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FedEx Express
Kalitta Air
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UPCOMING EVENTS

NGPA CAPE COD CLASSIC / PROVINCETOWN, MA 9.18-20/2015

NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016

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Letter From the Publisher

Photo taken by: Melody Hood

Dear Readers,

This past month our photo editor, the pilot and I flew a Cessna 172 in one of the busiest corridors in the United States and captured some amazing photographs of one of the greatest cities in the world. Of course, I am talking about the Hudson River corridor — a short eight-mile strip of water that separates New Jersey from New York City. You truly haven't experienced NYC until you fly a small plane up and down this corridor. This is my third time and each time it just gets better.

The FAA has cut out a small area of class E airspace that they have dubbed the "Hudson River Exclusion." This airspace extends from the surface up to 1299' (but consult the most current sectional charts for up-to-date information). Due to the complexity of this airspace, the FAA has a document that you can download and print for easy reference that includes procedures that must be followed while flying in this corridor. There is also a class you can take online to familiarize yourself with the procedures specifically for this corridor.

We started our journey from Solberg Airport in Readington, N.J., coincidentally, the same location from which I had my very first introductory flight back in 1992. We took off and called Newark Approach requesting flight following and advised we were heading directly towards the Verrazano-Narrows Bridge, a great entry point from the south for the Hudson River Exclusion. Of course we were advised to remain clear of Class Bravo airspace, which we did. Approach handed us off to Newark tower and I advised him we were descending down into the exclusion to which he responded, "Sounds good, squawk VFR, change to CTAF, have a great day."

As we crossed over the Verrazano-Narrows Bridge, the amount of traffic, boats and activity was just jaw-dropping. I hadn't seen this corridor this busy before. Luckily for us, it was a great day for taking pictures, with great visibility, blue skies, and puffy white clouds. We couldn't have asked for a better day!

We went up and down the corridor twice just to make sure our photo editor/photographer captured plenty of shots from different angles. The above image was taken on our second pass, and will soon be hanging in my home because I simply love this shot. It can be hanging in your home too. Simply contact Melody Hood at www.innamorata.com or email her at photos@aerocrewnews.com to order your copy of NYC@900'!

Regards,

Craig D. Pieper

Craig D. Pieper
Publsiher, Aero Crew News

We gladly accept and encourage letters to the publisher. These letters will be reviewed and published at the sole discretion of the publisher. Please limit your letters to the publisher to a maximum of 200 words. You can email you letters to Craig.Pieper@AeroCrewSolutions.com. Please include a city and state. All questions emailed may or may not be published. Aero Crew News assumes no liability for the information contained in letters to us that are published.

June 2017

Here's what you missed last month. *Aero Crew News* featured PlaneSense. Safety Matters reviews the accident report from United Flight 173. Contract Talks reviews Trip and Line Construction. Fitness Corner reviews Mistakes Not to Make on Your Trip. Food Bites get breakfist at First Watch! Million-Air gives you 7 Steps to Your Ideal Financial Life. Cockpit2Cockpit provides 5 Things to do to Set Yourself Up for Success. PPOT joins us with Pilot Perspectives, expect monthly ways on how to achieve your dream job in an aviation career. Pilot Perspectives starts off with Hard Work Pays Off. Lastly, there's always more aviation news with Aviator Bulletins from Air Wisconsin, Endeavor Air, Jet Linx, PSA Airlines, Horizon Air, Envoy and ExpressJet Airlines.

To view this and previous issues, visit our archive at aerocrewnews.com/category/issues/

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Aviator Bulletins

The latest aviation industry hiring news and more.

Ameriflight Signs Gateway Program Agreement with UPS Airlines

Image provided by Ameriflight

Ameriflight and UPS Airlines have entered into the UPS/Ameriflight Gateway Program to create opportunities for flight crew personnel for both airlines. The collaboration is intended to offer outlined paths under which UPS Airlines' Intern Program participants can gain Part 135 flying experience at Ameriflight and accumulate the flight experience needed to proceed to UPS Airlines, a Part 121 certificated air carrier.

Under the program, UPS will actively mentor participating Ameriflight pilots. These pilots will be encouraged to participate in UPS functions and learn from UPS Airlines' flight-qualified management team and Chief Pilots.

The Gateway Program is open to individuals who have successfully completed UPS Airlines' Intern Program and have been identified by UPS as eligible for the UPS/Ameriflight Gateway Program. The agreement affords the opportunity for UPS interns to potentially qualify for employment with Ameriflight and UPS Airlines, respectively, upon completion of outlined experience and training requirements. Ameriflight and UPS may offer employment to eligible pilots subject to their hiring needs, hiring standards and the program requirements.

"We are particularly excited about this partnership with UPS and the opportunity it affords us," says Ameriflight Chief Operating Officer Bill Poerstel. "This agreement will allow us to turn UPS interns into Ameriflight pilots, ultimately helping to support UPS for years to come."

"UPS is pleased to announce this agreement with Ameriflight to provide a pathway for future professional pilots," says Capt. Roger Quinn, UPS Airlines Director of Training. "Promoting pilot careers is important for the long-term health of the aviation industry, and this program is a unique strategy to help ensure highly skilled pilot staffing into the future."

Image provided by UPS

Alaska Airlines plans flight to chase "The Great American Eclipse"

Images provided by Alaska Airlines

Airline will host in-flight viewing party from Portland, Oregon in August

Alaska Airlines is chasing "The Great American Eclipse" on August 21, with a special charter flight for select astronomy enthusiasts and eclipse chasers to experience totality from 35,000+ feet above the earth.

The flight will depart Portland at 7:30 a.m. PDT and fly off the coast of Oregon, allowing guests on board to be among the first of millions to witness this phenomenon. The invitation-only flight is not commercially bookable, but Alaska Airlines is giving one lucky fan and a guest a chance to win a seat on the flight. The contest begins July 21 on Alaska Airlines' social media channels.

Weather is the largest variable when it comes to eclipse-viewing, and the Pacific Northwest is more prone to inclement weather and overcast skies than other parts of the country. However, Alaska Airlines is making sure eclipse chasers on the West Coast have prime viewing conditions, above much of any potential weather or cloud cover.

"As an airline, we are in a unique position to provide a one-of-a-kind experience for astronomy enthusiasts," said Sangita Woerner, Alaska'svice president of marketing "Flying high above the Pacific Ocean will not only provide one of the first views, but also one of the best."

"The Great American Eclipse" is the first coast-to-coast total solar eclipse in United States history since 1918. It will be viewable first from above the Pacific Ocean, before appearing in Oregon and following a diagonal path across the country to South Carolina.

While the eclipse will be visible from all over North America, totality will only be visible from specific locations across the United States. For enthusiasts looking to chase the eclipse elsewhere, the total solar eclipse is viewable within driving distance from the following Alaska Airlines destinations: Redmond/Bend, Oregon; Sun Valley, Idaho; Charleston; Nashville; St. Louis; Atlanta and Kansas City, Missouri. Flights to the prime Pacific Northwest viewing destinations of Redmond and Sun Valley are already filling up for the week of the eclipse.

At the request of eclipse-chasers in 2016, Alaska Airlines adjusted its flight path to optimize viewing of a total solar eclipse over the Pacific Ocean. With the previous eclipse, passengers aboard the flight from Anchorage to Honolulu were some of the last in the world to witness the total solar eclipse. In August, Alaska Airlines guests aboard the charter flight will be among the first to observe "The Great American Eclipse."

Eclipse Chaser Facts

- Get the gear: Watching partial stages of the eclipse requires eye protection. GreatAmericanEclipse.com provides official eclipse-viewing glasses, special for the upcoming event.
- Over 12 million people live inside the path of totality of "The Great American Eclipse."

As the eclipse continues its path across the country, the zone of totality will average about 70 miles wide. However, a large partial eclipse of the sun will be visible from most of the continental United States. @

Aviator Bulletins

The latest aviation industry hiring news and more.

Envoy Invests In Three New Embraer 145 Pilot-Training Devices

Image provided by Envoy

One of the many reasons that pilots choose Envoy is its world-class training program, which includes state-of-the-art equipment and tools to ensure that we're always running a safe and compliant operation. For pilots completing initial training on the Embraer 145 (E145), it's about to get even better with the delivery and installation of three brand new Matrix Graphical Flight Simulators at Envoy Headquarters and Training Center in Irving, Texas.

In June, Envoy began conducting training using these new devices, and initial feedback from instructors and pilots in training has been positive.

"These new devices are more interactive than the Cockpit Procedures Trainers we used previously, and, more importantly, they free up valuable simulator time so that we're maximizing training schedules for students and instructors alike," said Robert Jones, Flight Operations Training Delivery Manager. "It's an investment, but the payoff in scheduling efficiencies is huge."

As new-hire pilots continue on an upward trend, with June seeing a record number of 45 new hires in a single class, the three new E145 trainers are an important investment in Envoy's training program. It allows Envoy to bump up the number of pilots it can train and get flying.

Part of the Adding to our investment in our E145 program is the $22,100 Legacy Bonus that is awarded to new pilots who start out flying either the E145 or the Canadair CRJ-700. This lucrative bonus is paid out on the pilot's first day of training with Envoy.

With Envoy continuing to innovate and escalate its investments, pilots aiming to fly for a regional airline are given a great choice to receive the best training available and earn industry-leading pay and make a comfortable living as well. @

Jet Linx Surpasses 100 Aircraft Milestone In Its Private Jet Fleet

Image provided by Jet Linx, taken by Heather Hall Photography

Jet Linx Aviation today announced the Company's nationally based fleet has surpassed its 100th aircraft under management. Currently, Jet Linx is the third largest aircraft management company (Part 135) in the United States, with 90 aircraft on its FAA certificate and another seven pending imminent addition to its certificate. The Jet Linx fleet of 101 aircraft also includes four that are managed solely for the owner's use (Part 91).

"Surpassing 100 aircraft under management marks a milestone we are honored and proud to celebrate with our valued aircraft owners, amazing team members and great industry partners," said Jamie Walker, President & CEO of Jet Linx. "We set out 18 years ago to provide a more personalized approach to guaranteed private jet travel solutions, and this milestone is the ultimate validation of our business model. This achievement truly reflects the quality of our programs and the commitment by our people to provide the best service in the private aviation industry." Continued Mr. Walker, "We're not flashy, we're not the name you've seen on commercials or at the Masters, but we have built Jet Linx into the industry's best aircraft management company by delivering on our service commitments and earning the trust of one client at a time."

Jet Linx is committed to managed, strategic and sustained growth in number of aircraft, members and locations across the country. In 2016 alone, Jet Linx added 38 aircraft to its fleet, 250 members and two new city Base locations, ending the year as the third largest aircraft management company, by fleet size, in the United States, according to ARGUS TRAQPak.

Jet Linx is a locally-focused private jet company headquartered in Omaha with 14 Base locations across the U.S., pairing Aircraft Management services with guaranteed Jet Card programs on a local scale to provide a more personalized customer service experience. The Jet Linx national fleet ranges from Helicopters to Turboprops and Light, Midsize, Super Midsize and Heavy jets. Since its inception in 1999, Jet Linx has flown over 65 million miles and has established flight operations to destinations around the world, including private jet service to Cuba.

Jet Linx marked this momentous industry accomplishment with a series of private events in Omaha with its team members and industry partners, most notably Aircraft Specialties Inc., Duncan Aviation, Flight Safety Intl., Lutz, PayNode, Signature Flight Support, Silver Stone Group, Stellar and UMB. The festivities in Omaha will be followed by celebrations this Fall with its Aircraft Management and Jet Card clients across the country.

Written by: Orlando Lorie

My name is Orlando Lorie; I am a fellow airline pilot and also a Naval Reservist. I want to share a very personal story with my pilot-family in hopes that you will be moved to join the journey on which my family finds itself.

In April of 2013, the lives of my wife and I were changed forever when we received a diagnosis for our son, at that time a 2-year-old. Andrew has DIPG (Difused Intrinsic Pontene Glioma), a brain tumor located inside the brainstem that is completely inoperable with a mortality rate of 99 percent.

Never in our wildest nightmares were we prepared for the journey upon which we were about to embark. Within four days Andrew was completely paralyzed on the left side, had lost all trunk control, couldn't sit or stand on his own, and seemed to be disappearing into himself, not even smiling anymore. It's hard to hear someone give your 2-year-old an expiration date when their life had only barely begun. It's especially hard to function knowing that your entire world is about to change with no control over any of it.

At the time of Andrew's diagnosis the only treatment option was radiation. Andrew underwent 30 sessions of radiation followed by chemotherapy. The first MRI, following the initial radiation, revealed that the tumor was significantly smaller. To everyone's surprise, Andrew made a complete clinical recovery. We did two years of intense physical and occupational therapy and Andrew regained all the functionality he had lost attributed to the severe nerve damage caused by the tumor. Andrew lived two lives; his hospital life where he would go and see the doctors, and he had his home life with sports, activities, and school. The six weeks they had given us at the time of the diagnosis turned into four years with a healthy little boy who enjoys playing baseball, lacrosse, riding his bicycle and so much more – all things we feared we'd never experience with him.

In December 2016, during a routine MRI, we learned that Andrew's tumor had grown. Given how positively he had responded to the radiation the first time, the decision was made to re-radiate him. Once again he responded wonderfully and the post-radiation MRI revealed that one of the two new spots was gone and the other was smaller. Unfortunately, the second MRI in June 2017 revealed additional growth in that second spot that hadn't been eliminated with radiation.

Due in no small part to excessive government regulations, the U.S. is significantly behind the power curve in the treatment of DIPG. With no other treatment options available in the U.S., we headed to Monterrey, Mexico where a clinic has taken a new approach to reaching the tumor site through Inter-Arterial Chemo and has seen measurable success with the current DIPG kids they are treating.

Unfortunately, because this treatment is outside the U.S., none of Andrew's treatments are covered by health insurance and the cost will exceed $250,000 for medical expenses alone. We are asking for your financial support, no matter how large or small, to help us get our son the treatment he needs to fight this. Please help join our fight and enlist in Andrews Army.

You can help by donating via:
gofundme.com/fynaz-saving-andrew

Images provided by Orlando Lorie

Written by: John Hackworth

Hard Work Pays Off

PROFESSIONAL PILOTS OF TOMORROW

As they progress through their careers, one of the many struggles encountered by aspiring pilots, or any professional for that matter, is where and how to find accurate and valuable information. Gathering data regarding career path decisions is fundamental to ensuring job satisfaction and quality of life. This is a key reason why both networking and mentoring are cornerstones for successful careers across all industries, and is the basis for the founding of Professional Pilots of Tomorrow, PPOT.

As I have mentioned before in this publication, one of my responsibilities with PPOT is to recruit interested pilots to join our organization. During calls to potential members, I'm afforded an opportunity to speak with pilots from a wide range of backgrounds and experience levels. Our exchanges offer insight into the widely diverse paths pilots have taken to get where they are. Their stories provide a great deal of value to the PPOT community. I often find myself becoming excited at the prospect of enrolling new applicants, not because they are another name in the ledger, but because they are another story, another experience and person with valuable insight who will join our network and share that value. I recently had the fortune of speaking with and enrolling such an applicant — Thomas Trautman.

