



(1) definition and legal status:

It will Bird is a virtual airline company, incorporated non-profit and lacking in personality or legal entity any. It has no business or contractual relationship with any other entity, company or business and by itself you can purchase contracts or any commitment. Any similarity to the name of any legal or natural person is purely unintentional. There is no knowledge that goes Bird has the consideration of trademark or registered name. In the event that any complaint or claim for this reason, staff will proceed to its dissolution or change of name in the shortest time that possible.

(2) objectives:

It will Bird is a virtual entity of recreational and formative character, and general objective is to promote the development of the hobby by the virtual Flight Simulator. The purpose of this document, is defined as virtual air simulation activity that seeks to represent in a computerized virtual environment the procedures, techniques and systems of flight that are used with character with technical or mechanical tools General and common in conventional civil aviation.

For the development of the general objective, going Bird has as specific objectives the following:

- (a) development of virtual aerial tours.
- (b) development of company-specific events.
- (c) real or virtual meetings.
- (d) maintenance of website.
- (e) fly in virtual networks of IVAO and VATSIM network. According to the powers granted to the staff, this entity may merge to any other Flight Simulator virtual network. In relation to the rest of document everything that refers to the IVAO community it does extend to VATSIM and the rest of virtual networks to which goes Bird could be attached in the future.
- (f) foster among its members the philosophy of virtual simulation: the real that is possible "As real as it get".
- (g) to provide to its members tools and appropriate systems, so that they develop their training in aspects of virtual navigation both in aspects such as IFR VFR, educate its members in the operation, configuration and use of simulators of flights as well as the usual aircraft, both the built-in "default" as well as some of pay per use.

These specific objectives outlined have character and not restrictive. Goes Bird staff may propose adding, modify and/or delete any of them if this is achieved to improve the General objectives.

3) Access, rights and duties of members

(a) members:

It will Bird will be composed of an unlimited number of members, even though staff may establish a number clausus of users in order to maintain the proper functioning of the same. This maximum number of members shall not be less than the number of members existing at that time in the company.



Given that goes Bird is a member of the IVAO as you are certified, you must keep a minimum at all times the number of users that the IVAO establishes in its rules to be able to continue to be it is certified and use the tools provided by the same.

(b) access system:

Go Bird you can access all that person who want, provided that the interested party agrees to the rules of functioning of the entity, and they shall be expressed in the form of income and in the present document.

Although it is not a prerequisite for initial access, recommended that people who are interested in joining goes Bird are given high on IVAO/VATSIM, they know their performance and standards.

New members of Va Bird you will be given within two months since joining that they formalize its high on IVAO/VATSIM if they had not done so already, for which staff will facilitate instruments, guidelines and necessary assistance so that the new Member can request his process high on the IVAO/VATSIM successfully.

Any person of legal age may belong to goes Bird. Minors must have the authorization of their parents or guardians, express and in writing.

The staff of the company reserves the right to dismiss a request, which must be agreed upon between all members of the staff and shall be notified to the person concerned. No person may be excluded for reasons of race, sex or religion. Any refusal must be justified and motivated.

(c) rights and obligations:

Any user who acquires the status of Member of Va Bird, has the following rights and obligations:

Rights:

1. Have a username and password to access the Forum.
2. Have a (Callsing) indicative of the company VBDXXX, where XXX is the unique identifier of the user in going Bird.
3. Have an email corporate VBDXXX@vabird.com.
4. Access to the servers of the company by applying TeamSpeak3 voice and the assigned by the IVAO by applying TeamSpeak2.
5. Participate in the forums with the own callsign VBDXXX
6. Participate in events goes Bird.
7. Participate in the IVAO and VATSIM events using the call sign VBD.
8. Right of access to any place of the staff, which will result a previous proposal and its approval in the Assembly's own staff.
9. Be respected in all aspects as a member of Va Bird.
10. Propose ideas and suggestions and participate in the decisions and deliberations on those aspects in which the staff determined through their own channels, responding to a public and of general interest to be Bird.
11. Be represented by the President or by the head of HR to the conflicts that may occur with other members both goes Bird or IVAO and VATSIM nets.
12. Participate in economic cooperation for the maintenance of the entity.

