January 2018

Aero Crew News

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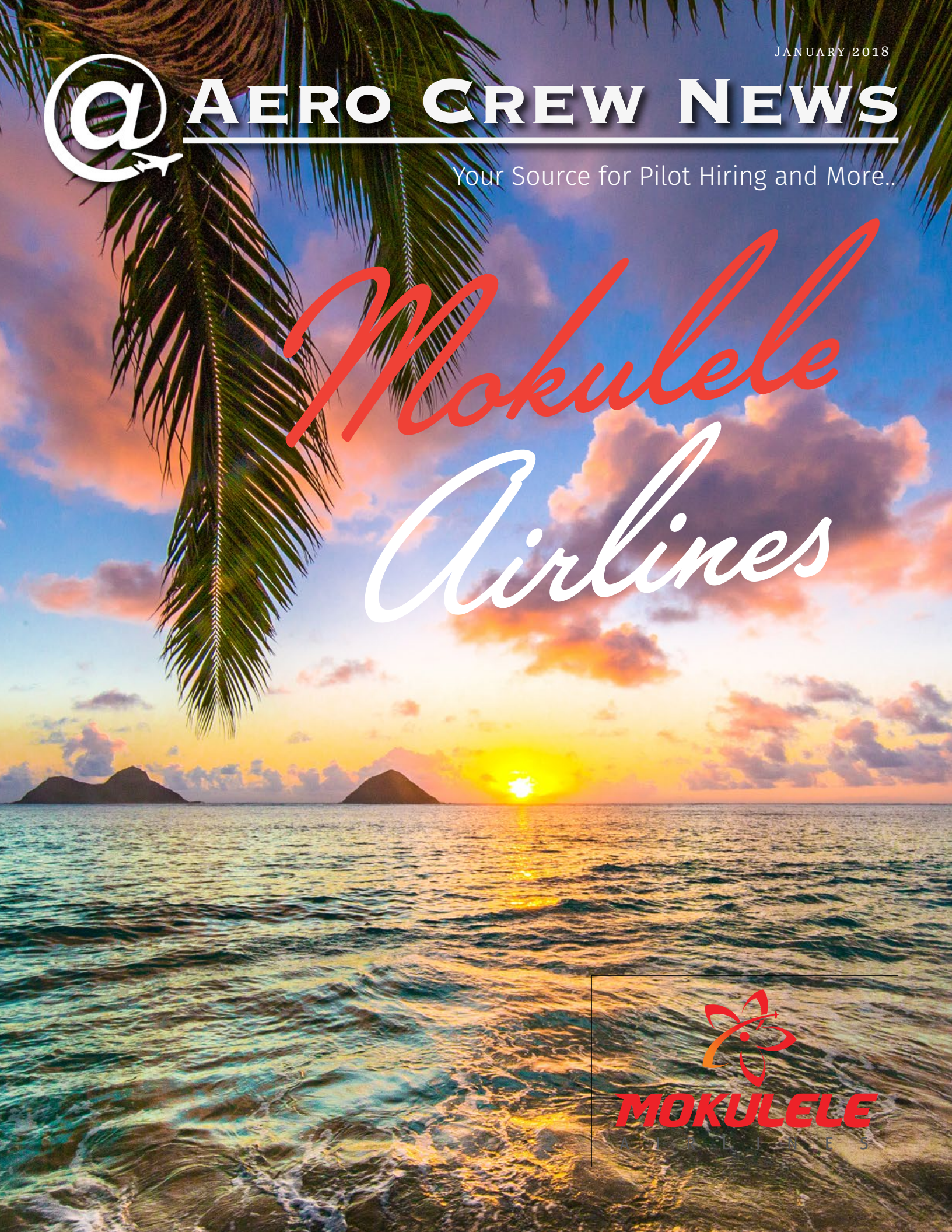

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American Eagle

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Cargo

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Mesa Airlines
Republic Airways
Seaborne Airlines
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25 YEARS