Thomas, like many of us, worked hard to be where he is now and like some, it wasn't always a smooth and easy process. From an early age, Thomas was passionate about aviation and fondly remembers using birthday money towards flight lessons. Unfortunately, during initial attempts to complete his private pilot's license, it became apparent that a medical condition affecting Thomas' eye degraded his depth perception, and eventually he was told he would never solo. Nonetheless, Thomas enrolled at Valley Forge Military Academy with hopes of becoming a pilot in the military. Regrettably, the same medical condition blocked his progress again and after one semester, he left to pursue his education at a community college in Pittsburgh. With a second class medical, Thomas enrolled in yet another flight program and eventually received his private pilot's license. While working on his Private Pilots Rating, Thomas was faced with the challenge of proving to the FAA that he met the standards for a First Class Medical. Through perseverance, Thomas honed his ability to manage depth perception and eventually received his SODA, Statement of Demonstrated Abilities. With renewed vigor, Thomas' next hurdle was finding the financial means to support his education and training. Over the next three years, Thomas found himself working a wide array of aviation jobs, including deicing operations in PIT, as a line service technician at multiple FBOs, ramp agent, aircraft refueling, operational control specialist at Medevac and by night, he drove for Uber. This past May, Thomas completed his single engine commercial rating, and through help from a fellow aviator at NetJets, found himself with his first paid flying job — a Part-135 float plane operator in New York.

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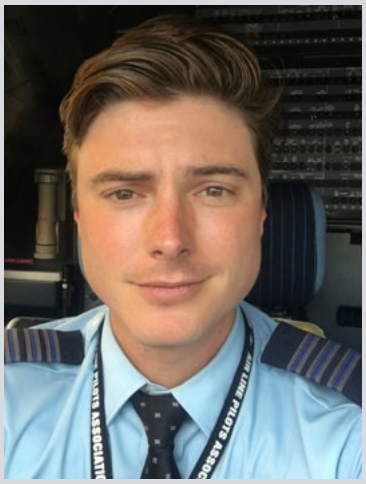
Image Provided By PPOT.

His journey, as for many of us, is far from over. Thomas still has his Multi-Engine Commercial to complete prior to graduating. While the road ahead is still long, the small and seemingly insignificant moments along the way make the sacrifices worthwhile. Still wet behind the ears, Thomas was recently approached by a few aspiring young aviators working as ramp agents for his carrier. He was greeted with eager and energetic questions about the Caravan, how it handled, the flight deck and more. He saw himself reflected in them with their passion for aviation. For the first time, he felt a sense of accomplishment unlike any before. He was the pilot who was being looked up to.

There are quite a few words one could use to describe Thomas — dedicated, perseverant, passionate, hard-working and many more. In the end, it is Thomas' story and experiences that are of value to PPOT for it not only sets a positive example, but make him a quality mentor to those following in his footsteps. A network and a community of pilots, Professional Pilots of Tomorrow is able to support those seeking guidance because of the participation of those with stories and experiences they are willing to share, as is Thomas. And for that, we are extremely grateful.

About the Author



The majority of my youth was spent living overseas and through the years of constant travel I garnered a passion for aviation. After receiving my undergraduate degree in Business from Northeastern University in '07, I pursued my dream by attending Embry-Riddle Aeronautical University, where I eventually became a flight instructor, as well as earning a Master of Business degree in Airline Management. As an instructor, I was fortunate to have met many amazing people, both colleagues and students, many with whom I am still in contact. I am eager to continue my passion for both aviation, as well as mentorship.

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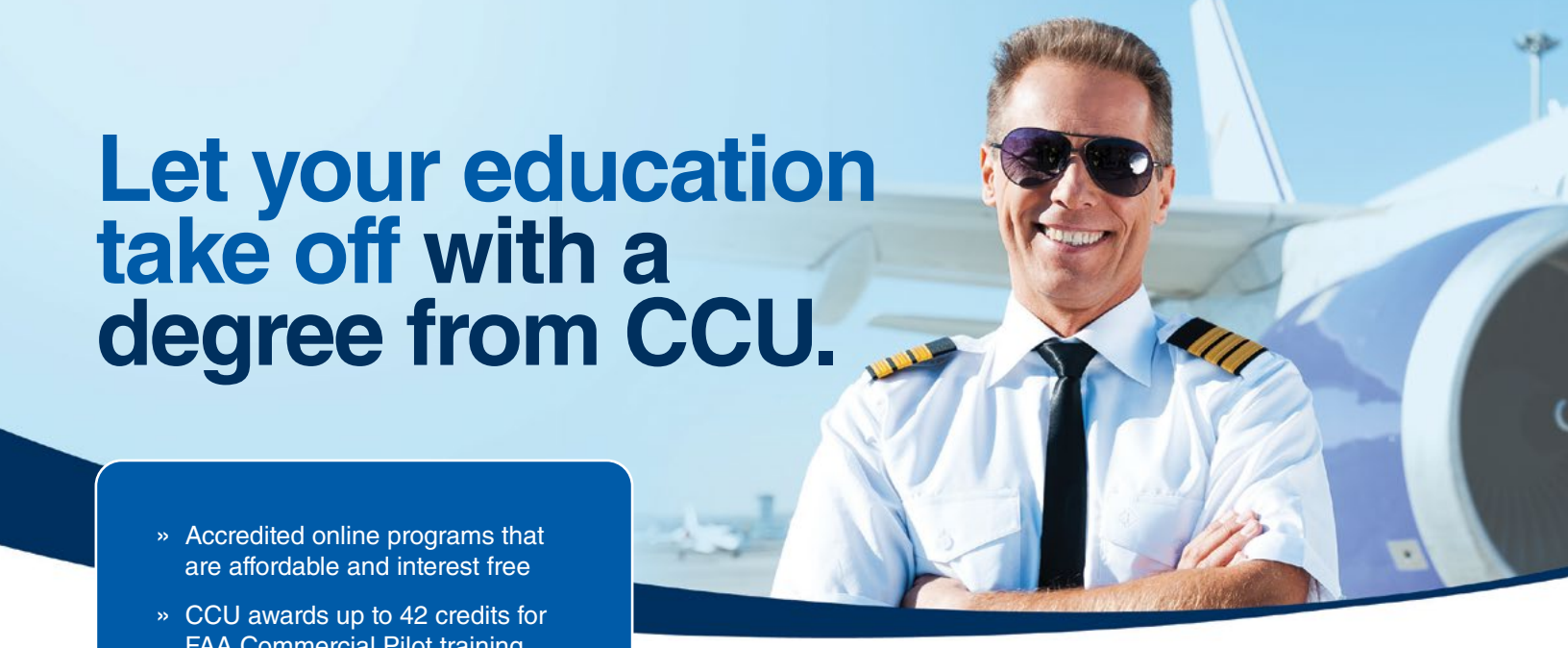

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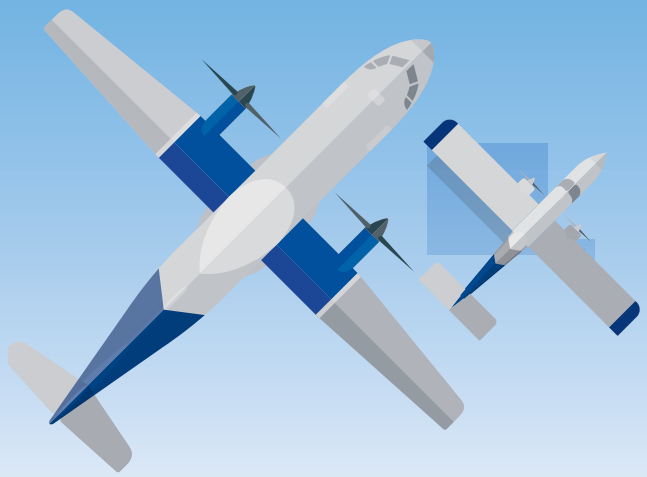

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Written by: Andy Garrison, MBA, CFP®

Creating a Financial Plan That Delivers

Photo used with permission from Pixabay.com

Imagine taking off on as PIC of a passenger flight without mapping out your route, waypoints, fuel requirements, risks, etc. How successful do you think you would be over a year (much less several decades)? Chances are you wouldn't even consider it!

So here's a question: If you wouldn't do it for a single leg of a trip, why would you go through your entire financial life without a plan? Building a financial plan is easier than you think, and I can tell you from experience that those who have a plan outperform and build wealth faster than those who do not.

So let's build a plan for you!

Why a financial plan is critical

A plan brings the future into the present so you can take action now. It also makes the uncertain certain and a plan is the single most powerful tool for accomplishing a goal.

Look at these statistics from the Employee Benefit Research Institute's annual survey and see where you fall:

- 86% have not concretely figured out the amount they need to have set aside for their financial goals
- Only 21% feel confident they will be able to live comfortably in the future
- Of the 79% that don't feel confident, less than 5% have a real financial plan

What does this mean? Simply that very few people have any sort of plan.

Five things a financial plan does for you

A financial plan puts you in control of your money and your financial life, and accomplishes five things:

Creates awareness. As you go through the process, you'll gain awareness of what you need to do to generate the outcomes you want and need.

Starts with the end in mind and gives you daily, weekly, and monthly steps to get there. Once you identify your desired outcomes, work backwards to determine the action steps you need to take now, daily, weekly, monthly, and so on.

Turns unknowns into knowns and the uncontrollable into the controllable. Going through the planning process uncovers risks you didn't know existed and allows you to turn seemingly abstract targets into daily and weekly "controllables" that move you to your goals.

Keeps you motivated by accomplishing regular wins. When you build your plan, you build in easy "wins" each day or week so you see and feel the accomplishment. This keeps you motivated and charging forward.

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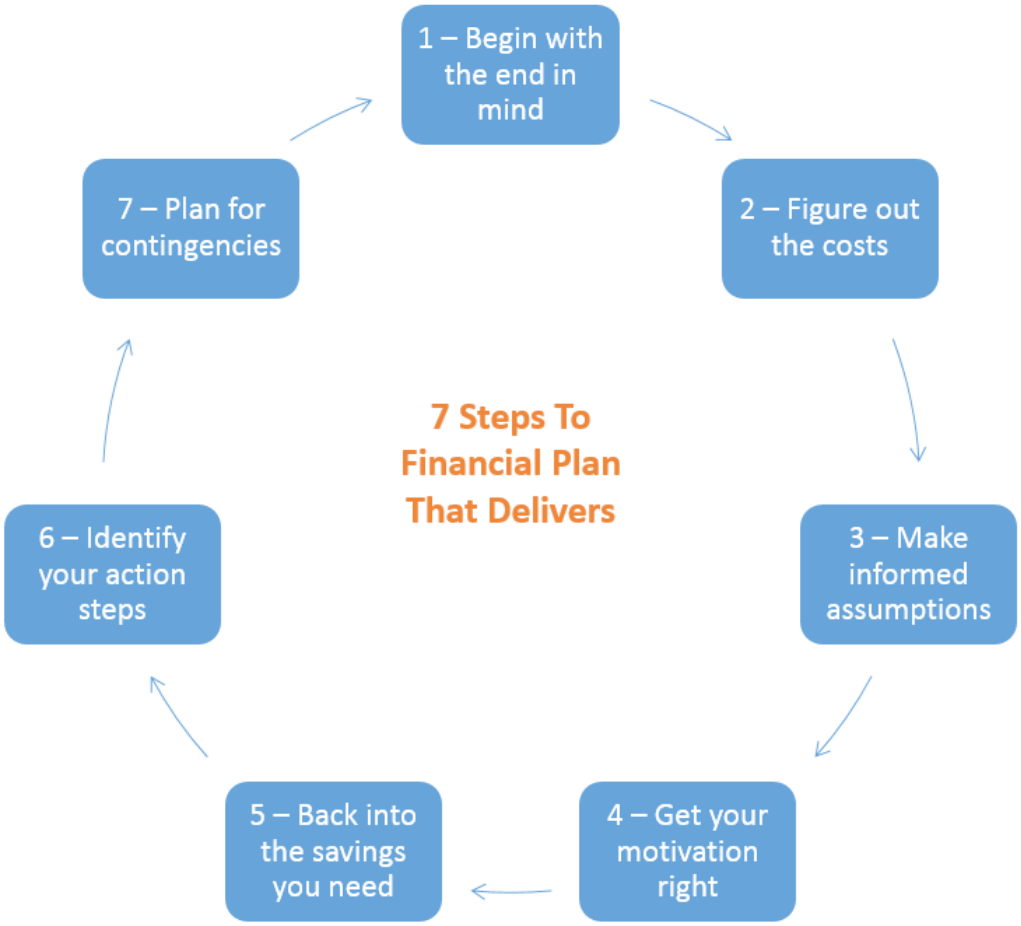

Image provided by Andy Garrison

Allows you to answer "yes" to three questions.

1. Are you perfectly clear on your financial goals and desired outcomes?
2. Are you just as clear on what you need to do each day to get there and succeed?
3. Do you have a system in place to stay motivated and on track?

Good news!

The good news is that creating a financial plan is not only easy (when done right), but it enables you to focus on the actions you can take to reach your financial goals.

How to build a high quality financial plan on your own

Just as you need to be well-informed about every aspect of your flight, if you are to build a plan, you need to be well-informed about every aspect of your financial life.

As you go about building your plan, realize that you don't have to do everything at once – you can break it up into smaller tasks and tackle it over a period of days or weeks.

Step 1 – Begin with the end in mind —your financial objectives

What are your major goals, both based on timeframe and purpose? Take some time to write out the following:

- Short-term goals (less than two years)
- Medium-term goals (two to five years)
- Long-term goals (five years plus)
- Retirement at age 65 (what does it look like?)
- Other goals (children's education, home purchase, vehicles, vacations, etc.)

Step 2 – Figure out the cost

After you have your goals, you'll need to figure out three things.

- Identify how much each of these items would cost, in today's dollars
- Figure out how much they will cost in the future when your goal arrives
- Determine how much money you need to fund those goals when they are to occur

Step 3 – Make informed assumptions

Much of your plan will rely on the types and quality of your assumptions, so take care in this step! Consider the following:

- Investment returns for short, medium, long-term, and retirement funds
- The cost of living increase (inflation) to assume each year
- What will your family and responsibilities look like? Will they change?

Step 4 – Get your motivation right

To succeed, you must stay motivated, so consider the following:

- What will happen if you do reach these goals? How will you feel?
- What will happen if you do not reach these goals? How will that feel?

Step 5 – Back into the savings you need

Once you have the cost and timeframe of your goals along with the assumptions, you can "back" into what you need to be saving each month and each year.

How? Google the phrase "Bankrate savings goal calculator" and enter your financial goals and assumptions from above. Once you do that, you'll see how much you need to save monthly, weekly, and daily to get to your goals.

Step 6 – Identify your action steps

Action is what separates the successful from the unsuccessful. Once you have your plan, it's time to put it to work.

- Identify the three activities that you need to do every week to be on track
- Identify the one activity you need to do each day to be on track
- Make a list of actions that will propel you towards your goals and take them!

Step 7 – Plan for contingencies

Every pilot knows that a plan changes almost as soon as the wheels are off the ground. The same is true in your financial life, so make sure you take time to make a list of things that could go wrong along the way and have a backup/contingency plan to address each.