Obligations:



1. Comply with all standards will be bird, expressed in this document, in the usage of the website and in the public forum.
2. Respect other members of is Bird, to which remain at all times proper and normal order of any entity, agreed by the norms and practice of good-neighbourliness, being expressly prohibited the use of insults and insults to the rest of the members. (1)
3. Keep the secret about the decisions which are taken in going Bird and have restricted. (1)
4. Not to disclose to any person or entity external to go Bird, systems, nor the organizational means of the entity. (1)
5. Maintain at all times the rules of friendship and solidarity with the rest of the members of go Bird.
6. Any user going bird will endeavor to develop flight procedures in an exemplary manner, allowing Bird is going to be recognized as a reference in virtual networks IVAO and VATSIM.
7. Avoid discussion or conflict with other members of VATSIM or IVAO, involving the use of a language or violent behavior or bad cash. In the event that a user understands that it has suffered any aggression or abuse of dominant position (as for example a driver or by members of the staff of IVAO), you should let them know through appropriate mechanisms both to the President responsible for HR goes Bird, who shall take the appropriate measures through the channels appropriate to the staff of the IVAO or VATSIM pursuant to paragraph **rights**. In the claim, going Bird user must specify the vine of IVAO or VATSIM for the user or users that had the conflict, day and time, as well as a brief description of the facts.

(1) failure to comply with these obligations will entail immediate cause for expulsion.

(d) causes of suspension or expulsion:

The President is responsible for developing and subject to approval of the staff an internal regulation of operation. Once approved it will move to the rest of the members and will be mandatory for all its members, entering into force immediately.

That regulation will establish inter alia the system failures that shall be regarded as minor, serious and very serious.

Any Member going bird who commits a fault, will be sanctioned with a mere warning, suspension or expulsion from the company with the features described below:

Minor misconduct: verbal warning or suspension to two weeks.

Regarded as serious offences: between two weeks and one day of suspension and a month.

Faults considered very serious:

Cause for suspension of between two weeks and one day will be up to 3 months those considered very serious misconduct.

Cause for expulsion may be those considered very serious misconduct, or considered serious if there are two or more violations of this kind in less than 6 months. Will be responsible for human resources, who, after the corresponding analysis, propose the type of failure that has been committed and which shall be determined pursuant to regulation of internal operation. Any proposal for removal must be submitted to the approval of the Staff.



(e) low in the company:

Members may cause the company low for the following reasons:

- (1) at the request of the interested party by sending e-mail to Va Bird President and the head of the Department of human resources.
- (2) your account inactivity. To remain an active member of Va Bird, the user must report a minimum of 2 hours of flying per month. In case of inactivity maintained for a long period of time due to justifiable and attributable to the user, it must notify the President or the person in charge of human resources, by sending e-mail.
- (3) for committing one or more serious or very serious fouls when considering that it involves damage disproportionate to the company or to its members. These cases of immediate low shall be considered exceptional and must be approved by an absolute majority of the Staff meeting in ordinary or extraordinary session.
- (4) for violating the rules of the company, which shall be submitted to consideration of the Staff.

4) Va Bird governing bodies:

Government, administration and representation corresponds to Staff going Bird, who will comply with the aims and objectives of the entity, which will manage its resources in the most efficient manner and always according to the criteria of effectiveness and efficiency from your best loyal knowledge and belief.

5) Composition of the Staff:

It will Bird will have at least a President, Vice President, responsible for human resources, a Treasurer and a Secretary, who will acquire the responsibilities listed. Any member of the Staff must be of legal age. The maximum number of Staff members is six.

The Staff Manager will be renewed each year, without having a time-bound in time and can be extended indefinitely.

President, in the regulation of internal operation will specify the reasons by which a Staff member may cause decrease in the governing body.

It would be inconsistent to have several senior staff with the exception of some of the following combinations:

Vice President and Treasurer.

Responsible for human resources and Secretary.

(A) President:

The President is the highest authority in going Bird and who will hold the representation of the body, both inside and outside the company to all sorts of people, authorities and public or private entities. Convened meetings of the staff, will preside, will conduct its discussions and where appropriate will execute agreements, being able to do so perform all sorts of acts and sign documents that are considered necessary for that purpose.



It will also be responsible for President agree on adequate means to maintain the sustainability of the institution both in the formal, technical, and economic aspects of the same.

(B) Vice President:

The Vice President shall perform the functions of the President in the case of the post being vacant due to absence or illness, and may also act on behalf of the entity, in those cases that are thus determined by agreement of the staff.

(C) Secretary:

Functions of the Secretary the custody of all documents belonging to the entity, are lift the records corresponding to staff meetings, to issue certifications and reports required and all those expressly delegated. In cases of illness, absence or vacancy of the post, will be Secretary to the staff member's minor that has come of age.

(D) Treasurer:

Functions of the Treasurer are receiving and guard the funds and assets of the entity, make the necessary payments for the development of the activity of the entity; Open, cancel accounts, withdrawing and depositing funds and fighting effects, cheques and any other means of payment for which you need to have with the joint signature of the President or Vice President in the absence of this and that not always justifiably in the same person both (Vice-President and Treasurer) positions in the same person.