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JOIN THE GLOBAL LGBT AVIATION COMMUNITY AT NGPA.ORG

NGPA

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

NGP25

REACH AN AFFLUENT COMMUNITY OF LGBT AVIATORS AT THE NGPA INDUSTRY EXPO. E: DAVID.PETTET@NGPA.ORG

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	Air Wisconsin AIRLINES	Competitors
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COST TO START A FAMILY — After health coverage, here's extra money you would ***owe.***	$15	$5,000+
VACATION DAYS — Start with 14 vacation days and earn up to 35 with Air Wisconsin.	14 Days	7 Days
REFERRAL BONUS — Earn extra money referring a friend.	$4,500	$2,000

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UNITED EXPRESS

Dear readers,

From all of us at Aero Crew News, we wish you a happy new year! Last year was an exciting one for Aero Crew News. We experienced significant growth in readership and in content. To take our publication to higher altitudes, we added three new members to our team; our Editor, Deborah Bandy, our Photo Editor, Melody Hood and our Graphic Designer, Jason Fouts. We have also welcomed new editorial contributors; Stephen Grant, Mike Davis and Meredith Edwards. We are also very pleased to have welcomed many new advertisers.

Currently, Aero Crew News is looking for an author for our Contract Talks column. This author must have knowledge and preferably experience with airline pilot contracts. If you are interested please send your résumé and a writing sample to info@aerocrewnews.com. For a flavor of what this column addresses, see past columns at https://www.aerocrewnews.com/.

We are on a solid plan to sustain growth and we will continue to provide you with more entertaining, informational and exceptional reading into the new year and beyond. Here's to a prosperous 2018 for all!

Tailwinds,

Craig D. Pieper

Craig Pieper, Publisher

About the Publisher

Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a Captain for a regional airline with a type rating in the Embraer 145 and has logged over 6,000 hours of flying time since his introductory flight on November 14th, 1992.

January 2018

This month Aero Crew News travels to Hawaii to feature Mokulele Airlines. Contract Talks is currently looking for an author. We invite you to submit your résumé to info@aerocrewnews.com. Fitness Corner reaffirms your commitment to yourself in New Year, New You. Million-Air sticks with the resolution theme in Make A Commitment This Year, Not A Resolution, To Financial Success. Pilot Perspectives shares Carrie's success story, A Circuitous Route to Success. Safety Matters explains Threat and Error Management. Cockpit2Cockpit and Skylaw have taken a short winter break. Mike Davis is back with another special feature, Almost a Star, his part with the movie Sully. And of course, there's always more aviation news with Radar (previously Aviator Bulletins) from Ameriflight, CommutAir, DeerJet, Envoy, Mesa and PSA..