Final thoughts

Creating and following a financial plan will help you protect against the risks you face and outperform those without a plan, and thus, build wealth faster. It creates greater awareness, gives you checkpoints along the way, and regular "wins" while ensuring you know exactly what you need to do to accomplish your financial goal.

If you want a second set of eyes or expert help in creating a proper plan, look for someone who:

- Is a fiduciary 100% of the time (i.e. he/ she has a legal obligation to act in your best interest)
- Is a Certified Financial Planner™ (the ATP certificate of the financial planning world)
- Is well versed in the issues airline pilots face (especially with respect to furlough/bankruptcy/industry risk planning)
- Is comfortable to work with

Creating a financial plan is a liberating experience and the single most important step you can take to mastering your money and living the life you want. Get started today and you'll be way ahead of most!

P.S. Do you want a FREE copy of the book *Million-Air: Strategies For Pilots To Build Significant Wealth*? Head to airspeedandmoney.com/freebook and enter your email!

About the Author

Andy Garrison is a private pilot, a Certified Financial Planner™, and holds an MBA. He has over 22,000 hours "in type" advising and coaching people to get a structure in place to build significant wealth in a matter of years, not decades. He is the author of *Million-Air: Strategies For Pilots To Build Significant Wealth.*

Andy's purpose is to push people to see the possibilities in their lives, to inspire and guide them to reaching their full financial potential. He has held wealth management and financial planning roles at the top-rated firms in the country, and is passionate about helping pilots exercise wise "Financial Decision Making." If you're a pilot and there's a dollar sign involved, he can help.

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PILOTFITNESS
ELEVATE YOUR HEALTH

Hydration, Plastic and the Fit Flyer!

This article is the authors opinion-only, not medical advice

Have you ever stopped to think about the impact of consumption of certain products on a large scale? The environmental footprint/resources/carbon of production, transportation/shipping, lifespan/use, and disposal? Funny thought to consider, especially when you are operating a jet aircraft that is burning gallons of fossil fuels per minute across multiple time zones per day, right? Some might feel it's hypocritical to even consider such nonsense, so why bother? The other stance is that we can always strive to do what we can to maintain or restore some sort of balance to the environment we are apart of, especially when it doesn't have to impact our day to day quality of life.

Take for instance the use of plastic bottles. Hydration is major concern for flight crews and something we absolutely need to perform our jobs safely.

Hydration directly affects your cognitive function, fatigue, as well as your mood! Our brain is 75% water and actually shrinks when dehydrated. As flight crews, we work inconsistent shifts for long periods of time under high duress and strained cognitive function, all in a dehydrating environment. WE NEED WATER to operate safely and be a reasonable person to share the flight deck with, especially with the heat of summer upon us.

The typical flight crew can easily consume a case of water per day. The airlines are aware of this too, as some have made attempts to restrict the use of water bottles on the plane due to negative impacts to their balance sheets from hydrating thousands of crew members on a daily basis.

Politics aside, the consumption of water is a big deal for the environment too. The amount of plastic water bottles the airline industry uses just to hydrate the flight crews is staggering, without even taking into account the use for the passengers. The department of labor has estimated a total of 90,000 flight attendants and as many pilots for a total of 180,000 crew members in the United States alone. That is a massive number of employees restricted to drinking bottled water. From here, I

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am using my own professional observations of almost a decade in the business to come up with the following numbers.

The average crew member works 16 days per month or an average of four, four-day trips per month. (Obviously senior crews fly less and junior crews fly more and flight attendants are

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not restricted as much as pilots, etc.). Most airlines provide the larger quart/liter sized water bottles. From this, I am assuming the average crew member is drinking a minimum of one - 1L bottle during their flying shift and bringing one bottle to the hotel overnight with them. So each crew member is consuming 2 bottles of water per day, 8 bottles per trip, 32 bottles per month, and 384 bottles of water per year (this number is dramatically larger for the companies that use the tiny 8oz. bottles)! Now here is the scary part of the math, spread that consumption out across 180,000 crew members and you have an industry consumption of 69.1 million water bottles annually!

The footprint of this is massive. Did you know that it takes 4 liters of water to produce the plastic to make just one plastic bottle to hold only one liter of water? That means the water footprint equals 276,480,000 liters of water to produce the plastic we, as an industry consume.

Most of this waste is not recycled from our flights and there is growing problem of this plastic making its way into the environment and oceans where it is broken down and consumed by wildlife in the food chain.

Plastic is known for breaking down in UV light and leaching chemicals into the water with unknown and possibly hazardous long term health consequences from endocrine disruptors to carcinogens.

What's the answer? Bring your own reusable water bottle. It's really easy and doesn't impact your quality of life except for improving it! You always have a bottle to fill up on overnights and never run out. Almost every hotel has filtered water in the gyms and many airports are finally installing water bottle refill stations inside security. Many are easily clipped to the exterior of your luggage so you never lose it and their construction is generally indestructible. Some are even insulated to keep your water cold and refreshing during the hot summer months.

Let's drink to that! @

Visit our website at www.pilotfitness.com

About the Author

The Pilot Fitness Team is comprised of husband and wife duo Joshua and Lauren Dils. Together, they bring over 20 years of travel and fitness experience to provide you professional guidance to stay fit to fly.

Lauren has a bachelor's degree in Health and Exercise Science from CSU. Lauren holds professional training certificates through NASM for personal training and as a corrective exercise specialist. She works as a personal trainer and group exercise instructor with an emphasis on high intensity training. Additionally, Lauren and Josh have both received their certificates in plant based nutrition through eCornell.

Josh is an airline pilot for a major U.S. airline based in SFO. With a background in competitive athletics, Josh won the gold for the North Face Endurance Championships Marathon in 2012 and Lauren took the bronze. Josh also competed in the 50-mile distance as well as full Ironman triathlon, and was an Ironman all-world athlete in 2015. It is the combined experience of airline and health professionals that allow them to truly understand the struggles of airline personnel and how to help you reach your health and lifestyle goals.

They offer two eCourses: "The Pilot Fitness Fundamentals Course" and "The Seated Exercise Course" along with luggage reviews and articles. Pilot Fitness is also launching our flight crew meal planning app, "Fit Flyer" to help you plan ahead for healthy eating! Follow us on Facebook, Twitter and Instagram for more information for the app release! You may also contact us directly at info@pilotfitness.com.

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The Deck

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The Roasted Chicken Club , Photo Taken by Craig Pieper

This month I went to Fort Wayne, Indiana for a layover of about 30 hours, and I had a mission. Find a restaurant suitable for this column. What I found was an amazing little spot to relax, have a drink, enjoy some music, maybe a boat ride, all while overlooking the St. Mary's River. Oh, and most importantly, eat some good food!

A friend and colleague (Thanks Terri.) recommended a little place called The Gas House. The crew and I met after lunchtime and headed that way. When we came upon The Gas House, we noticed a little place behind it, called The Deck. While the same restaurateur owns both places, each has a very distinct vibe and atmosphere. Since it was a Sunday and incredibly nice out, The Deck was packed with people, so we went there.

First, we walked up to the bar and each ordered a bee. while sitting there, we noticed a group boarding a little boat down at the dock. Apparently, you can grab a round (or two) from the bar, head down to the boat and take a 30-40-minute ride up and down the St. Mary's River. The boat ride will set you back about $10 a head, but is definitely a unique experience.

After our first round of drinks, the crew and I decided to get a late lunch. We all had enjoyed a huge (free) breakfast at our hotel so I still wasn't yet hungry. We quickly got a table at The Deck's, and just as the name promises, this place is one big deck. Don't bother asking for a Wifi password. We learned that from a staff member's shirt that read, "We do not have Wifi. Talk to each other. Pretend it's 1995."

In keeping with my normal routine, I asked the server, what are the most popular items here. She described, The Roasted Chicken Club and I was sold.

For starters, the bread always makes the sandwich — always! The bread that surrounded this unique club "samich" was amazing. Yes, that is how The Deck spells the names of their samiches on the menu. The Parmesan crusted French bread was crispy and full of flavor, soft and fresh. The chicken was extraordinarily tender and moist, and nearly melted in my mouth. The bacon was expertly done and tasty. The tater tots were perfection.

Biting into this samich, I experienced the crunch of the bread followed by flavors that tantalized my palate. This samich features bacon, lettuce and of course, the extremely tender chicken, with hints of garlic in the mayonnaise. It sounds simple but was done with such perfection that I'm compelled to extoll its superiority.

The outdoor ambiance complemented the deliciousness of the samich, overlooking the St. Mary's River while relaxing on The Deck just brought it all together. Next time you are in FWA, make sure to stop by The Deck, and tell them I sent you!

Lastly, definitely get the tater tots which I feel really paired nicely with this samich! @

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Written by: Marc Cervantes

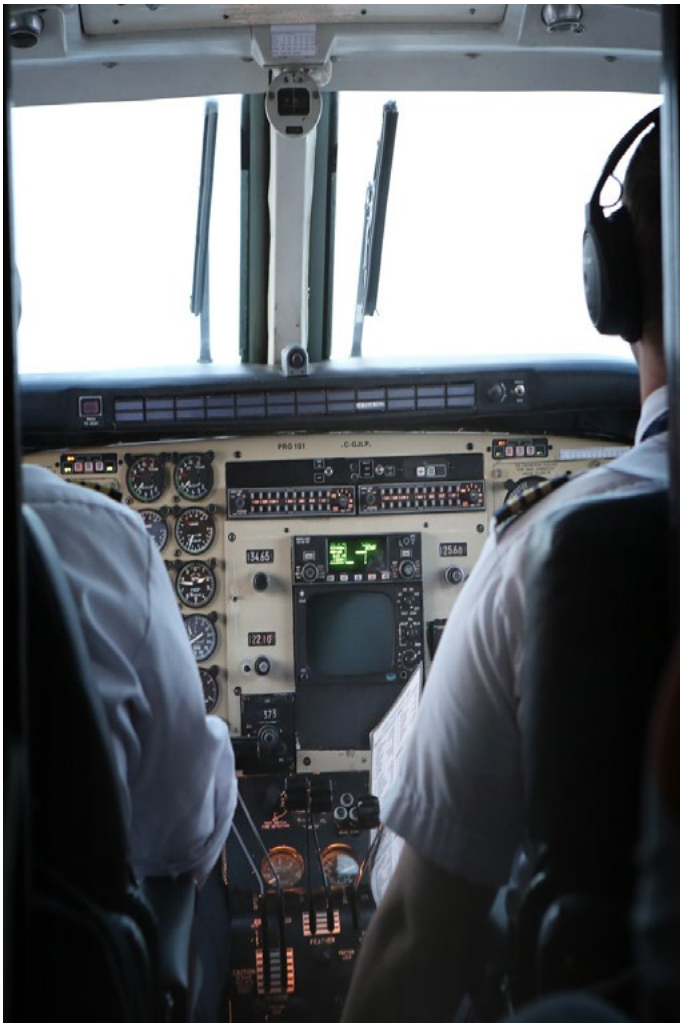
Maximizing Pay

It should come as no surprise that one of the first things a pilot looks at when comparing airlines is the hourly pay. A good rule of thumb pilots use to forecast how much they'll make is to multiply the hourly rate an airline pays a pilot by 1,000. For example, if the first-year pay at an airline is $40/hour, pilots can expect to earn $40,000. Of course, since pilots are paid hourly, there are numerous ways a pilot can increase that pay. The best way to do so significantly without working too much, is to thoroughly understand the contract, with emphasis on the compensation section.

To start with the basics, most airlines employ a Minimum Monthly Guarantee, or MMG, to assure pilots a baseline of how much they will be paid. The norm across the regional airline industry is an MMG of 75 hours. Non-regional airlines may offer fewer hours guaranteed each month, but usually have a higher hourly pay rate. This MMG is usually the same for reserve pilots as it is for line holders.

An important term pilots should be accustomed to is "add-pay," or additional pay. Any pay that falls under add-pay is compensation that is added to a pilot's current monthly credit or MMG. For example, a pilot has a monthly schedule of 68 hours and his/her MMG is 75 hours. The pilot picks up a trip worth 20 hours as add-pay. This pay would be added to the pilot's MMG, and therefore the pilot would be paid 95 hours while working 88 hours. That said, there are certain stipulations that would determine whether a trip qualifies as add-pay or not add-pay. Usually, any trip picked up completely on days off would be regarded as add-pay. Trading trips, either in open time or with another crew member, would most likely not be add-pay.

"Trip rig" and "duty rig" are two very important terms used in the airline industry. Trip rig is the pay protection pilots have for flying trips. For example, a 4-day trip rig of 20 hours would mean that a pilot flying a four-day trip would be compensated for at least 20 hours. If the trip has a total credit more than 20 hours, the pilot is paid the total credit. Conversely, if the total credit were 14 hours, the pilot would be paid 20 hours because of the trip rig. Duty rigs stipulate how much pilots are paid each time they report for duty. This ensures that the pilot is paid a minimum flight time per duty period. For example, a typical duty rig is 2:1, meaning for every two hours on duty the pilot is paid one hour of flight time. So for a 12-hour duty period the pilot would receive a minimum of 6 hours of pay. Some airlines have a duty rig that increases once the pilot exceeds a certain number of duty hours. For example, a 2:1 duty rig up to 12 hours and a 1:1 duty rig over 12 hours, if the pilot was on duty for 14 hours, he/she is guaranteed to be paid for 8 hours of flight pay for that duty period. Additionally, most airlines also have a minimum day credit, varying from 3.5 hours to 5.25 hours. This means that each day is worth, at least, the minimum day credit. Lastly, other trip rigs can include stipulations regarding block or better and a time away from base divided by a multiplier. Block or better simply means that the pilot is paid for the scheduled block flight time or the actual flight time whichever is greater or better.



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Airlines can also offer pilots pay for secondary tasks. Some airlines will pay pilots for quarterly Computer Based Training

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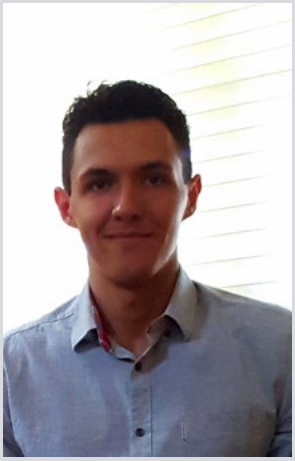
(CBT) required per regulation. Some will pay pilots for their time spent on CBTs by adding it to the credit for the month, while some add it on top of the monthly credit or MMG, whichever is higher (add-pay). At some airlines, once a pilot reaches a threshold in credit hours worked for the month, the company will pay an additional 10-30% for each hour worked. Airlines that fly internationally may also have clauses that pay pilots for clearing customs, or international overrides (additional dollars paid per hour). Customs pay is usually worth 10-30 minutes, and stipulations may apply. For example, the pilots must clear customs in the United States in order to be eligible for customs pay. Another stipulation may be that customs pay is paid only if clearing customs is associated with an overnight.