(6) Meetings of the Staff:

The staff will meet whenever appropriate the President, who shall convene it at least two times a year (June and December) or when requested to do so by one-third of the members. The calls made by a member to the President or the Vice-President acting President, will be dismissed if any staff member rejects the call.

(7) form of deliberate and take agreements:

The Staff shall be validly constituted when there are at least half plus one of its members.

Agreements shall be adopted by simple majority of votes of the members of the staff present, taking the vote of the President casting character in case of tie, except for those agreements that they required a special quorum established.

The Secretary will raise minutes of the meeting which will be submitted for approval at the same time or relegated to a later meeting.

The proceedings will be public for those members who wish to do so.

(8) responsibility of the staff member:

Be going Bird Staff responsibilities include the comply with the provisions of these statutes, attend the meetings to be convened, play his position with the due diligence of a loyal representative and comply with and enforce the resolutions adopted at the heart of its governing body.

Members who develop any of the following responsibilities in the relevant departments are born as staff goes Bird:

(a) new technologies-webmaster:

It will be responsible for all the technological aspect of the company. Responsible for custody of the source codes and passwords for access to those systems that allow the manipulation of them. Their responsibilities include design and maintenance of the World Wilde Web (web) of the company. You can modify at its



discretion the contents whenever such changes are aimed at improving the General or specific objectives set out in the present document.

It will also be the only person authorized to register in the system to new members, thus distribute them appropriate access to all areas of the company as provided in the section on rights of the users.

All the contents that are incorporated in the website must be public and lack of rights of use of any kind, or if having the corresponding authorizations of their owners for their use.

Given that the company can count on minor members, it may not be to the web, content of a sexual, violent nature or that somehow are exclusively authorized to older. The head of this Department will seek at all times to the contents and develop utilities that improve the image and services to users of the company. It will be responsible for performing backups that correspond and maintain up-to-date databases. It will propose the acquisition of the technical tools and computer applications which it deems necessary, being subjected to budgetary approval governing in this document.

(b) public relations human resources:

The head of this Department will have among its powers the managing any application high in the company. Its responsibility will be mediating in the conflicts that may arise in the entity, ensuring at all times the fulfilment of the rights and obligations of the members of the Commission.

According to what is established by law, shall examine the cases of misconduct and determined according to the criteria of Justice and equality, what punishment should apply to the cause or causes, which must be notified to all the members of the staff. In cases of immediate expulsion or in cases of expulsion envisaged by accumulation of serious and very serious faults have to be ratified by the staff. You must ensure that there is a relationship of friendship and solidarity between the members of the company, facilitating as far as possible a climate of cordiality and friendship.

(c) ATC will:

The Department of ATC is responsible for will be who offers the members of will Bird concerning the procedures and techniques of virtual air traffic control training. He is responsible for the search or development of those manuals, and information relating to ATC systems. Tutorizara members of will Bird who wish to begin as virtual ATC.

Minimum range that goes Bird member must have access to this position is the IVAO corresponding to the ADC (Aerodrome controller, old C1)

Will you commit to staying updated and trained on the new control procedures that may arise, it must be subjected to a process of continuous improvement. It will be who organize and oversee the provision of ATC services to members of will Bird when participating in their own company events.

(d) training and documentation:

According to the main objective of the entity that is to simulate real flights by pilots in civil aviation procedures, this Department is one that more sense acquired, since the end of each of the members should be making their v scarves in an exemplary manner for the rest of the IVAO/VATSIM network. Thus, the head of this Department will have within its functions and objectives addressing, organize and plan the training routes that users of the company, and based on the rights acquired as members, can apply for.



As a trainer of the entity, will you commit to staying updated and trained on flight procedures and undergo a process of continuous improvement.

In the event that so determined, it will be the only authorized person to evaluate and enable the drivers according to the criteria defined for the corresponding ranges.

On the basis of their ability and experience, he will participate in the design of the tours that the company put in place, as well as in the planning of the routes that are established from the staff.

(e) Charter and Cargo:

Responsible for this Department will have within its responsibilities the promote and organize events and activities within IVAO and VATSIM nets in order to simulate these types of flights. For the purposes of this document, is considered Cargo flight that simulates only transport of goods, by specifying in the flight plan of the same nature. Charter and VIP are considered all those flights that occur as < Non-Scheduled > flights (not scheduled) and their nature will be recorded in the RMK (item 18) section of the flight plan.