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

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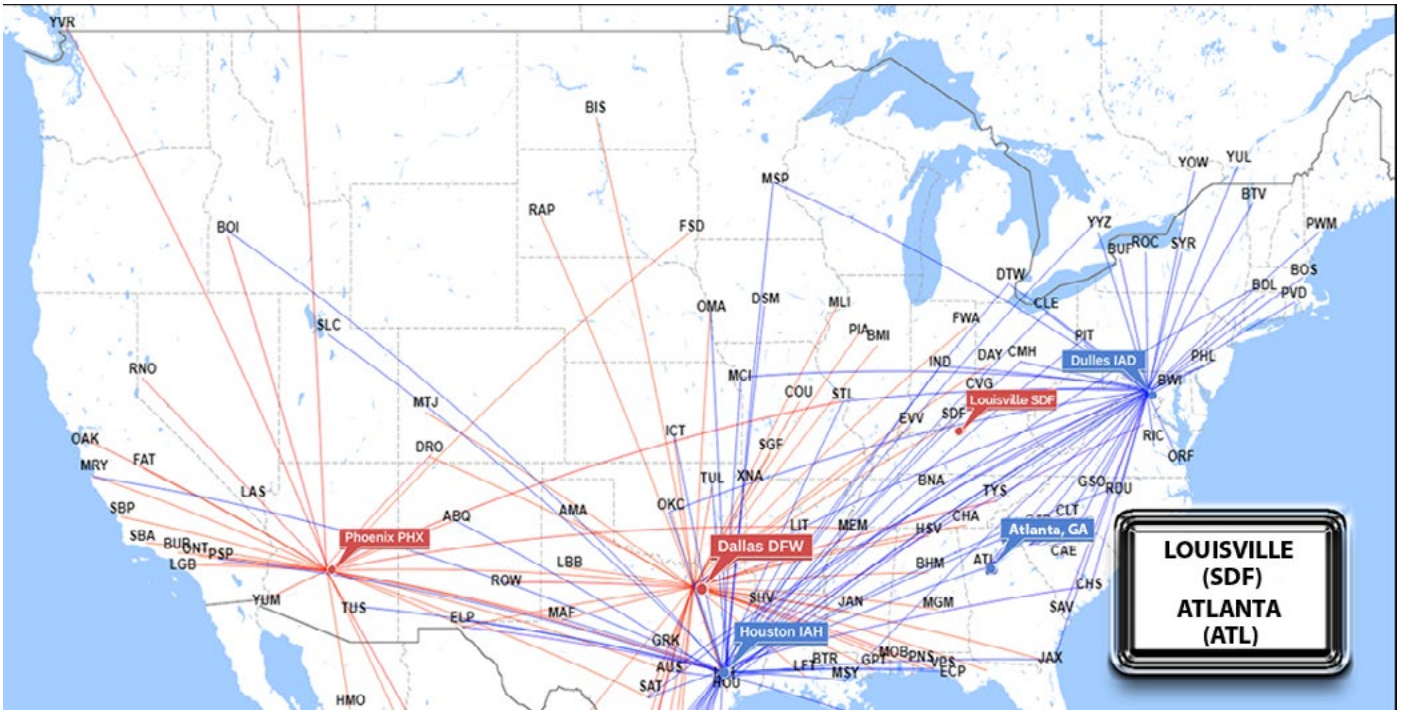

Mesa Airlines Expanding Their Crew Domiciles

We have recently announced two new crew domiciles that will be opening in 2018 in Louisville (SDF) and Atlanta (ATL). The Louisville base is intended to attract CRJ pilots while the Atlanta base will help us pursue EJet pilots. The additional crew domicile in Atlanta is in response to our expansion of flying with United Airlines. We currently have crew domiciles in Phoenix (PHX), Dallas (DFW), Houston (IAH), and Washington Dulles (IAD). We plan on opening the Louisville crew domicile in early 2018. The Atlanta crew domicile has an opening date of June 2018.

"We are delighted to add Atlanta to our list of domiciles. We currently have a significant number of crew members who live in the Atlanta metro area who will likely find this new base attractive. In addition, we believe this new domicile will help us recruit high quality pilot and flight attendant applicants for our continued expansion," said Jonathan Ornstein, our Chairman and Chief Executive Officer. "We will continue to explore options for additional domiciles, and hope to announce new crew bases in 2018."

At the end of this year, we are currently looking at approximately 3,100 employees with plans to hire an additional 1,000 in the next two years. For more information about Mesa Airlines, please visit our website at www.mesa-air.com or if you wish to apply go to www.mesa-air.com/pilots. Find the pilot recruiting team on Facebook at www.facebook.com/mesaairlinespilotrecruitment/.

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Mesa Airlines CFI Cadet Pipeline Program

With the continued expansion of our company, we thought it was time to open a CFI Cadet Pipeline Program. In the Fall of 2017, we launched our CFI Cadet Pipeline University Program. So far, we have a total number of 12 Universities signed with us and we plan on adding more aviation programs to the list come 2018. With the success of our Cadet Program, our intentions are to help students follow their dreams by giving each student $10,000 for their completed CFI. Due to the much success we had in 2017, we are confident this will follow over in the New Year.

Students must first earn their private pilot certificate, they then will interview with Mesa Airlines. After that, the cadet will earn their Commercial Pilot Certificate with a Multi-Engine rating. The cadet then travels to Mesa Airlines HQ to be on boarded as a cadet pilot and will receive $10,000 for their CFI completion. The cadet will then complete the required time for R-ATP or ATP (within 18 months). The cadet then transitions to Mesa Airlines and will complete a one year commitment at Mesa Airlines.