Lastly, and sometimes more importantly, critical pay is becoming increasingly common as airlines struggle to hire enough pilots to support their operations. If an airline is short of pilots on certain days, it may offer additional incentive pay to pick up the trips. Airlines typically offer 150-200% pay for pilots to pick up such trips, with 300% having been seen at one airline. Since such premium is paid to pilots who pick up these trips on days off, forecasting and guesswork is needed from pilots looking to cash in on this deal. These situations arise most commonly during summer months when flying picks up, as well as during holidays and weekends.

With all of these various clauses, stipulations and machinations, a thorough understanding of the contract allows a pilot to increase pay through working smarter, not harder. Airline pilot contracts vary significantly from one airline to the next in terms of work rules, which is why when making comparisons, it is important to understand not only the company's pay rate but the possibilities of making extra pay. It is ultimately up to the pilot to gain a working knowledge of their contract to be able to improve their total compensation and therefor, their quality of life. @

About the Author



Marc Cervantes is an Embry-Riddle Aeronautical University Daytona Beach graduate, having received his MBA in Aviation Finance as well as his BS in Aeronautical Science. Marc is currently First Officer for a regional airline, having logged over 3,000 hours of flight time. In his spare time, he volunteers on three separate MEC committees and has started an organization dedicated to helping the younger generation of pilots network with current pilots. Their goal is to help pilots aimimg to join the regional airlines. For more information about Professional Pilots of Tomorrow visit ThePPOT.org.

Ravn Alaska provides an excellent career destination for any interested pilot. Although Alaska is a bit different than the rest of the United States, most new recruits finish their regional airline career with us by either retiring or joining up with the Majors. Ravn Alaska pilots enjoy operating in a professional but challenging flying environment, with opportunities to fly a variety of equipment and pilot bases under 135 as well as the opportunity to sign up with our elite Anchorage Based Dash 8 100 fleet providing safe, efficient airline service to the great people of Alaska.

We are proud to offer scheduled service to more than 100 communities statewide. Our team of professionals on the ground and in the air has the history and experience to offer the highest level of customer satisfaction today — and for the future.

We offer service for passenger groups and odd-sized cargo up to 6,000 pounds, and have charter authority for anywhere in our great state, Canada and the 48 contiguous states.

The Ravn Air Group is made up of 3 operating certificates: Corvus Airlines (known as Ravn Alaska) operates under FAR Part 121. Hageland Aviation & Frontier Flying Service (operating as Ravn Connect) utilize FAR Part 135 rules, providing two consecutive weeks off for their pilot staff every month.

These three certificates share a master pilot seniority list. Ravn Alaska engages in Part 121 scheduled domestic operations as well as unique supplemental (charter) operations.

Combined, our companies have been flying here for about as long as Alaska has been a state. In fact, our operations and experience have grown right alongside the Last Frontier.

Corvus Airlines

Corvus Airlines, formerly Era Aviation, began operations in 1948 as Carl Brady flew the first commercial helicopter to Alaska to work on a mapping contract for the U.S. government.

Corvus Airlines flies schedules throughout the state of Alaska to over 100 destinations and employs 74 active line pilots that are all Anchorage based and home every night.

Hageland Aviation Services

At the end of the 20th century, Hageland continued to add planes to its fleet, including its first Cessna Caravan II. The company maintained safety as a priority by becoming an active member in the Alaska Aviation Safety Foundation and the Alaska Air Carrier Association in 2000.

As in earlier years, the company continued its steady growth through the first decade of the new century, adding the Beech 1900C to its stable and relocating its headquarters at Anchorage International Airport.

Today, Hageland operates over 50 aircraft ranging from Cessna 207s to BE1900Cs, under the brand Ravn Connect.

Frontier Flying Service

Frontier operates under the brand Ravn Connect. Frontier does not operate any Ravn flight numbers as it operates cargo only and "on demand charters."

The Ravn Air Group, formerly known as Era Alaska, is the largest Alaska-based airline with nearly 70 aircraft serving about 100 Alaska communities daily.

Ravn Alaska offers challenging and beautiful flying throughout Alaska to gravel runways, ice strips, and more. We are a Part 121 air carrier, focused on safety and operating since 1948.

Better Lifestyle

Corvus

- Home-every-night schedules
- Online scheduling for easy shift trading
- Preferential bidding to optimize and personalize your monthly flight schedule
- Bid AM, PM, or Reserve lines to fit your lifestyle
- Advanced multi-engine turbine fleet
- iPad-based electronic flight bags issued to each pilot
- Minimum 10 days off per month, most Dash 8 pilots receive 12
- Pre-approved vacation locked 6 to 12 months in advance
- Pick up extra shifts for time and a half
- Supplemental vacation time awarded in reverse seniority the month prior

Ravn Connect

- 2 weeks on, 2 weeks off
- Company housing provided
- Build your time and experience for Part 121
- Paid time off (PTO)

Excellent Benefits

- Best pay rates in the regional industry
- Full medical benefits: health, vision, dental, and life
- Pass benefits for your dependents on major, regional, and foreign airlines
- CASS Jumpseat carrier
- Company 401K contribution of 2%
- Paid vacation up to 20 days for employees with 3 years of service
- Option to transfer to other carriers

Training Pay

Corvus

- Corvus Training pay is F/O rate ($50/hr) at 75 hours guaranteed, starting on the first day of class
- Simulator training includes company provided single occupancy hotel room

Relocation Compensation

Corvus

- Relocation reimbursement of $1,500 upon completion of training

Ravn Alaska offers one of the most competitive compensation packages in the regional airline market, and we are constantly improving it. Our goal is to provide you with an attractive career path and a great lifestyle, allowing you to be home at night while enjoying one of the industry's top pay scales.

Corvus Benefits Package

The Corvus benefit package includes health, dental and vision, life insurance, 401K with company contribution, pass benefits and jumpseat benefits with almost every major and regional carrier in the United States.

Pay Rates

Service Tier	Captain	First Officer
12	$117	-
5	$103	$58
4	$101	$56
3	$99	$54
2	$97	$52
1	$95	$50

Additional Notes

- Monthly guarantee is 75 hours
- Service tier is number of years in seat position
- Pilot candidates in training are paid tier 1 F/O monthly guarantee (i.e. $50/hr at 75 hours per month)
- Pilots on seniority list in 2017 can receive up to $15,000 in retention bonuses through February 2018.

Ravn Connect Benefits Package

C-208SIC: $205 per day.

BE-1900 SIC: $205 per day.

PIC Pay: Daily rate plus bonus hours. Bonus hourly pay is based on a 5 hour a day average. Any block hours over an average of 5 hours per day, over the course of a calendar month, will be paid at the applicable hourly bonus rate.

Yearly Raises: Raises are based on the date you pass the initial check ride in the aircraft being flown.

C-207 Pay: Bonus pay is $60/hour

- 1st year – $290
- 10th year – $380

C-208 Pay: Bonus pay is $70/hour

- 1st year – $330
- 10th year – $440
- 15th year – $490

PA31 Pay: Bonus pay is $80/hour, daily rate calculated to be $20/higher than the C208's current pay scale for upgrades.

- 1st year – $360
- 10th year – $470
- 15th year – $520

BE1900 Pay: Bonus pay is $90 per hour

- 1st year – $420
- 10th year -$510
- 15th year – $560

Per Diem:

$40/day for overnight trips spent away from the assigned base. If pilots elect to work extra days away from their normally assigned base; these days will not be paid per diem.

Pilot Housing Allowance:

$25 a day for all pilots. Anchorage and Fairbanks PI C's are excluded from this.

Pilot Rent:

If you choose to reside in company housing while on shift you will be charged $225 a month, this is deducted from your pay check.

Ground School Pay:

All pilots will get their daily rate for each day of ground school. Computer based training modules are expected to be completed during normal work hours and are thus not paid extra.

Stand by Charter Pay:

For charters that require scheduled stand by time greater than 1 hour, a minimum guarantee of four hours will be allotted to that flight day, regardless of actual block time. If the total block time for the day is greater than four hours, no additional time will be allotted. Standby charters that qualify for this compensation will be noted in the remarks of the Monthly Summary.

Sick Leave:

Two days of sick leave per year, beginning after the first 6 months of employment, are provided to crewmembers to use without reduction to pay or deduction to PTO. Sick leave can be accumulated to a maximum of 4 sick days. Sick leave cannot be cashed out upon termination of employment, nor can it be combined with the PTO payout policy.

Paid Time Off (PTO)

- PTO will be accrued by each crewmember that is a full time employee.
- PTO accrual will begin at the crewmember's date of hire but will not be eligible for use until 6 months from date of hire.

Years of Service	Rate	Max PTO Days Accrued
0-1	.5 day PTO for each calendar month of employment	6
6	.75 day PTO for each calendar month of employment	12
14	1.0 day PTO for each calendar month of employment	15

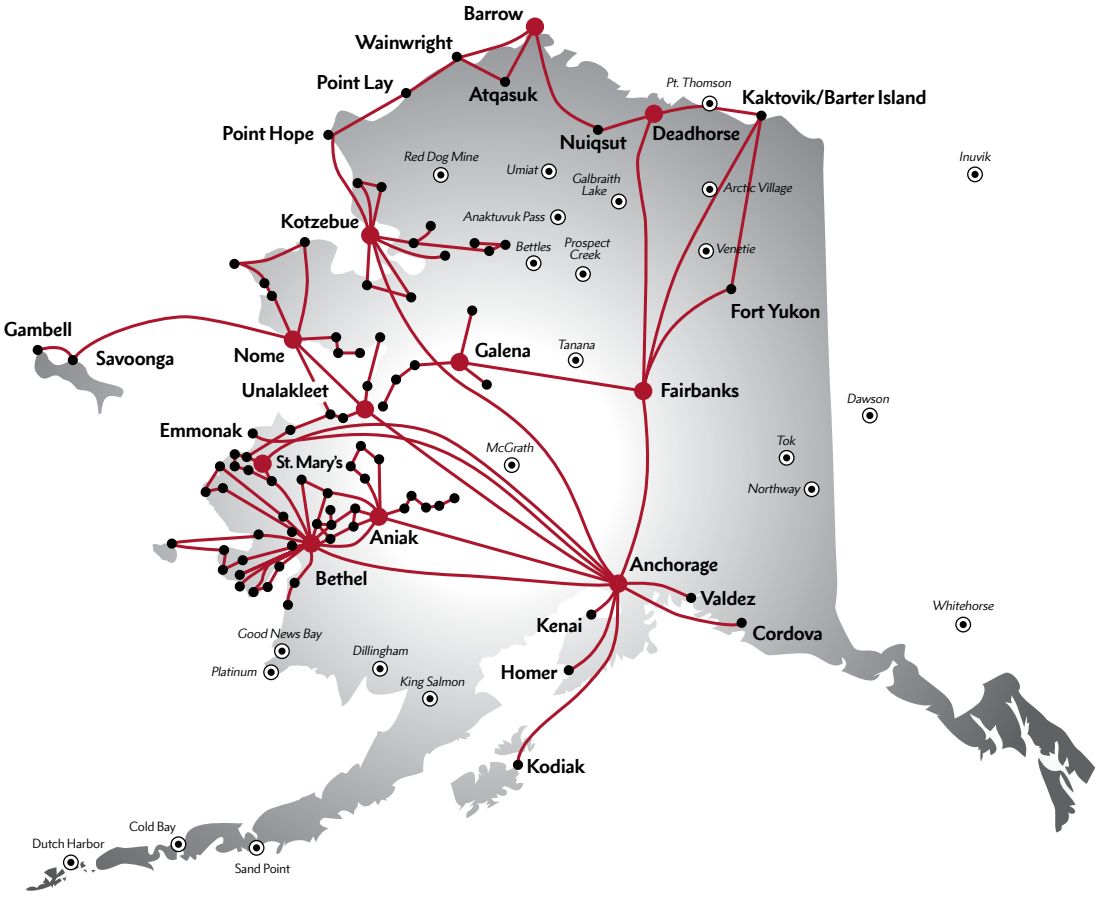
Using Paid Time Off:

- PTO may only be used in full day increments.
- Family Medical Leave Act: Under FMLA, PTO must be used from day one of FMLA until PTO is exhausted.
- Approved Extra Bereavement Leave: For these events PTO use is available when a crew member falls below 15 days of work in a calendar month.
- Pre-Approved Vacation: Crew members that elect to take pre-approved vacation will be responsible for finding a replacement pilot for their normally assigned work shift. A request will be sent to the Chief Pilot or Assistant Chief Pilot for approval following the normal procedures for schedule changes.
- Once per calendar year, each crew member can elect to "cash out" the entirety of the accrued PTO days.

Ravn Route Map

Our flights legs can be as short as 20 minutes or as long as 3 hours, and our operations take us to challenging airports like Valdez and Kodiak as well as ice strips on the North Slope. Ravn Alaska also provides code share service for Alaska Airlines.

Ravn AIR GROUP



Route Map Legend

- Scheduled passenger, cargo and freight service
- Ravn Alaska offers charter, cargo and freight services to most Alaska, US and Canadian airports (some Alaska airports listed here)

Flights operated by Corvus Airlines as Ravn Alaska

Flights operated by Hageland Aviation as Ravn Connect

Aircraft Fleet

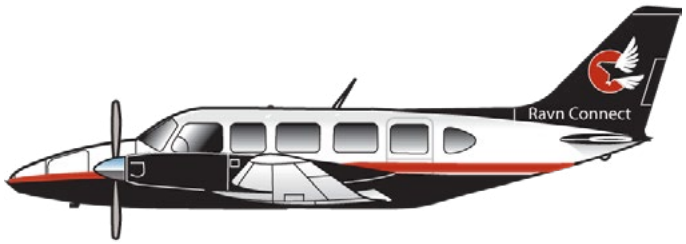
Corvus

Corvus consists of De Havilland Dash 8-100 aircraft with a current fleet size of 10, serving 13 regular destinations and over 30 charter destinations. Ravn Connect consists of 59 aircraft spread across it's 10 stations.

Cessna C208 Caravan

Cessna C207 Skywagon

B1900 Cargo



Piper PA31 Chieftain

DeHavilland DHC-8-100

Interview with Aaron Rocereta, Chief Pilot Ravn Air Group

Pre Interview:

Craig: How do you select applicants to be brought in for an interview?

Aaron: We get our applicants from a variety of places to crew the Dash 8. First we transfer pilots from the 135 side when they are ready to move to 121. This is our primary pipeline. Secondly, we take pilot referrals. If you know a Ravn pilot, get in touch with them and have them recommend you. Third, we take applicants from out online application portal at www.flyravn.com/for-pilots/.

We need ATP minimums on the 121 side. We know people familiar with Alaska will enjoy working for us more, but this isn't a game stopper. We look for either IFR CFI time, or commercial- two pilot crew experience. Pilots need more than just VFR time to be successful in the Dash.

On the 135 side, we are able to take pilots with just a commercial pilot's license. Because the minimums are lower, we have a lot of interest, so we are looking for hardworking individuals that can be great team players and have a want to be in Alaska. Pilots with 500 hours may proceed directly into a Cessna 207.

C: Can you explain the point system associated with online application process and what types of things count for points?

A: The purpose of the online system is open the communication portal. We recommend you upload your resume and cover letter and total time. We usually scan through these items first to find eligible candidates and call them first. If you don't fill those items out, you will be the lowest priority for callback.

C: What can an applicant do to increase their chances of being called for an interview?

