chairperson for several Extended Review Teams and is the point of contact for carriers transitioning their Inflight training programs to an AQP. Tanya also instructs an AQP course for the FAA Training Academy designed to familiarize inspectors to the dynamics of AQP.



LAURA PRINCE

Vice President of Human Resources, CommuteAir

Laura is currently the Vice President of Human Resources at CommuteAir. Laura has over 30 years of human resource experience. With a strong passion for building strategies and initiatives that address both business and people challenges, she is dedicated to fostering inclusion and equitable outcomes within the organization. Laura possesses exceptional expertise in talent management, organizational development, diversity, and change management.

Prior to joining aviation Laura has worked across various sectors, including banking, healthcare and manufacturing organizations. In these roles, she successfully developed and implemented employee engagement initiatives, organizational development strategies, and total reward management programs, catering to diverse employee backgrounds and needs.

Laura's commitment to professional growth is evident through her continued SHRM certification and avid reading habits which translates to a passion for continuous development. She understands the importance of staying updated with industry trends and best practices to drive positive change. Through her expertise, she helps individuals understand how their communication and behavioral energies impact their engagement in both personal and professional spheres. By fostering self-awareness and promoting balanced interactions, Laura empowers individuals to achieve better results and enhance their effectiveness in collaborating with others. By cultivating relationships grounded in trust, she facilitates a cooperative environment where diverse perspectives are valued, and collective success is prioritized.



KIMBERLY PYLE

Executive Director, Office of Accident Investigation and Prevention, FAA

Kimberly Pyle (she/her) serves as the Executive Director for the Federal Aviation Administration’s (FAA) Office of Accident Investigation and Prevention, which is the FAA’s principle organization for all aircraft accident investigations and activities related to the National Transportation Safety Board (NTSB). The Office of Accident Investigation and Prevention is also responsible for engaging directly with collaborative industry and government initiatives such as the U.S. Commercial Aviation Safety Team (CAST), Aviation Safety Information Analysis and Sharing (ASIAS), and General Aviation Joint Steering Committee (JSC) to identify leading accident indicators and implement mitigations to prevent future events.

Ms. Pyle previously served in executive roles in the FAA’s Air Traffic Organization (ATO), including as the Deputy Vice President for the Safety and Technical Training (AJI) service unit and Director of Policy and Performance within AJI. Ms. Pyle also represented the FAA as the Civil Air Navigation Services Organization (CANSO) Safety Program Manager where she led safety matters related to air traffic management across CANSO and the air transport industry. She previously served in the ATO as the Director for Congressional Communications, Program Manager for Partnership for Safety and Senior Advisor to the Office of Safety Vice President after getting her start in Air Traffic Systems Development and ATO Communications. She began her career as a staffer for members in the U.S. House of Representatives and U.S. Senate.



Dr. SUZANNE L. STEELE
Chief Medical Review Officer, Vault

Dr. Suzanne L Steele is Vault's Chief Medical Review Officer and is a family medicine physician with 30 years' experience including employee and occupational health. She has been a Certified MRO for 20 years. She is a graduate of Hahnemann University College of Medicine (the current Drexel University College of Medicine) and received her Bachelor of Arts degree from the University of Pennsylvania.



MEREDITH VADIS
President, Vault

Meredith Vadis, President, is a visionary leader with deep and diverse experience in strategy development and execution, business operations, business development, public relations, and marketing for small to large public and private-sector organizations. Ms. Vadis has significant C-suite experience leading 4K+ employees, multiple business lines and divisions, and driving government policy development and implementation. Known for exceptional systems thinking, operational excellence, speed to execution, and translating complex problems into actionable plans, Ms. Vadis has extensive experience in mass transit and utility construction and operations, public health, and emergency response. Ms. Vadis joined Vault in 2021 and initially lead the company's nationwide COVID testing and vaccination line of business. She joined Vault Workforce Screening as its new president in 2022.



NANCY VAN DER VEER HOLT
Partner, FORDHARRISON

A leader of the firm's Affirmative Action Compliance/OFCCP Defense practice group, Nancy Holt provides preventive employment law counseling and efficient litigation defense to a wide range of clients, with a focus on federal contractors, airlines and salons and spas.

Nancy has significant experience representing companies in OFCCP matters, preparing for OFCCP audits, and counseling employers on issues stemming from OFCCP regulations. She regularly works with corporate counsel, human resources executives and consultants to develop practical approaches to EEO and affirmative action compliance. Nancy personally oversees the development of hundreds of Affirmative Action Plans and EEO-1 and VETS-4212 reports for clients across the country annually. She

has successfully defended employers in litigation matters, OFCCP audits, and EEOC and OFCCP complaint investigations.

Drawing on hiring, promotion and termination data, Nancy is able to effectively assist clients in designing and implementing affirmative action compliance procedures relating to recruitment, applicant tracking and dispositioning, compensation systems, and broader diversity and inclusion programs, including those targeting veterans and disabled persons.

Another substantial part of Nancy's practice is the representation of clients in the airline industry. As the daughter of a commercial airline pilot and flight attendant, she finds assisting air carriers, airline service providers, and other employers in the industry to be particularly rewarding. Nancy's experience includes grievance arbitrations and employment litigation, as well as defense of state and federal agency matters, and AIR21 and FAA whistleblower complaints.

Nancy counsels employers on a variety of issues, including employee terminations, drafting and negotiating employment and separation agreements, and Title VII, FMLA, FLSA, ADA and WARN Act compliance. She represents a significant number of salons and spas through a program she developed to provide critical employment law services in a cost-effective fashion. She enjoys conducting workplace training sessions on sexual harassment prevention, affirmative action and EEO obligations and LGBTQ law, policies and best practices for inclusion.

Nancy served as a judicial law clerk for the Chief Justice of the Rhode Island Supreme Court and is a proud Teach for America alum. She enjoys running, cooking with her three daughters and taking her annual "mystery weekend" vacation with her best friends from Smith College.



SARAH WIMBERLY
Partner, FordHarrison

Sarah Wimberly spearheads FordHarrison's airline litigation and arbitration practice and is the co-leader of the airline service practice group. For 27 years she has focused her practice primarily on labor and employment matters unique to the aviation industry. She is an industry leader on absence management and leave abuse, as well as disability accommodation and compliance.

Sarah frequently works with aviation clients on complicated or sensitive harassment and discrimination complaints, complex discipline or discharge, and fitness for duty evaluations, with particular emphasis on flight crews. She arbitrates employment related union grievances, responds to crew-related administrative charges before the FAA, OSHA, EEOC and similar state agencies (including administrative trials), and litigates employment and labor (RLA) claims in state and federal court. Sarah has particular expertise and experience with leaves of absence issues (FMLA), disability accommodation (ADA), and whistleblower complaints (AIR21).

Sarah represents clients across the country in all aspects of the industry. In her 27 years of practice, she has handled litigation, arbitrations and administrative charges and complaints in almost every state. She works with mainline carriers, low cost carriers, regional carriers, cargo carriers, charter and on-demand operators, ground support companies and MROs. Sarah is a frequent speaker at industry conferences and champion of the advancement of women in the industry.