To find out more information about our CFI Cadet Program, make sure to check out our Cadet page specifically for helping students and their questions at (www.mesa-air.com/CFICadet .)

Ameriflight and UPS Airlines Finalize Phase Two Expansion of Gateway Program

Ameriflight and UPS Airlines signed an agreement for Phase Two of the UPS/Ameriflight Gateway Program. Phase Two provides the opportunity for current and future Ameriflight pilots to pursue a path to potential employment by UPS Airlines. Program participants will need to drive their career and achieve the required personal and professional development benchmarks, as well as complete the UPS mentoring program.

Each participant will be tasked with following clear, concise guidelines to gain the experience needed by UPS Airlines. Future Ameriflight pilots selected for the program will have the opportunity to complete the program in 36 months; this includes a final 12 months in the UPS mentoring stage. Current Ameriflight Pilots who have the necessary experience and already meet the requirements may be selected to enter the final 12 month mentoring portion of the program. Successful completion of the 12 month UPS mentoring program will result in an interview with UPS Airlines subject to its hiring needs and requirements.

The first selection of Ameriflight pilots entering the Gateway Program will be made in January 2018 and will consist of current Ameriflight pilots.

“To be able to present Ameriflight Pilots with a path to potential employment by UPS Airlines is the culmination of a tremendous team effort.” says Ameriflight Chief Operating Officer Bill Poerstel. “Pilots selected for this program will be individuals who are motivated to advance their careers, professionally and personally and desire to fly for one of the premier airlines in the world.”

Captain Pay and United Wings with CommutAir

Captain Pay for ALL Pilots

Exactly as it sounds! Guaranteed captain pay for all pilots after one year of flying. Our capacity growth in 2018 makes us confident that you will upgrade upon reaching 1,000 hours, and this is an easy guarantee. Jump from $36.91 to $55.50 within one year! And our $22,100 lump-sum sign-on bonus is in addition to our hourly rate.

Fastest United Career Path Program (CPP)

The CommutAir United CPP is faster than any Regional's road to a Big-3 Flight Deck because:

- Our program requirements are the best (read everyone's fine print)
- We are growing the fastest
- We have always fulfilled our double-digit United CPP pilot quota

Our growth drives minimal reserve periods for incoming pilots who can accumulate the required 1,000 PIC hours within 13-18 months. Expect a call from United as soon as your CPP requirements are complete!

It is a simple 3 step process to fly for United:

"No Wait" All-Jet Training!

United's 40% investment in CommutAir in 2016 helped fund our 3x growth and transition to a single-jet fleet.

Our typical new-entrant training footprint is now at 90 days--including IOE! Our expanded Flight Training Center in Washington Dulles, staffed with experienced instructors equipped with GFS and DTS systems, ensures a no-interruption training experience.

Deer Jet Made History after Maiden Antarctica Landing

16th December, 2017. Deer Jet made history again by becoming the first Chinese private jet operator to fly from China to the Antarctica. The arrival of one of the company's private jets at Wolfs Fang airport had marked the achieving of the aircraft's test flight and the launching of a new charter service between China and the Antarctica.

Deer Jet's Private Jet Achieves Test Flight to Antarctica's Wolfs Fang Airport

Deer Jet is known for its pioneering role in transforming business aviation in Asia and the world. More than 22 years ago the company established the first private jet operator in China and transformed itself from humble beginnings to its current position as the largest business aviation group in Asia.

Deer Jet's new Antarctica service is more than a milestone for China's business aviation. This operation is also significantly contributing to the development of international air travel and transportation, providing with access to the world's most remote areas.

Deer Jet's Test Flight Team Celebrating their Antarctica Landing

For this specially challenging flight, Deer Jet had prepared for over a year, conducting and evaluating hundreds of risk tests, flight routes, and flight support and emergency plans to assure a flawless and safety operation. This level of precision and detail-orientation has made of the Deer Jet the first World's Seven Stars Private Jet Company.