A: We are always looking for professionals that are dedicated to Safety, Hard Work, Customer Oriented and Ravn Spirit. If you have these, you can reiterate this in your cover letter.

C: How critical is it to attend a job fair to get an interview?

A: Not critical. Your time and our time is better spent meeting with you in the office and getting you into your career.

C: What is the best way to prepare for an interview with your company?

A: Our Company relies on safe, professional pilots that do not hesitate to say NO when risk for the flight becomes too high. Applicants must know what is required to be in compliance with the regulations as well as the human factors techniques and assertiveness to say no and provide other alternatives when risk is too high.

Interview:

C: Do you recommend that applicants get to your headquarters city the day before and get a hotel room for the night?

A: In person is always a plus, but we are able to perform the interview over the phone or via skype. Once in town, a simulator evaluation will be necessary to continue training.

C: Can you walk me through a typical day of interviews?

A: On the 135 side, most interviews last 30 minutes. The interview team will ensure the applicant is eligible, start with some "tell us about yourself" questions, and then move into regulations and test the applicants ability to be assertive for safety. The interview ends with questions from the applicant.

For 121 interviews, we complete an over the phone interview to ensure applicant is qualified and discuss general Ravn pilot lifestyle questions. The formal interview takes place at ANC headquarters with a 3 pilot panel for 60 minutes which asks general questions, decision making and assertiveness questions, and 5 technical questions regarding IFR dispatch rules, IFR takeoff rules, and IFR landing rules. The interview ends with the Panel answering questions for the applicant about the company. Successful interviewees will proceed to a 1 hour simulator evaluation. We routinely run applicants through the PAHO LOC DME (BACK CRS) RWY 22 approach because it tests DME arc skills, RMI skills, HSI backcourse skills and missed approach with holding. We are seeing these skills deteriorating in applicants as more and more flight schools are using higher end synthetic vision trainers. In Alaska, we have these capabilities, but still rely on legacy navigation such as LDA's and DME arc Backcourses. We still have one NDB approach within our system.

Interview with Aaron Rocereta, continued...

C: What kind of questions can an applicant expect to be asked?

A: Any part 61 IFR rule for planning or executing a flight: when is an alternate required, what are the required fuel reserves, what is the minimum visibility required to takeoff when it fogs in, is an attitude indicator required for VFR flight?

C: Can you give me some examples of the TMAAT questions that you like to ask?

A: TMAAT you made a good decision; TMAAT you had a disagreement with a supervisor; TMAAT you made a bad decision; TMAAT you were scared in an airplane and what did you do?

C: If the TMAAT question being asked does not apply to that applicant can that question be skipped?

A: The panel will rephrase the question. We are really trying to see that a person has the skills to learn from their mistakes to do better the next day. We are also trying to see if the person has the skills to professionally disagree with a fellow employee/supervisor/customer and can still produce a safe outcome. We expect to teach a lot of these skills to new applicants, but we can only teach them if their attitude accepts correction and understands what is right.

C: What are some of the biggest mistakes that applicants make during the interview process?

A: They come unprepared. A lot of people think that a 135 SIC position does not require preparation, but it does. We are highering the Captains of tomorrow and we are looking for this in our applicants for all aircraft types. Study your regs as if you have a checkride tomorrow, do some interview prep with an interview prep outfit, your classmates, or even with someone in your family. Study up on the company and convince the interview board that you have already decided that Ravn Alaska is right for you.

Written test:

C: Is there a written or computer test?

A: Nope.

C: Is there a personality test?

A: Nope. We will assess your ability to work well with others, professional disagree, and maintain assertiveness for safety in the interview.

C: What recommendations do you have for applicants to prepare themselves for the personality test?

A: You must know that safety is not negotiable, you must be able to remain confident that safety cannot be compromised, and you must be able to offer alternate solutions for unsatisfactory conditions: hold, turn around, go missed, delay the flight…

C: What results are you looking for in order for an applicant to pass the personality test?

A: People who know only their way and have never learned from a mistake do not progress in the interview.

Simulator Evaluation:

C: Do you have a simulator ride?

A: Yes for the 121 Dash 8 applicants

C: What type of aircraft is used for the simulator evaluation?

A: King Air 350 (At the Medallion Flight Safety Simulator Center in Anchorage)

C: What types of scenarios should an applicant expect in the simulator evaluation?

A: PAHO LOC DME BC RWY 21. We also do the PADQ ILS RWY 26 with the DME ARC, and every once and a while we will do the PANI NDB DME 29

C: What are you looking for in the simulator evaluation?

A: General VOR orientation, the ability to improve over the 1 hour session, the ability to communicate "loss of situational awareness", the ability to pilot the aircraft to minimums, the ability to go missed and hold, the ability to self-critique on the post flight.

C: What are some of the biggest mistakes applicants make?

A: The biggest mistake we see is pilots that don't prepare. Any pilot coming to any interview should be ready for an IFR checkride. The same is true for any of our pilots that are about to accept a flight for the day.

When pilots start losing situational awareness, the need to remember to slow down to a speed they can think at: 130 knots, they need to call out, "I'm getting behind" or "I'm losing situational awareness" and work to get it back. It's okay to enter a hold to get things step up, you just have to ask for it. Lastly, we see a lot of applicants mismanage their power, if you

Interview with Aaron Rocereta, continued...

keep the throttle at a cruise setting and start the approach, things start happening really fast. Plan our your descent, plan your power, stay a head of the aircraft, reach out to the pilot monitoring when you begin to feel behind.

Post Interview:

C: Do you tell applicants they are hired in person that day?

A: Sometimes, depending on how full the class is. Sometimes we need a week to determine which class to put the pilots in.

C: If not, how long do applicants have to wait to know if they are hired?

A: One week.

C: How soon can an applicant expect a class date after being hired?

A: We only hire for specific class dates. The dates are posted on our hiring website.

General:

C: How many pilots does your airline expect to hire this year?

A: 24 for the Dash 8; 35 for the 135

C: Does Ravn offer an ATP-CQP class?

A: Our ATP- CTP is still in review with the FAA. Right now we are reimbursing successful applicants $5000 at the completion of IOE ($2500 after IOE, $2500 after 6 months). These policies can change with each hiring class, so make sure you discuss this in the interview.

C: Do you have a hiring bonus? Is there any specific criterion to qualify for the bonus?

A: Yes. All Ravn Alaska pilots are receiving a $15,000 bonus in 2017 if they remain employed on a trimester basis throughout the year.

C: Does Ravn have a pilot referral program?

A: Yes. If you refer a successful applicant you will received $2500 once they complete IOE/ 135 safety pilot program, and you will receive another $2500 if the pilot you refer stays employed by Ravn for 12 months.

C: Can you describe the career path progression at Ravn?

A: About half of our pilots have set up Ravn Alaska as their final career destination. For pilots that want to move on to Major Airlines, 18% of our Captain staff will turn over to majors each year. This number is increasing. We find that the relationships you build at Ravn will help you coordinate with employment opportunities at any airline you wish to move on to.

Fast Facts:

Headquarters:	Anchorage Alaska
Year Founded:	1948
Number of employees:	950
Number of Aircraft:	69
Number of Pilots:	215
Most junior Captain hired:	Dash 8 May 2012; Caravan March 2017
Number of Passengers (yearly):	Part 121- 401,918
Number of Bases:	Dash 8: 1- ANC; Part 135- 10
Bases:	PANC, PANI, PAFA, PABE, PAUN, PABR, PAOM, PASM, PFKW, PAOT
Key Benefits:	121- at home every night schedule; 135- 2 weeks on 2 weeks off

Website - www.flyravn.com/for-pilots/

Phone - (907) 266-8401

Facebook - www.facebook.com/RavnAlaska/

Ravn Alaska

4700 Old International Airport Road

Anchorage, AK 99502

2017 Bonus Program:

1. $15,000 bonus for all pilots employed in 2017
2. $5,000 referral bonus to refer your fellow pilots once you get online with us (some exceptions apply- must be Dash 8 eligible or 135 PIC eligible, both pilots must remain employed as pilots for 12 months with the Air Group)

Credits:

Aaron Rocereta Chief Pilot, Valdez, Alaska

Erin Witt Chief Pilot, Hageland Aviation / Ravn Connect

Written by: Marc Himelhoch

Is the Grass Really Greener?

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Recently, one of my Cockpit to Cockpit readers sent me an email in which he asked: "Is the grass really greener on the other side?" He is on active duty with about two and a half years remaining on his service commitment and he wanted to know if the airline pilot lifestyle is worth leaving active duty. He sent me this email during the Christmas holidays while serving in a deployed location in the Middle East. My response to his question is written below. I know he's not the only one asking themselves this question, so I wanted to share my response in hopes that airline-hopefuls may learn something.

An airline job is a completely "different animal" than being a military pilot. I guess it depends upon who you ask and what their circumstances are, but for me it's a resounding YES! — the grass really is greener. There are a few other pilots in this business who would give you the opposite response, telling you this job "sucks rotten eggs," that "you're better off staying in the military." It's all about how you choose to approach this job and the attitude you bring with you to work. For me, it's a conscious decision. When I put on my airline uniform, I am a professional, and I choose to stay as positive as possible in my interactions with my Captain, my crewmembers, and especially my customers because ultimately, they pay my salary (which is really good and getting better all the time).

That's not to say that it's all sunshine and lollipops at the airlines. There are certain aspects of this job that can be tough. Obviously, you're on the road, spending a lot away from your family, but that's what you're paid to do. Sometimes the days are long, the weather is bad, and your schedule changes, or you are stuck in a crash pad in New York City on reserves. Again, it's what you are paid to do, and you knew the deal upfront, when you signed on to do it. So, you can accept those things and make the most of it, or you can choose to be miserable. That's a choice. The good news is, unlike the military, you are free to walk away at any time if you decide this is no longer for you.

I'm also not saying that my time in the Air Force was bad … it wasn't. Just like any job, there were ups and downs, but overall, my military experience was a great one, mostly owed to the people and the flying. One thing I loved in the military, that just doesn't exist in the airlines, is the squadron camaraderie. You leave that behind when you take off the flight suit and go to the airlines. There are no roll calls, naming ceremonies, First Fridays, etc. The best you can hope for is a lively push to the hotel bar at the end of the day by the dozen or so crew who are staying at that hotel on any given night. The company holds a couple of functions a year for employees and families, but it's not the same.

The pilots with whom I have flown in the airlines are 95% great guys/gals with whom I have thoroughly enjoyed spending time. Of course, there is that 5%. That's one of the downsides of an airline job — when you get stuck with a 5% pilot, you are usually stuck with him/her for the next three to four days. Make the most of it; try to learn something from the experience. Then when you get home, put them on your avoidance bid so you won't get paired with them again. I think most airlines have this option. (You don't get that in the military.)

Airline flying is never going to compare with the rush of a 4 v X DACT,

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pulling Gs, and dropping bombs on bad guys, as I did in my past life and as you're doing now. So yes, I miss that stuff. But as I think back on my Air Force career, as a conservative estimate, it was about a 1:12 ratio. For every hour I spent flying, I would spend about 12 hours busting my ass doing all sorts of non-flying work that never seemed to be enough for the Air Force. Some of it was queep, and some of it was genuinely important work that needed to be done to keep Big Blue running or somehow improve it, but all of it pulled me away from my one true passion — being a pilot.

In my airline job I get paid to do one thing and one thing only — take paying passengers into the air and return them safely to the earth. If we can manage to do that and get them where they wanted to go on-time and with all their stuff intact, well, that's just a bonus. The point is, I show up, I do my job, I go home (or to the hotel). That's it. There are no emails to check at the end of the day, no queep, and no performance reports to write. I know who the Chief pilot is but I never have to see him unless I really screw up (which hasn't happened yet, knock on wood). You get the picture. This is truly a job you don't have to take home with you. My days off are fully mine to spend with my family or however I choose.

Another thing the airlines is never going to replace is that pride in serving your country. That's why, as military pilots, we are willing to take on all those additional duties, deployments to the desert during the holidays, long hours, and hard work to become the best at our mission — because at the end of the day, we all love this country and we put our service above ourselves. Sadly, that strong sense of purpose and sacrifice are missing as an airline pilot. It's partially replaced by the satisfaction of knowing that you are connecting people with all the important things in their lives — a business meeting, a family reunion, a vacation, even a funeral. But, that can't quite replace the feeling of serving your country.

In my opinion, this job is all about quality of life. The beautiful thing is that you get to decide what that means to you. For some pilots, quality of life means being able to live in the city of their choice because their kids get to stay in a good school (or whatever other reason) and being able to commute to work easily. For others (myself included) it means living in domicile and driving to work. Some pilots may define it as the ability to have a flexible schedule so that if you want, you can take a week off just by trading some trips with the company or other pilots. Others may define it as the nearly unlimited ability to pick up extra trips when they want to add to their income. Maybe quality of life is having half the month off while still making a healthy salary. In all cases, your seniority is directly proportional to your quality of life — as your seniority grows, you will get better schedules, better domiciles, faster upgrades to other airframes, more vacation time, etc. Here again, it comes down to choices. For example, you become eligible to upgrade to a wide-body, higher paying airframe based on your overall system seniority. But, if you take that upgrade, you will become the most junior first officer (FO) in that airframe within your domicile and therefore have the worst schedules and be on reserve again. It's all about choices.

I've been an airline pilot for just a year and a half. I'm domiciled in Dallas where I live about 20 minutes from the

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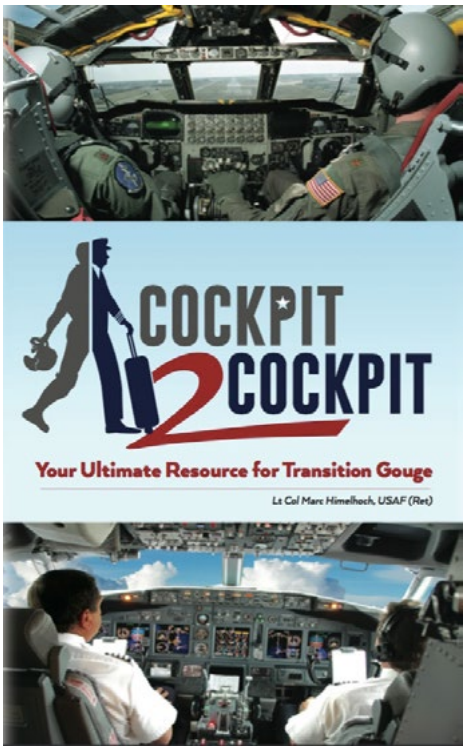
airport. I was able to hold Dallas in just my third month and I was holding a line (off reserves) in my fifth month. Within my first year, we took three amazing weeklong vacations without having to use a single vacation or sick day. With the recent hiring wave, I'm sure other pilots at other airlines have similar stories. The industry is riding a historic high right now.

The time-away-from-family factor may be a very real concern, but I honestly think that overall, I have more time with my family now than I did when I was on active duty because, A) I don't have to deploy for months at a time, and B) my time off is truly mine with no additional duties. As an example, in December, I spent 22 nights at home. I worked a total of 15 days and had 16 days off. I still made good money earning second-year rates while being credited with 103 hours of pay (although I didn't actually have to fly 103 hours — more like 80 hours). I had to work Christmas day but I was home for Christmas Eve and Thanksgiving.

