Given business rules:

Each charter trip is requested by only one customer

Some customers have not yet requested a charter trip

An employee may be assigned to serve as a crew member on many charter trips

Each charter trip may have many employees assigned to serve as crew members

Other business rules:

A customer can make zero or many payments, but a payment may be made by one and only one customer.

An aircraft may be used in zero or many charter trips, but a charter trip may use one and only one aircraft.

An aircraft may be one and only one model, but zero or many aircrafts can be the same model.

A flight assignment way have zero or many crew members, but crew members may be part of one and only one flight assignment.

A test can yield one or many results, but a result can only be yielded by one and only one test.

An employee can produce zero or many results, but a result can be produced by one and only one employee.

An employee has one and only one job, but a job may have zero or many employees.

Zero or many employees may be pilots, but a pilot is one and only one employee.

A pilot may earn zero or many pilot’s licenses, but a pilot’s license is earned by one and only one pilot.

A pilot can earn zero or many certifications, but a certification can be earned by one and only one pilot.