This new achievement adds up to the list of milestone of the company. Along its 22 years of operations, Deer Jet has expanded its operation reaching 800 airports across 180 countries and territories, and had built up a comprehensive network offering on demand charters, aircraft management, brokerage, ground handling, FBO, air medical, and luxury travel.

Deer Jet's Engineer Running Safety Tests on the Private Jet at Antarctica

Furthermore, Deer Jet is adding a new chapter to the history of the travel industry by building infrastructure and introducing innovative services for better and faster international travel.

After the building of the new route, Deer Jet will add the Antarctica to its travel itineraries. Thus the new service adds up competitive strengths to the company by enhancing its travel products.

Standing as a large company in a small industry, Deer Jet is focusing in the design of new services to offer to new segments. This Antarctica service is boosting Deer Jet's growth while satisfying a growing demand from global business travellers.

An Excellent Year of Growth at Envoy Air

Envoy Air had a banner year in 2017 for pilot hiring with its re-opening of the New York-LaGuardia crew base, increased pay and signing bonuses, continuing the Rotor Transition Program, faster upgrades to Captain, and unmatched flow-thru to American Airlines.

Envoy also saw growth in its Embraer 175 fleet with 44 aircraft on property by the end of 2017, 10 more to be delivered in 2018-19 and options held by American for 76 more aircraft.

The most impressive success story at Envoy was the flourishing of the Rotor Transition Program that has hired more than 130 former military helicopter pilots to become airline pilots. The program was created in 2016 as an innovative way to bolster the airline's pilot pool by helping military veterans transition to a career in commercial aviation.

Envoy looks forward to 2018 with no sign of slowing down, with its commitment to growth, high performance and hiring the best of the best. If you're interested in joining Envoy, you can visit envoyair.com/pilots or email envoypilotrecruitment@aa.com to speak with a recruiter.

Envoy Air Signs Flightsafety Academy To The Pilot Cadet Program

Envoy Air Inc., a wholly owned subsidiary of American Airlines Group, is expanding its industry-leading Pilot Cadet Program to assist the most promising future pilots in making a smooth transition from the classroom to the cockpit. Combined with Envoy's seniority-based flow through to American Airlines, the Pilot Cadet Program provides unmatched advancement opportunities.

Envoy and FlightSafety Academy's representatives signed the Envoy Cadet Program agreement and welcomed FlightSafety as an official Envoy Cadet partner. FlightSafety has been a stepping stone in the careers of thousands of graduates who are working professionally today. The Academy's high quality training program, with an airline training curriculum, puts students on an accelerated track to Envoy within two and a half years.

"We're delighted to formally welcome FlightSafety Academy to Envoy's Cadet Program," said Ric Wilson, Vice President Flight Operations. "As one of the leading and most respected flight schools in the world, Cadets can expect the highest training quality at FlightSafety."

The Academy has a reputation for graduating men and women who possess excellent pilot skills. The Academy's fleet of over 90 single and twin-engine Piper aircraft, including two aerobatic aircraft for upset recovery training, is one of the largest in the United States. Students in the Envoy Cadet program may also have access to full flight Level D qualified simulators and other advanced technology training devices.

The Cadet Program offers various levels of support as the Cadet's certifications, training and experience evolves. Career mentoring by experienced Envoy air pilots and a more personalized interview experience will begin upon completion of the private pilot license. Cadets earning a flight instructor position at FlightSafety Academy become eligible to receive a portion of the up to $22,100 in bonuses offered to new Envoy First Officers.

"The Envoy Cadet Program helps with the financial challenge faced by aspiring pilots wanting to pursue this career, while simultaneously giving Envoy access to some of the nation's top aviation talent," added Ric Wilson.

Cadets meeting the flight experience requirements for an Airline Transport Pilot (ATP) certificate will be placed into an FAA-approved ATP Certification Training Program (ATP-CTP) sponsored by Envoy. Following successful completion of the course, they can quickly start their First Officer New Hire Training Class at Envoy.