Keep in mind that my situation is a bit different because I stayed on active duty until I retired. If you're planning to Palace Chase (separate and start flying with the Guard/Reserve) it's a slightly different story because on your time off from the airlines, you will be bouncing back and forth to your military job. Most of the pilots I've talked to who do this tell me that it can lead to burn-out pretty quickly, unless you structure it with both employers to make it manageable. I'm sure there are challenges associated with staying proficient in both jobs. This is not to say that you should not consider it. There are some very good benefits to going that route also. You get to keep working toward a military retirement while getting your foot in the door and starting to build seniority with your airline. You also get to keep doing the "fun" flying in the military and experience the squadron camaraderie the airlines are lacking.

Before I leave you to chew on all of this, I want to make sure I give you some additional food for thought about benefits and job security (or lack thereof). The benefits in the airlines are pretty amazing right now. FOs are starting out at the majors between about $75K-$85K per — a far cry better than the $40K per year from just a few years ago. Within about 5 years, you should be easily in the $145K-$165K range, and as a Captain



you can easily earn more than $250K before too long. Some Captains I've talked to make upward of $350K a year. It all depends on how much you want to work and/or how well you work the system.

Additionally, most airlines contribute between 12% to 16% monthly to your 401K without you having to lift a finger. That's 12%-16% into your retirement above whatever you decide to contribute. Also, many airlines provide profit sharing which in the past few years, has been about the equivalent of two months' salary. Some airlines pay this as cash to you; others contribute it to your retirement fund.

Vacation time starts at one to two weeks of paid vacation per year and usually grows to five to six weeks by the ten-year point. There are some scheduling tricks that will add an extra three to four days to every one-week block of vacation you use so that you can easily turn three weeks of vacation into almost five weeks of vacation time.

You and your family (including your parents) can fly for free, space available, anywhere your airline serves. Additionally, most airlines around the world participate in Zed Fares allowing you and your family (and parents) to travel space-available on many other airlines for just the cost of the taxes associated with that ticket.

The health plans are good, but generally a bit more expensive than Tricare premiums.

Okay, last thing — I mentioned job security. I would be remiss if I told you all these wonderful things about being an airline pilot without warning you about a major downside. The airline industry has a long history of instability. As I'm sure you are aware, words like strike, furlough, merger, acquisition, and chapter 11 are synonymous with the airlines. There is no airline immune to these issues, but some are more prone than others. Another 9/11, oil prices returning to $100+/barrel, or an economic downturn could easily turn this historic industry high into another slump. Consider the history of each airline with respect to those words and examine their financial health. The Cockpit to Cockpit Support Package (http://www.cockpit2cockpit.com/shop/product-3-2) includes an Airline Comparison spreadsheet that allows you to rank-order your airline choices using a points system based on the factors that are most important to you.

I could go on for days (I already have), but I hope this answers your question: "Is the grass really greener on the other side?" The bottom line is that it sure can be if you play it right. It's all about choices, quality of life, timing, a little bit of luck, and keeping a positive outlook. It would be very easy not to be happy some days — to fall into the trap of griping about everything (as some airline pilots choose to do), but, this job is just too good to come to work in a bad mood!

About the Author

LT COL Marc Himelhoch, USAF (Ret), is a pilot with over 5000 hours of flight time. He grew up in Clearwater, Florida, where he met his wife, Missy Shorey. He graduated with honors from Embry-Riddle Aeronautical University in Daytona Beach, Florida, earning a masters degree in aeronautical science.

In 1995, Marc joined the US Air Force as a second lieutenant. He served as a T-37, T-6A, and F-16 instructor pilot and as an F-16 higher-headquarters evaluator pilot. He logged nearly three hundred combat flight hours and flew in Operations SOUTHERN WATCH, NORTHERN WATCH, JOINT GUARDIAN, NOBLE EAGLE, and IRAQI FREEDOM.

In 2014, LT COL Himelhoch retired and became a commercial airline pilot. Marc interviewed with and received conditional job offers from Delta Air Lines, JetBlue Airways, Southwest Airlines, and XOJET. Marc is now a pilot with Southwest Airlines. He and Missy live in Dallas, Texas.

Mainline Airlines

The following pages contain over 30 different contractual comparisons for ten separate mainline airlines. Almost all the data was collected from each individual airline's contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is currunt and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

Gray blocks indicate source of data or date data was obtained 3.C.1 indicates contract section see contract for more information

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K
							Legacy Airlines			
American Airlines (American)	Group I	$104.93		$90,659.52	[illegible]	$132,754				
	Group II	$160.28		$138,481.92	$234.67	$202,755	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	Group II	$170.27	72	$147,113.28	$249.30	$215,395				
	Group IV	$200.20		$172,972.80	$293.11	$253,247				
	Group V	$210.20		$181,612.80	$307.76	$265,905				
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
Alaska Airlines (Alaska)	B737	$143.32	75	$128,988	$213.26	$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
Delta Airlines (Delta)	747, 777	$184.59		$159,486	$270.25	$233,496				
	787	$176.83		$152,781	$258.90	$223,690				
	767-4, A330	$174.35		$150,638	$255.28	$220,562		1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170		
	767-3,2, B757	$154.50		$133,488	$226.21	$195,445				
	B737-9	$148.93		$128,676	$218.05	$188,395	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days			
	B737-8 & 7	$148.93	72	$128,676	$216.92	$187,419			0%	15

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

401(K) Matching: Retirement plan, the company will match the employees contribution up to the listed percentage. Unless noted the company will match 100% of what the employee contributes.

ALPA: Air Line Pilots Association

Cancellation pay: When a leg or legs are canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

Deadhead: Positive space travel as a passenger for company business; paid as shown in above referenced column.

FAPA: Frontier Airline Pilots Association

IBT: International Brotherhood of Teamsters

ISP: International Savings Plan

IOE: Initial Operating Experience, refers the flight training a new hire receives from a check airman after completing all ground and simulator training.

DC: Direct Contribution, the company will contribute the listed additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

MMG: Minimum Monthly Guarantee, the minimum amount of credit the employee will receive per month. The ability to work more or less is possible, depends on the needs of the company, line holder or reserve and open trips for that month.

Per Diem: The amount of money the company pays the employee for food expenses while gone from base, typically from show time to end of debrief time of that trip. Day trip per diem is taxable while overnight is not.

TFP: Trip for Pay

UTU: United Transportation Union

YOS: Years of Service with the company.

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** $2.75 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,236	9,987	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **$0.05 increase 1/1/16 ***Includes AA & USAir
			6.D.1.d	7.A.5		Oct/2015	Jul/2015	***				Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	$2.15	May 2007	1,759	816	ALPA	iPad Air	SEA, ANC, LAX, PDX	
			11.D.5.b	5.A.1	5.A.1	Oct/2016	Oct/2016					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	$2.20 Dom., $2.70 Int.	February 2014	13,003	8,292	ALPA	Surface	**ATL**, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016	Feb/2015				Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		$2.00* $2.50 Int.		600		ALPA		**HNL**	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	$2.35 Dom* $2.70 Int.*	2006	12,500	7,765	ALPA	iPad	IAH, EWR, CLE, DEN, **ORD**, SFO, IAD, GUM, LAX	*$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	Dec/2016					Contract 2012 as amended

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	$2.00	Octotber 2015	794		IBT	iPad	BLI, FLL, HNL, IWA, **LAS**, OAK, PGD, PIE, SFB AVL	
			3.P	6.A	3.Z	Dec/2016	Dec/2016					Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	$1.90	Feburary 2014	983		FAPA		DEN, ORD, MCO	
						Apr/2016	Apr/2016					
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	$2,500 per month	Single Occupancy, Paid for by company	$2.00	E:7/2013 A:10/2012	3,300	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Dec/2016	Dec/2016	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	$2.30 Dom. $2.80 Int.	May 2006	7,951	3,702	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month, **Number of retirements from Feb/2015
			4.K.6	4.T.1	4.T.3	Feb/2015	Feb/2015	Feb/2015**				Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	$1,750*/mo	Single Occupancy, Paid for by company	$2.20	January 2014	1,483		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2016	Dec/2016					Contract 2010, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	$2,500 per month	None	$2.00	July 2010	660	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	
			10.J.1	3.B.e	10.I.1	Jan/2016	Jan/2016	Jan/2016				Rule book 2014

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
					Cargo Airlines							
Atlas Air (Giant)	B747 B767	5Y	$1,600 per month	Single Occupancy, Paid for by company	$2.40	Dec/2011	1,486		IBT	iPad	JFK, MIA, ORD, CVG, HSV, LAX, PAE, ANC	
			3.A.1.f	11.A.7	5.A.3	June/2017						
ABX Air (ABEX)	B-767	GB			$52 Dom. $89.75 PR* $79.75 NPR**				IBT			*PR = Pacific Rim, **NPR = Non Pacific Rim
					20.E.1							
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	FX	$2,000 / mo until activation date*	Single Occupancy, Paid for by company	$1.95 Dom. $2.75 Int.	May 2015	4,400	4,288	ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2	May/2016	Dec/2016					Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	$600 / week unitl OE	Week 1 paid by crewmember, then, Single Occupancy	$1.90 Dom. $2.80 Int.	April 2008	317		IBT	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2015	Dec/2015					Contract 2016 as amended
UPS (UPS)	B757, B767, A300, B747, MD-11	5X	MMG	Single Occupancy, Paid for by company	$2.00 Dom $2.50 Int $3.00*		1,580	1,580	IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2							Contract 2016 as amended
Total Pilots							63,855	37,427				

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Union	EFBs	Bases	Notes

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Legacy Airlines							
American Airlines (American)	10	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		Yes	50%	Initial paid for by company	None	
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.I.1	24.O.2		Contract 2015, as ammended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimburesment available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as ammended
Delta Air Lines (Delta)	12,13,14 Reserve*		FAA 117 minus 30 minutes	559	2	ADG** = 5:15	1:2 or 1:1.75***	1:3.5	100% air, Chart 8.B.3 Ground	200%*****	None	None	*Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company
	12.N.2		12.D.1		4.H.1	12.J	12.K.1	12.L	8.B	23.U			Contract 2014, as ammended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4.17 GOP****		60% GOP****	1:4*** GOP****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay***	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discreation of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contrat 2012 as amended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Major Airlines							
Allegiant Air (Allegiant)	12 or 11* 12 or 10*	Yes	FAA 117	195	4 for a RON		1:2		50%	130%, 150% or 200%**	Company Provided***	Supplied in AC	*In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed.
	14.C	3.F			3.D		3.D		3.H	3.E, 3.L, 3.W	6.4		Contract 2016, as amended
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1:45*	1:3.5	Schedule Block	150% over 78 Hrs	$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotionations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	235	5**		.74:1	1:3	100%	100%	$30 / pay period max $500	None	*Depedning on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2016, as ammended
Spirit Airlines (Spirit Wings)	13/12	Yes	14 hours or 11.5 hours	222	4 or 4.5**			1:4.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule therafter	None	*Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	6.A.1 & 2	3.C.3	5.F.3		Contract 2010, as ammended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then $230** per year	None	*Unless picked up at premium pay it is 150% add pay. **$30 per year for shipping costs.
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Cargo Airlines							
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or $300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	Yes		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, $150 / year		*Days off based on TAFB, 4 wk or 5 wk bid period.
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as ammended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Legacy Airlines						
American Airlines (American)	Group I	$104.93		$90,659.52	$153.65	$132,754	**1-5 = 21 Days** 6-15 = 1 additional day per year	5 H/M* Max 60**		None		*Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. **January 1st sick accural either goes to long term or gets paid out to the pilot. See sectoin 10.B for more information.
	Group II	$160.28		$138,481.92	$234.67	$202,755						
	Group II	$170.27	72	$147,113.28	$249.30	$215,395						
	Group IV	$200.20		$172,972.80	$293.11	$253,247						
	Group V	$210.20		$181,612.80	$307.76	$265,905						
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B				Contract 2015, as amended
Alaska Airlines (Alaska)	B737	$143.32	75	$128,988	$213.26	$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	13.50%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	$219.07		$189,276	$320.71	$277,093						International pay override is $6.50 for CA and $4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	$209.85		$181,310	$307.24	$265,455						
	767-4, A330	$206.91		$178,770	$302.94	$261,740						
	767-3,2, B757	$183.35		$158,414	$268.45	$231,941						
	B737-9	$176.74		$152,703	$258.76	$223,569	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	
	B737-8 & 7	$175.82	72	$151,908	$257.42	$222,411						
	A320/319	$169.66		$146,586	$248.39	$214,609						
	MD-88/90	$166.62		$143,960	$243.94	$210,764						
	B717, DC9	$158.19		$136,676	$231.63	$200,128						
	EMB-195	$132.84		$114,774	$194.48	$168,031						
	EMB-190, CRJ-900	$112.99		$97,623	$165.46	$142,957						
		3.B.2.d	4.B.1.b*	HRxMMGx12	3.B.2.d	HRxMMGx12	7.B.1.a	14.D.1		26.C.2	25.B.2	Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	B717	$121.53		$109,376	$174.11	$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017, **No max after pilots 59th birthday.
	B767 A330	$144.58	75	$130,119	$207.13	$186,417						
	A350*											
		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
United Airlines (United)	B747, B777 B787 B767-400	$208.59		$175,216	$305.39	$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days **+25 = 42 Days**	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16"%	20%	
	B757-300	$173.96	70	$146,126	$254.70	$213,948						
	B737-900, A321	$167.89		$141,028	$245.80	$206,472						
	A319	$161.02		$135,257	$235.76	$198,038						
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that do not have a contract section reference number, were obtained online in some form and may be inaccurate. While trying to provide the most up-to-date information, not all sources can be verified at this time. If you notice a discrepancy and/or have a correction please email Craig.Pieper@AeroCrewSolutions.com.