The head of the Department of Cargo, Charter and Vip will work and will work closely with the Department of training and documentation, in order to try to achieve the greatest possible realism in procedures.

Managers of the various departments may apply for the incorporation of other members to corresponding areas as attachments to them, in order to diversify the tasks and/or develop new. At any time these deputy members may be replaced to the same manager as member of the staff and its incorporation must be previously justified and approved at the staff meeting.

(9) free of charge of staff:

No member of staff is Bird may perceive any or economic remuneration or in kind, nor any emolument or allowance for dependents of staff development. We must not forget that this entity has a playfulness and non-profit so it is unnatural to the very essence of it involving a means of profit or enrichment for its members.

(10) economic regime:

It will Bird is a non-profit organization. However to work you must have a minimum resources for the maintenance and support of technical elements, and ranging aimed exclusively to provide services which are intended to develop specific objectives.

(11) funding:

To comply with the provisions of article 10, going Bird President must set appropriate mechanisms to ensure sufficient funding to ensure sustainability and sufficient funding of the entity.

Sources of funding may come from resources technical, economic or in-kind.

It is desirable to make the sustainability of the organization by all members is Bird, by the payment of an annual fee. This quota in any way will be voluntary, and no Member may be excluded if you decide not to participate in the payment of the same.

In order to determine the proportion that would correspond to each Member, shall be according to the following system:

I President, in the last quarter of each year will be a budget of an annual basis for the following year. It shall be specified in qualitative and quantitative items that make up the budget of expenses and income.



- II. The difference between expenditures and budget revenues, will compose the intended result will be zero or negative.
- III. This budget will be presented to the staff and submitted for approval and will be susceptible to modification.
- IV. This negative result will be divided by the number of active members and are of age (minors are exempt from any fee), resulting the minimum quota for participation by Member.
- V. this will be notified by the Chairman to all members by e-mail asking, his collaboration with the entity, if it deems it appropriate.
- VI. After two months after their approval and shipping, the President shall notify staff the number of members who have paid the fee, and the deficit that remains. The deficit will again be distributed among members of the staff who will run with the financial gap that existed.
- VII. To the end of the year and prior to the adoption of the budget for the following financial year, President will expose the liquidation of the budget of the year in sufficient detail in order to understand the origins and application of funds obtained. In the hypothetical case that year had generated a surplus, which should be seen as extraordinary, said surplus will be incorporated immediately as sources of resources in the budget of the following year, which would give a minimum quota for participation by lower limb.
- VIII. Commercial or commercial exploitation of any kind of brand, system or procedure involving a business relationship or business between parties is expressly prohibited. If necessary and if so I would have decided, this entity would be without object must dissolve and proceed to form with its own legal personality and according to the rules and laws that could be applied to him.

(12) Privacy Policy – GDPR disclaimer:

Accountable Manager. We inform you that the personal data that You provide us are added to a personal data process called PILOTOS VIRTUALES whose accountable manager is (VABIRD AEROLINEA VIRTUAL). You can contact with the accountable manager via email: (birdva@gmail.com).

Purpose. In the name of (VABIRD AEROLINEA VIRTUAL) we manage the personal data of the interested party with the following purpose:

- Manage the personal information provided to us by the interested parties with the purpose of providing agreed services and the occasional send of email if consent is given. Duration period. The duration of the storage of your personal data is:
- Provided personal data will be stored for the duration of your membership.

Automated decisions and profiling. We inform you that there are no automated decisions including profiling.

Legal basis. The legal basis for the management of your personal data is the provision of the agreed services and interested parties' consent.

Surrenders. The data will not be given to third parties external to the virtual airline.

International transfer. There are not any international transfers of data.

Rights. Interested parties' rights are as follows:

- Right to request access to your own personal data.
- Right to request its rectification or suppression.
- Right to request a limitation to its managing.
- Right to oppose to its managing.
- Right to transfer your personal data.

You may exercise your rights contacting (VABIRD AEROLINEA VIRTUAL) sending an email to (birdva@gmail.com) attaching to it a copy/scan of your national ID in order to identify yourself. We will answer to your request as soon as possible.

(13) fusion with other VA:

Allowed the possibility of merging with other virtual airline if this is conceived as an opportunity for improvement, strengthening and/or growth. In any case the resulting entity is must maintain in full name goes Bird, as well as absorb all of its members.

This document was approved in Assembly of the staff celebrated the six August two thousand eleven and entering into force the day following its adoption.

Malaga to August 6, 2011

V ° B ° President: Secretary

Signed: Marcello Mazzieri VBD201

Fdo: Alexis Martin VBD214

Staff present:

David Marin VBD242

Fernando grace VBD243

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