New hire pilots with no previous airline experience are projected to upgrade to Envoy Captain in just two and a half years and flow through to American in approximately six years, with no additional interview required. Nearly 60 percent of American's new hires since 2013 came from Envoy. With crew bases co-located in American's largest hubs of Dallas/Fort Worth, Chicago, New York and Miami Envoy pilots enjoy ease of commuting and worldwide travel.

CREW
BASES
ORD
LGA
DFW
MIA
GROWING
E175 FLEET
10
Arriving in 2018-19
44
On Property
130
76
Options held by AA

PILOTS BY
THE NUMBERS
$74,000* Year One as First Officer
$85,000* Year Three as Captain (FO to CA in 2 years)
$143,000* Year Seven as AA First Officer (FO to AA in 6 years)
*Salary may vary depending upon seniority date, work-flight schedule, aircraft type, personal 401(k) contribution, benefits package election and commuting status.
871 First Officers Hired
481 Captain Upgrades
263 Flowed-Thru to American Airlines
YEAR OF
THE CHOPPER
135 RTP Pilots on Property
113 RTP Pilots at Coast Flight
2017 | envoy SM

PSA Opens New Maintenance Base, SAV

PSA Airlines, a wholly owned subsidiary of American Airlines, today announced its plans to open a new maintenance base operation at Savannah/Hilton Head International Airport (SAV). PSA's immense fleet expansion necessitates additional locations to support the maintenance and reliability of its growing fleet. Since 2014, PSA has doubled its size from 49 aircraft to 123 aircraft and will continue to grow to operate 150 Bombardier CRJ aircraft. In addition to this new operation in SAV, PSA has maintenance bases at Akron-Canton Airport (CAK), Charlotte-Douglas International Airport (CLT) Cincinnati/Northern Kentucky International Airport (CVG), Greenville-Spartanburg International Airport (GSP) and Dayton International Airport (DAY). The airline recently announced a maintenance base at Norfolk International Airport (ORF) opening in January 2018.

"We are excited about the bright future of this additional maintenance base and the positive impact it will have on the reliability of our operation for years to come," said Gary Pratt, Vice President – Maintenance & Engineering, PSA Airlines. "SAV is a well-supported market for our parent company, American Airlines, and makes for a strategic addition to PSA Airlines' portfolio of maintenance facilities."

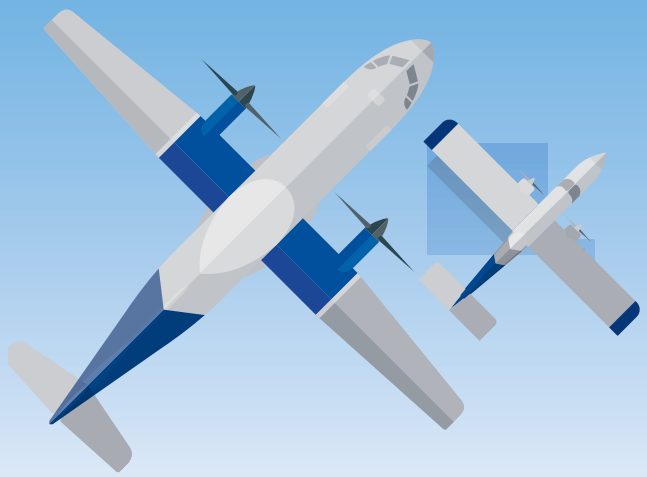
PSA plans to initially employ 31 team members to include mechanics, leads, inspectors and stores personnel. The appeal of the Savannah area is instrumental in helping PSA attract a skilled and talented workforce.

PSA expects to open the maintenance operation in April 2018. For more information about the positions PSA will be filling at its SAV base operation, please visit www.psaairlines.com/careers.

Enjoy the ride with us.