Additional Compensation Details

Major Airlines

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	$145.17	70	$121,943	$216.42	$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - $134 EE+Child - $177 EE+Spouse - $281 EE+Family - $394	*The company will match 200% of what the pilot contributes up to 5%.
		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321*	$100.01	75	$90,009	$166.68	$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
JetBlue Airways (JetBlue)	A320 family	$148.71	70	$124,916	$218.66	$183,674	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information
	E190	$133.82		$112,409	$196.83	$165,337						
			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.i	Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	$157.36	85	$160,507	$224.80	$229,296	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
		4.C.1	4.H, 4.M*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319 A320 A321	$109.27	72	$94,409	$185.32	$160,116	> 1 = 7 Days* 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	4 H/M Max 400	9%		EE = $143.90 EE+1 = $305.66 EE+1 C = $322.33 EE+2 C = $454.73 Family = $454.73*	*2010 insurance rates subject to annual increases.
		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1	28.C		27.B	Contract 2010, as amended
Sun Country Airlines	B737NG	$112.93	70	$94,861	$168.55	$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	$0 to $300 depending on plan and single, single +1 or family	
		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
Virgin America (Red Wood)	A320	$107.00	70	$89,880	$172.00	$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic.
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014

Cargo Airlines

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Atlas Air	B747 B767*	$149.33	62	$111,102	$213.32	$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%****		Health 14-25% Dental 20-30%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days acrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendx 27-A	
ABX Air	B-767	$153.03	68	$124,872.48	$218.61	$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
FedEx Express (FedEx)	A380	$186.33	85	$190,057	$262.84	$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: $61 / mo. Pilot + Family: $230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years.
	Wide Body	$174.15		$177,633	$245.65	$250,563						
	Narrow Body	$153.22		$156,284	$211.75	$215,985						
		3.C.1.a	4.A.1	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
Kalitta Air	B747	$168.70	64	$129,562	$249.67	$191,747	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs $20/$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **$20 for individual, $40 for family (per mo nth)
		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
UPS (UPS)	B757, B767, A300, B747, MD-11	$212.69	75	$207,373	$300.00	$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	$50 to $410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended

| | Aircraft Types | FO Top Out Pay (Hourly) | MMG | FO Base Pay | Top CA pay | CA Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

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ACY **Atlantic City, NJ**
Spirit Airlines

ANC **Anchorage, AK**
Alaska Airlines
FedEx Express
UPS

ATL **Atlanta, GA**
Delta Air Lines
Southwest Airlines

AVL **Asheville, NC**
Allegiant Air

BLI **Bellingham, WA**
Allegiant Air

BOS **Boston, MA**
American Airlines
JetBlue Airways

BWI **Baltimore, MD**
Southwest Airlines

CGN **Cologne, Germany**
FedEx Express

CLE **Cleveland, OH**
United Airlines

CLT **Charlotte, NC**
American Airlines

CVG **Cincinnati, OH**
Delta Air Lines

DAL **Dallas, TX**
Southwest Airlines
Virgin America

DCA **Washington, DC**
American Airlines

DEN **Denver, CO**
United Airlines
Frontier Airlines
Southwest Airlines

DFW **Dallas, TX**
American Airlines
Spirit Airlines

DTW **Detroit, MI**
Delta Air Lines
Spirit Airlines

DOH **Doha, Qatar**
Qatar Airways

DXB **Dubai, United Emirates**
Emirates

EWR **Newark, NJ**
Delta Air Lines
United Airlines

FLL **Fort Lauderdale, FL**
Allegiant Air
JetBlue Airways
Spirit Airlines

GUM **Guam**
United Airlines

HKG **Hong Kong**
FedEx Express

HNL **Honolulu, HI**
Hawaiian Airlines
Allegiant Air

HOU **Houston, TX**
Southwest Airlines

IAD **Washington, DC**
United Airlines

IAH **Houston, TX**
United Airlines

IND **Indianapolis, IN**
FedEx Express

IWA **Phoenix, AZ**
Allegiant Air

JFK **New York City, NY**
American Airlines
Delta Air Lines
JetBlue Airways
Virgin America

LAS **Las Vegas, NV**
Allegiant Air
Southwest Airlines
Spirit Airlines

LAX **Los Angeles, CA**
American Airlines
Alaska Airlines
Delta Air Lines
United Airlines
Virgin America
FedEx Express

LGA **New York City, NY**
Delta Air Lines
United Airlines

LGB **Long Beach, CA**
JetBlue Airways

MCO **Orlando, FL**
JetBlue Airways
Southwest Airlines
Frontier Airlines

MDW **Chicago, IL**
Southwest Airlines

MEM **Memphis, TN**
FedEx Express

MIA **Miami, FL**
American Airlines
UPS

MSP **Minneapolis, MN**
Delta Air Lines
Sun Country

OAK **Oakland, CA**
Allegiant Air
Southwest Airlines

ONT **Ontario, CA**
UPS

ORD **Chicago, IL**
American Airlines
United Airlines
Frontier Airlines
Spirit Airlines

PDX **Portland, OR**
Alaska Airlines

PGD **Punta Gorda, FL**
Allegiant Air

PHL **Philadelphia, PA**
American Airlines

PHX **Phoenix, AZ**
American Airlines
Southwest Airlines

PIE **St. Petersburg, FL**
Allegiant Air

SDF **Louisville, KY**
UPS

SEA **Seattle, WA**
Alaska Airlines
Delta Air Lines

SFB **Orlando, FL**
Allegiant Air

SFO **San Francisco, CA**
United Airlines
Virgin America

SLC **Salt Lake City, UT**
Delta Air Lines

STL **St. Louis, MO**
American Airlines

Regional Airlines

The following pages contain over 30 different contractual comparisons for 22 separate regional airlines. Almost all the data was collected from each individual airline's contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is currunt and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

Gray blocks indicate source of data or date data was obtained 3.C.1 indicates contract section see contract for more information

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	4
							Over 2,000 Pilots			
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047				
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8%	
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397				
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	
SkyWest Airlines (Skywest)	EMB-120	$37.15	80	$35,664	$76.21	$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****	
	CRJ-200	$45.77	75	$41,193	$106.67	$96,003				
	CRJ-700	$48.52		$43,668	$113.07	$101,763				
	EMB-175	$48.70		$43,830	$113.20	$101,880				
	CRJ-900	$50.00		$45,000	$117.00	$105,300				

Sample only; refer to adjacent pages for actual information

Abbreviations and Definitions:

401(K) Matching: Retirement plan, the company will match the employees contribution up to the listed percentage. Unless noted the company will match 100% of what the employee contributes.

ALPA: Air Line Pilots Association

Cancellation pay: When a leg or legs are canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

Deadhead: Positive space travel as a passenger for company business; paid as shown in above referenced column.

DC: Direct Contribution, the company will contribute the listed additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

IBT: International Brotherhood of Teamsters

IOE: Initial Operating Experience, refers the flight training a new hire receives from a check airman after completing all ground and simulator training.

MMG: Minimum Monthly Guarantee, the minimum amount of credit the employee will receive per month. The ability to work more or less is possible, depends on the needs of the company, line holder or reserve and open trips for that month.

Per Diem: The amount of money the company pays the employee for food expenses while gone from base, typically from show time to end of debrief time of that trip. Day trip per diem is taxable while overnight is not.

UTU: United Transportation Union

YOS: Years of Service with the company.

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	$7,500 w/ ERJ type*, $1,000 Referral	$300 / week & $1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	$1.85/hr	June 2007**	1,614	United, American***	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE, DFW***	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remaining after first year; **Will Reduce 11/2007 to 1/2011; ***AA flying out of DFW due to end 7/2017
			Online		Feb/15	4.C.2	Apr/2017	Apr/2017					Contract 2004 as amended, Currently in negotiations,
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	$7,500 w/ CRJ type*, $1,000 Referral	$300 / week	Paid for by company; single occupancy	$1.85/hr	June 2007**	1,488	Delta, American	ALPA	Surface 3 LTE	**ATL**, DFW, DTW, LGA	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010
			Online	3.C.1		5.A.1	Mar/2016	Apr/2016					Contract 2007 as amended, Currently in negotiations;
							Total	3,102					
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	$7,500*	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	1.85/hr ($1.90/hr Eff. 1/1/2017)	2014	4,000	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS **SGU****	*$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Aug/2016	Aug/2016					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	RW	$10,000* $12,500**	$1,600 first mo. then MMG	Paid for by company; single occupancy	$1.95/hr Dom $2.50/hr Int.***	3.5 Years	2,105	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Nov/2015	Apr/2016					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to $22,100* plus $20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	$1.85/hr + $0.05 increase in 2018, 2021 & 2024	Oct 2011***	1,850	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2016	Dec/2016					Contract 2003 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
500 - 2,000 Pilots													
Endeavor Air (Flagship)	CRJ-200 CRJ900	9E	$23,000*	MMG, but no per diem	Single Occupancy paid by company	$1.70/hr	July 2007	1,587	Delta	ALPA		JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, *$23,000 per year until Dec 2018.
			Online	3.D.1, 5.D.4		5.D.1	Dec/2015	Mar/2016					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	$16,520, $5,000*, $1000**, $20,000***	$38.50 / HR MMG & Per Diem	Paid for by company; single occupancy	$1.75/hr	July, 2015	1,300	American	ALPA	iPad	CLT, DCA, CVG **DAY**, TYS	*Additional with CRJ type, **Referral bonus, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ***20,000 retention bonus starting year 2, ($2,500 per quarter for 2 years).
				3.F.1		5.A.1	April/2017	May/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	$30,000* $20,000**	76 Hours during training	Paid for by company; single occupancy	$1.47/hr	4 Months	1,250	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*New hire bonues paid out over 4 years. **Pilot referal bouns, 4 installements. ***Pilot must have an iPad, but there is a stipend for it.
			LOA 37	5.A.2	5.B.1	5.A.2	Feb/2016	Feb/2016					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	Yes $33,000 $4,000 or $4,500*	2.5 hours per day	Paid for by company; single occupancy	$1.75/hr dom $1.80/hr int	2.5 - 3 Years	485	American United	ALPA	iPad	DCA, ORF, PHL (ORD & IAD in the Fall)	*$33,000 min bonus for all new hires. $4,000 or $4,500 referral bonus, later for Airmen Training Program
			Website	4.C	5.A.1	LOA 37	Jul/2015	May/2017					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400 ERJ-175	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	$1.80/hr	July 2014*	635	Alaska	IBT		ANC, BOI, GEG, MFR, **PDX**, SEA	*Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America.
				5.I.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	$1,500 Referal Bonus	MMG & Per Diem*	Paid for by company; double occupancy	$1.65/hr**	Sept 2015	710	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. $1.70,
				3.H, 5.B	5.B.3	5.B.1	Oct/2016	Dec/2015					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	$12,000** $5,000***	$23/hr @ 60 hr	Paid for by company; single occupancy	$1.60/hr	January 2015	555	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2015	Dec/2015					Contract 2016 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

General Information

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	$1.70/hr	1,000* Hrs 2,500 TT	420	American	ALPA		PHL, MDT, ROA, **SBY**	*1,000 Hours of Part 121 flight time. **$5,000 pilot referal bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Jul/2016	Jul/2016					Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	AX	$30,000*	$35.81 @ 75 hrs	Paid for by company; Single occupancy	$1.90/hr	July 2015	600	United, American	ALPA	iPad	IAD, STL, ORD DEN, RDU	*Paid out over 3 years, restricitions apply. **Attendance Bonus** 0 Sick Days Used $1000, 1 Sick Day Used $700, 2 Sick Days Used $500, 3 Sick Days Used $300
				3.C.1	5.A.1	5.C.1	Dec/2015	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	$37/overnight	Upon Reaching ATP Mins	100	Hyannis Air Service DBA Cape Air	IBT	No	New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)	HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM
				3.K.A	6.E.5.A	6.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b	3M	$12,000*	MMG & Per Diem	Paid for by company; single occupancy	$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*$3,000 after IOE, $3,000 after 1 year, $6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
Ameriflight, LLC (AMFlight)	EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31	AM	None	$9 - $12.50 per hour* $35 / Day Per Diem	Paid for by company; Single occupancy	$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	**DFW**, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommutAir (CommutAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to $15,000*	MMG	Paid for by company; single occupancy	$1.80/hr	Apr/2017	370	United	ALPA	None	EWR, IAD, **BTV****	*With ATP/CTP: $7,000; Without ATP/CTP: $2,000 free ATP/CTP course; $5/121 PIC qualifying hour up to $8,000 **BTV is only HQ
			Online	3.G	5.A.8	5.B.3	June/2017	Dec/2016					Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	ZK	No	$36/Day	Paid for by company; dual occupancy	$1.50/hr	May 2016	60		UTU		DEN, PHX	15 Month, $7,500 training contract required for ALL First Officers. Direct Entry Captains contract is prorated over the first 15 months of service.
						4.D	Dec/2016	Dec/2016					Contract 2014 as amended
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*	KS				$50/day	2012	120		None		ANC, BOS	*$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				$30/dom, $50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	C208, C207, PA31, B1900 DH-8	7H	$15,000 for all pilots in 2017, $5,000 referral	MMG	None, except during SIMs in SEA, Single	$40.00 per over night	March 2015**	215	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to $40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Jun/2017	Jun/2017					Need contract
Island Air (Moku)	ATR-72* Q-400	WP	$12,000	MMG**	Paid for by company if not in HNL; Single occupancy	None, On a RON, company will reimburse w/ receipt	March 2017	65	Self	ALPA		HNL	Codeshare for United, Hawaiian and Go; *ATR-72 being phased out by July 2017, **Reserve MMG at FO year one rate, if OE completed as a CA, CA year 1 rate paid retro
				3.C.1	11.P.3	4.J.1	Apr/2017	Apr/2017					Contract 2016 as amended
Total Pilots								19,894					

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and $400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%. Over 87 hours 125%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Premium pay when available is 115%, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formally American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended

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Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						500 - 2,000 Pilots							
Endeavor Air (Flagship)	11	Yes	14	501	4	None	None	None	100%	150% 200%**	New hires pay 50%, all others get $240 per year*	None	*Starts 1/1/2015, **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13 , 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.i.1	12,A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	205	None	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-		-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as ammended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150% or 200%***	$260 / yr****	$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***200% for critical trips. ****After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1/LOA 37	18.C.2	18.E	Contract 2003 as ammended
Horizon Air (Horizon Air)	13*	Yes	FAA Part 117	239	4**	See Trip Rig	50%***	25****	100%	150% or 200*****	$200	None	*Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discreation
	7.A.4.a	5.B.3	7.A.2.a	-	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.4.2.d	26.M.5.A	-	Contract 2012 as ammended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, $20/mo allowance	None	*12 days off during 31 day bid periods, **May be reassigned,***85% after 5/1/17 ****150% premium pay per company
	12.E	4.D	12.C.3	-	4.B.1	-	-	-	8.A	3.G	26.3	26.C.1	Contract 2014 as amended
GoJet Airlines (Lindbergh)	11/12	Yes	FAA Part 117	165	4*	4*	None	None	75% 100% 2 DOS	150% 200%**	$25 / Month	None	*With restrictions, report before Noon, finish after 5pm, **At company discreation,
	7.A.2.a	5.B.1	7.B	-	5.B.1	5.B.1	-	-	5.E	5.D	26.L.5	-	Contract 2016 as ammended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Under 500 Pilots							
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	$25 / month	None	*See examples in refenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8,C,3	25.G	26.Y.4	-	Contract 2013 as amended
Trans States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company,
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	$17.50 per month ($210 / yr)	None	*Additionaly incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	10	No	14 or 15*	59	3.75	None	None	None	50%	100%	$200 per year after first year	None	*For continuous duty overnights, **and every two years thereafter
	3.C.2	-	18.C.1	-	18.B.5	-	-	-	3.C.4	18.J.1.b	19.D	-	Contract 2014 as amended
Peninsula Airways (Penisula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then $80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2016 as amended

Additional Compensation Details

Over 2,000 Pilots

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additoinal hours may be accured for any illness longer than 30 days, if more than 255 hours used at once acrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currenlty there are none on property.
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	**<1 = 14 Days**** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	$45.77	75	$41,193	$106.67	$96,003	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 3% 5-9 yrs, 5% 10 yrs, 7%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	$48.52		$43,668	$113.07	$101,763						
	EMB-175	$48.70		$43,830	$113.20	$101,880						
	CRJ-900	$50.00		$45,000	$117.00	$105,300						
	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1		-		Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	$50.42	75	$45,378	$120.11	$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ =6%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K		14.E	Contract 2015
Envoy formally American Eagle (Envoy)	EMB-145	$39.78	75	$35,802	$89.12	$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >5yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				$93.90	$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended

500-2,000 Pilots

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Endeavor Air (Flagship)	CRJ-200	$38.49	75	$34,641	$84.03	$75,627	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	2.5 H/M	50% Match: 1-5 = 6% 5-10 = 8% 10+ = 10% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated
	CRJ-900	$39.75		$35,775	$89.96	$80,964						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	$41.78	75	$37,602	$98.37	$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	.5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	$43.29		$38,961	$106.67	$96,003						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200	$37.96	76	$34,620	$80.93	$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	0-1 = 1.52 H/M 1-4 = 2.17 H/M +4 = 3.0 H/M	2%*	None	Based on rates set by company and insurance provider	*Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent
	CRJ-700, CRJ-900, EMB-175				$104.39	$95,204						
	-	3.A	4.A.1	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	$49.98	75	$44,982	$109.29	$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400 ERJ-175	$49.43	80.5	$41,383	$119.19	$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	$45.80	75	$41,220	$111.24	$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accural, converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	$44.33	75	$39,897	$111.24	$98,781	> 1= 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 2 H/M 2-6 = 3 H/M +6 = 4 H/M Max 300	9mo-2yr 4% 3-6 = 6% +7 = 8%*	None	Emp: $147.78 Emp + 1: $363.85 Emp + 2 or more $554.44	Reserve MMG is 70, Line holder MMG is 74, *Company match 50%
	-	5.A.1.b	5.N.1	HRxMMGx12	5.A.1.a	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2016 as amended

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Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
							Under 500 Pilots					
Piedmont Airlines (Piedmont)	Q-100, Q-300	$40.33	75	$36,297	$89.98	$80,982	> 1 = 5 days*** < 1= 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11& 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	$44.99	75	$40,491	$104.51	$94,059	< 1 = 7 days** 2 - 5 = 14 days 6 -13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
Cape Air (Kap)	ATR-42, C402, BN2	$12.72	40	$26,458	$30.02	$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days **+ 10 = 35 Days**		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	$39.03	75	$35,127	$83.07	$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	All	Salary	160 Units of Pay	$31,000	Salary	$89,650	1.16 Days per month		5%	None	$198 per month	
CommutAir (CommutAir)	Q-200, Q-300, ERJ-145	$45.62	75	$41,058	$106.36	$95,724	1 = 7 days 1-5 =14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	30.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D, EMB-120	$42.40	75	$38,160	$57.51	$51,759	0-3 = 7 Days 4-5 = 14 Days +6 = 21 Days	.94* or 1.56 H/M	Equal to other employees	None	Equal to other employees	*From zero to 3 years, **$3500 in yearly cash incentives for EMB 120 FO, $5000 for BE 1900 PIC and $7500 for EMB 120 PIC
	-	3.A	3.C.1	HRxMMGx12	3.A	HRxMMGx12	5.A	6.B.1	20.B	-	20.A	Contract 2014 as amended
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	$44.00	75	$39,600	$93.00	$83,700			Yes*			*Based on profitability
	S340	$40.00		$36,000	$69.00	$62,100						
	-			HRxMMGx12		HRxMMGx12						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, DH-8	$64.00	60	$37,440	$117.00	$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	$450-$500 / Mo. $750-$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Island Air (Moku)	Q-400	$61.88	80	$59,405	$123.60	$118,656	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0%	1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	ATR-72	$61.88		$59,405	$123.60	$118,656						
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that does not have a contract section reference number, was obtained on-line in some form and may be inaccurate. While trying to provide the most up to date information not all sources can be verified at this time. If you notice a discrepancy and/or have a correction please email Craig.Pieper@AeroCrewSolutions.com.

ABQ **Albuquerque, NM**
Ameriflight, LLC

ACK **Nantucket, MA**
Cape Air

ALB **Albany, NY**
Cape Air

ANC **Anchorage, AK**
Horizon Air
Peninsula Airways
Corvus Airlines

ATL **Atlanta, GA**
ExpressJet Airlines
Endeavor Air

AUG **Augusta, ME**
Cape Air

BFI **Seattle, WA**
Ameriflight, LLC

BIL **Billings, MT**
Cape Air

BOI **Boise, ID**
Horizon Air

BOS **Boston, MA**
Peninsula Airways
Cape Air

BQN **Aguadilla, PR**
Ameriflight, LLC

BUF **Buffalo, NY**
Ameriflight, LLC

BUR **Burbank, CA**
Ameriflight, LLC

CGI **Cape Girardeau, MO**
Cape Air

CLE **Cleveland, OH**
ExpressJet Airlines

CLT **Charlotte, NC**
PSA Airlines

CMH **Columbus, OH**
Republic Airways

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PSA Airlines

DCA Washington, DC
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GoJet Airlines
Great Lakes Airlines

DFW Dallas, TX
ExpressJet Airlines
Envoy
Ameriflight, LLC
Mesa Airlines

DTW Detroit, MI
ExpressJet Airlines
Endeavor Air
Compass Airlines

EIS Tortola, BVI
Cape Air

EWB New Bedford, MA
Cape Air

EWR Newark, NJ
ExpressJet Airlines
Republic Airways
Ameriflight, LLC
CommutAir

FAT Fresno, CA
Skywest Airlines

FLL Fort Lauderdale, FL
Silver Airways

GDV Glendive, MT
Cape Air

GEG Spokane, WA
Horizon Air

GGW Glasgow, MT
Cape Air

GUM Guam
Cape Air

HNL Honolulu, HI
Island Air

HPN White Plains, NY
Cape Air

HVR Havre, MT
Cape Air

HYA Hyannis, MA
Cape Air

IAD Washington, DC
Mesa Airlines
Trans States Airlines
Silver Airways
CommutAir
Air Wisconsin

IAH Houston, TX
ExpressJet Airlines
Skywest Airlines
Mesa Airlines

IND Indianapolis, IN
Republic Airways

IRK Kirksville, MO
Cape Air

JFK New York City, NY
Endeavor Air

LAN Lansing, MI
Ameriflight, LLC

LAX Los Angeles, CA
Skywest Airlines
Compass Airlines

LEB Lebanon, NH
Cape Air

LGA New York City, NY
ExpressJet Airlines
Republic Airways
Endeavor Air

MAZ Mayaguez, PR
Cape Air

MCI Kansas City, MO
Republic Airways

MCO Orlando, FL
Silver Airways

MDT Harrisburg, PA
Piedmont Airlines

MFR Medford, OR
Horizon Air

MHT Manchester, NH
Ameriflight, LLC

MIA Miami, FL
Republic Airways
Ameriflight, LLC

MSP Minneapolis, MN
Skywest Airlines
Endeavor Air
Compass Airlines

MSS Massena, NY
Cape Air

MVY Martha's Vineyard, MA
Cape Air

MWA Marion, IL
Cape Air

OGS Ogdebsburg, NY
Cape Air

OLF Wolf Point, MT
Cape Air

OMA Omaha, NE
Ameriflight, LLC

ONT Ontario, CA
Ameriflight, LLC

ORD Chicago, IL
ExpressJet Airlines
Skywest Airlines
Republic Airways
Envoy
GoJet Airlines
Trans States Airlines
Air Wisconsin

ORF Norfolk, VA
Air Wisconsin

OWB Owensboro, KY
Cape Air

PDX Portland, OR
Skywest Airlines
Horizon Air
Ameriflight, LLC

PHL Philadelphia, PA
Republic Airways
Air Wisconsin
Piedmont Airlines

PHX Phoenix, AZ
Skywest Airlines
Mesa Airlines
Ameriflight, LLC
Great Lakes Airlines

PIT Pittsburgh, PA
Republic Airways

PSP Palm Springs, CA
Skywest Airlines

PVC Provincetown, MA
Cape Air

PVD Providence, RI
Cape Air

RDU Raleigh-Durham, NC
GoJet Airlines

RKD Rockland, ME
Cape Air

ROA Roanoke, VA
Piedmont Airlines

RUT Rutland, VT
Cape Air

SAT San Antonio, TX
Ameriflight, LLC

SBY Salisbury, MD
Piedmont Airlines

SDF Louisville, KY
Ameriflight, LLC

SDY Sidney, MT
Cape Air

SEA Seattle, WA
Skywest Airlines
Horizon Air
Compass Airlines

SFO San Francisco, CA
Skywest Airlines
Ameriflight, LLC

SJU San Juan, PR
Ameriflight, LLC
Seaborne Airways
Cape Air

SLC Salt Lake City, UT
Skywest Airlines
Ameriflight, LLC

SLK Saranac Lake, NY
Cape Air

STL St. Louis, MO
GoJet Airlines
Trans States Airlines

STT St. Thomas, USVI
Cape Air

STX St. Croix, USVI
Seaborne Airways
Cape Air

TBN Fort Leonard Wood, MO
Cape Air

TPA Tampa, FL
Silver Airways

TUS Tucson, AZ
Skywest Airlines

TYS Knoxville, TN
PSA Airlines

UIN Quincy, IL
Cape Air

Mainline Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	None	Company Provided; Double Occupancy			APFA				BOS, CLT, DCA, DFW, LAX, LGA, MIA, ORD, PHL, PHX, RDU, SFO, STL	
												Contract 2014, As Amended
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	No hourly wage, $24/day perdiem	DoubleTree or Holiday Inn Express	$24/day ($1/hour)	1,000	TWU*		N/A**	N/A	BLI, FLL, HNL, IWA, **LAS,** OAK, PGD, PIE, SFB	*(currently in contract negotiations) **F/A candidates are allowed to give preference of base during interview process. We do out best to accommodate those requests, but cannot always place candidates at their first preference
						May/2016						
Total Flight Attendants						1,000						

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Number of FA's | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Min Day Credit	Min Trip Credit	Incentive Pay	Downtown Hotel	Deadhead Pay	Open time pay	Uniform Reimbursement	Job Shares Available	Jetway Trades	Notes
American Airlines (American)	10	Partial	15 Dom 18 Int	5	10-15			100%	100%	No			
Allegiant Air (Allegiant)	11*	Scheduled or better - greater of the two values.		0	0	Each FA crew will receive 8% commission based on gross sales. An augmented crew will receive 10%.		$20/hour for scheduled DH time	Value of Trip	Initially uniforms are provided by the Company. Upon completion of the first year, crews will receive an annual allowance			*Minimum of 11 days off per month, except in peak periods when they can "buy down" to 8 days off (3 peak months identified by the Company).

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open time pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |

Additional Compensation Details

	Aircraft Types	FA Starting Pay	MMG	Base Pay	FA Top Out Pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
American Airlines (American)			70						None	Yes*	Varies	*Based on age
Allegiant Air (Allegiant)												

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

Regional Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Do Business For	Number of Flight Attendants	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	None	None	Dual Occupancy Paid for by company*	$1.70	United American		IAM				EWR, **IAH**, ORD, CLE, DFW**	*If FA lives 25 miles or more away from traning center, **AA flying out of DFW
						7.D								
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	None	None	Dual Occupancy Paid for by company	$1.60	Delta American		AFA				**ATL**, DFW, DTW	
				5.E		6.C								
							Total							
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	None	Yes	Yes	1.80 / hour effective 11-1-16	AA	900	AFA	8- 12 months	CVG	CLT-DAY	CLT, CVG, DAY, TYS	
Total Flight Attendants								900						

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Min Day Credit	Min Trip Credit	Incentive Pay	Downtown Hotel	Deadhead Pay	Open Time Pay	Uniform Reimbursement	Job Shares Available	Jetway Trades	Notes
ExpressJet (LXJT) (Accey)	12/10 or 11	Yes	13.5	1:04		Holiday Pay $5.00 per hour	Yes	50%	100% or 150%*	Initial paid by FA 75 Points Per Year**	Yes	Yes	*At the discretion of the company. **Dress 19 pts, Skirt 13 Pts, Blouse 8 Pts etc..,
	5.A.4	4.N	7.B.7	4.S		4.Q	7.A.2	LOA	4.V	14			
ExpressJet (LASA) (Accey)	10	Yes	14	3:45 or 1:2* 1:1**		Holiday Pay 150%	No	100%	100%	Initial paid by FA $200 Per Year			* 1:2 up to 12 hours of duty, **1:1 after 12 hours of duty
	7.D.2	7.R.2	9.B.3	5.C.1		5.O	6.A	5.D.1	5.L	18			
PSA Airlines (Bluestreak)	10	Yes for cancellations	$14	N/A	N/A	150% Thanksgiving and Christmas	Yes In some cities	yes	above guaranee	Initial new hire - NO / $250 annual uniform allowance	N/A		

Additional Compensation Details

	Aircraft Types	FA Starting Pay	MMG	Base Pay	FA Top Out Pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$19.00	80	$18,240	$38.00	$36,480	1-4 Yrs 7 Days 5-9 Yrs 14 Days 10-17 Yrs 21 Days 18-24 Yrs 28 Days 25-29 Yrs 35 Days 30+ Yrs 37 Days	5 Hours Per Month	>5 Yrs 4% 5-10 Yrs 5% 10+ Yrs 6%	>5 Yrs 1.5% 5-10 Yrs 1.75% 10-15 Yrs 2% 15-20 Yrs 2.5% 20-25 Yrs 3% 25+ Yrs 3.5%		
	-		4.A	HRxMMGx12	4.A	HRxMMGx12	8.B.2	9.A	22.E	22.E		
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	$18.38	75	$16,542	$37.31	$33,579	1-6 Yrs 14 Days 7-15 Yrs 21 Days 16-19 Yrs 28 Days 20+ Yrs 35 Days	3.75 Hours Per Month	1 Yr 20% of 6% 2 Yr 30% of 6% 3 Yr 40% of 6% 4 Yr 50% of 6% 7 Yr 75% of 6% 8 Yr 75% of 8%	None	0%	
	-	5.A	5.B	HRxMMGx12	5.A	HRxMMGx12	12.A.2	13.A.1	24.B	24	23	
PSA Airlines (Bluestreak)	CRJs	$17.89	72	$15,457	$31.03	$26,810	+1 yr - 1 wk +2 yrs - 2 wks +7 years - 3 wks +14 years - 4 wks	3.0 / Month	+6 Months - up to 2% +5 years - up to 3% +15 years- up to 3.5%	N/A		
	-			HRxMMGx12		HRxMMGx12						

Aero Crew Solutions is a group of professionals committed to providing you outstanding service to solve your employment needs. We do this by hosting job fairs throughout the United States. We also provide various career services that include career consulting, application review, interview prep and résumé services.

Career Services

Application Review
Career Consulting
Resume Critique
Interview Prep

Upcoming Job Fairs

Las Vegas Pilot Job Fair

Date: Friday, September 15, 2017
Tickets will be available:
Platinum: Now
Silver and Gold: August 7, 2017 @ Noon
Bronze: August 14, 2017 @ Noon

Dallas Ft. Worth Pilot Job Fair

Date: Friday, July 14, 2017
Tickets will be available:
Platinum: Now
Silver and Gold: June 5, 2017 @ Noon
Bronze: June 12, 2017 @ Noon

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