Become part of our fun, caring crew, dedicated to making our customers happy and having a good time doing it. Full-time pilots enjoy great benefits:

- Employee Stock Ownership Program
- Partial matching 401K
- Health and dental insurance
- Paid leave, holidays and volunteer time
- KCM, CASS and family pass benefits
- Relocation and uniform allowances
- FAA medical reimbursement
- Long and short-term disability
- Start and end in your base every night (except Montana)



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A Circuitous Route to Success

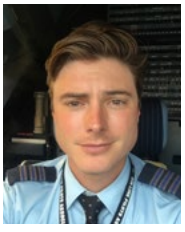
By John Hackworth

As I may have expressed, the purpose of my articles is to both entertain as well as provide insight through the sharing of pilot stories and their paths toward success. I use the word success with caution as it has different meanings for different people. As such, the path a pilot takes will vary from person to person, however regardless of the process and the outcome, there always seem to be some underlying value that surfaces when a pilot's story is shared.

This month, I had the fortune of learning about the fascinating journey of Carrie Braun, a JetBlue Airways First Officer. From skydiving instructor to Grand Canyon tour pilot, air ambulance pilot to jet-setting across the globe as a corporate captain, Carrie's depth of experiences span a diverse aircraft, operations and geographical locations. The culmination of her experiences offers the audience an opportunity to learn not only about what opportunities exist, but how through persistence and hard work, through the ups and downs, success is the result of patience and determination.

Carrie first took to the skies in a rather untraditional manner compared with most other pilots. Typically, an aspiring pilot looks to the sky with the desire to master flight from the relative safety of a trusted aircraft. Carrie, however, was drawn to the pursuit of jumping from that relative safety and before she knew it, was a certified skydive instructor while still in her teens. It wasn't long before she realized that piloting was in her blood and Carrie enrolled at a local university in Ohio to begin her career as a pilot. In 2006, Carrie transferred to Embry-Riddle Aeronautical University in Daytona Beach and graduated with her Bachelor's degree in Aeronautical Science. She found her first paying job as a pilot, working for a carrier called Drop Zone, flying the Casa 212 Turboprop. Within the first few months with only 250 total hours under her belt, Carrie was sent to Canada, where she found herself crisscrossing the country, flying in and out of rough and tough terrain and quickly learning how to work in a multi-crew environment. Unfortunately, her time with Drop Zone was short-lived and Carrie found herself looking for new employment. Soon Carrie was hired by Vision Airlines, a Las Vegas-based carrier that flew the Dornier 228/328 on Grand Canyon tours. Flying upward of 10 legs per day (five roundtrips from Vegas to the southern rim of the Canyon) meant Carrie was building time fast while flying in one of the most scenic environments in the world. She quickly upgraded to the Dornier 328 and transferred to the carrier's charter services department. With only 500 hours, Carrie was now flying charter across Canada, the U.S. and Mexico.

It is from this point in Carrie's career that a trend, common in Part 135 operations, becomes evident. The certificate of the Dornier 328 she was flying for Vision Airlines was pulled and changed ownership. Being licensed and having experience in the aircraft, Carrier was asked to join the plane with its new owners, serving as their personal pilot. While exciting, this lasted only six months before the plane was lost again due to bankruptcy. Carrie was back on the hunt and in 2009 was hired as a King Air 200 pilot for an air ambulance service out of Baltimore, Md. Within four months of starting that job, Carrie applied and was hired by Ultimate Jet Charters based out of Akron, Ohio once again flying the Dornier 328 jet. Over the next few years, Carrie found herself flying for



About the Author

John Hackworth is an Airbus 320 First Officer and one of the founders of Professional Pilots of Tomorrow. Read More...

various carriers, each facing financial constraints and the loss of aircraft certificates.

By 2012, Carrie had accumulated three PIC type ratings and with 2,500 total hours, was hungry to fly for a more stable organization. Hired by Aviation West Charters in the Learjet 60, Carrie was once again flying air ambulance. Her first trip to Beirut, Lebannon (she did many) is among her favorites. She was "airlined" along with her co-pilot to Iceland where they met the aircraft. From there, they operated the flight from Reykjavik to Prague for a tech-stop and then on to Beirut, where they were greeted like royalty. The cultural differences between Western countries and those in the Middle East meant she and her co-pilot were treated unlike anything she had ever experienced before. As part of the company's operating procedure, aircraft were kept in constant motion and crews were flown to meet the plane wherever it was as a means of ensuring that its motion never ceased. As such, another vivid memory of Carrie's is flying into Patagonia to pick up a hiker with altitude sickness and return to the U.S. for emergency care. While simple on the surface, the processes of flying down and back was far from basic. Leaving Knoxville, Tenn., Carrie and her co-pilot were sitting in the back while another crew flew the first 10 hours south. The crews swapped places and now Carrie was to command the next 10 hours to the southern tip of Argentina. What must have felt like a brief 24-hour break, they were back in the air, flying north before landing in Mexico and eventually being "airlined" back to base.

Aviation West closed shop in 2014 and Carrie eventually found employment flying as a personal pilot in a Learjet 60. As in the cases before, the aircraft certificate changed hands and the job was lost after a few months. Hired by Custom Jet Charters in 2015, Carrie received her fourth type rating in a Hawker 850 flying in the Middle East. It behooves me to mention that during Carrie's pursuit of new flying opportunities, she used the Climb 350 website to search and apply for jobs. After six months, JetBlue Airways called and Carrie accepted a position as a First Officer flying the Airbus 320, her fifth type rating. When asked about how she likes JetBlue so far, it was easy to hear in the tone of her voice her thrill of having a more stable schedule and job security.

Carrie has flown to almost every continent on the globe and during her experiences, she honed her airmanship skills. She was afforded the opportunity to see places and meet people from a wide range of cultures and backgrounds all while building experiences that qualified her for a position at JetBlue. While different than most, Carrie's path offers insights to those just starting out, that the success we're all looking for in our careers can be obtained by taking different paths. However, at the end of the day, as Carrie well demonstrates, when we face failures, uphill battles, and an ever-changing landscape, keeping focus and pushing forward pays off in the end. ACN

MILLION AIR

Commitment: The New Resolution

STORY: ANDY GARRISON

Welcome to January and to 2018! The New Year is a time to start fresh and feel good about everything you hope to accomplish in the coming 12 months. It's also a time for thousands of articles about setting your New Year's resolutions. Regrettably, New Year's has given the word resolution a bad rap. Resolute, the adjective, means to be firmly and steadfastly dedicated to something. Naturally therefor, one would think of a resolution to be something to which one is firmly dedicated. But, it has come to mean a hope, a wish for the new year. Depending on which research you read, only 8% of resolutions are ever achieved. Why is this? Simple. We make resolutions without the firm and steadfast dedication – without the commitment. Resolutions have become merely good intentions, whereas commitments are decisions with dedication.

When you make a decision to do something, you've committed to it. Real commitments do not waver, no matter what is going on externally. Resolutions only last as long as it is convenient to pursue them. Once the going gets tough or life gets in the way, we waver on our resolutions.

When it comes to achieving success – and especially financial success – you need to make a commitment, not a resolution.

Make a decision, get committed, and achieve success

All greatness – including financial greatness – is achieved through a commitment to success. When you commit to success, you're making a decision that nothing will stand in your way and you will do whatever it takes to win.

When you make a resolution, you are simply making a wish with the hope it works out. You give yourself an escape because you haven't committed to it.

When you look through history and at the most successful people you know, you will see that the vast majority ended up that way by beginning with a real commitment to get there.

We don't sway from a real commitment

Think back to a time or two in your life where you made a real decision that you were going to achieve something or accomplish something. If you're honest with yourself, you'll remember you made a commitment and nothing swayed you.

When you make a true commitment, nothing will prevent you from succeeding. Problems, external challenges, internal struggles, and the unexpected all become hurdles to overcome, not walls that stop you. All success comes from a true and real commitment.

How financial commitments differ from financial resolutions

Money certainly isn't the most important thing in life, but when it is needed, there are very few substitutes. What's the point? Simply that you need to make sure your financial goals are met. There are no "go-arounds" in our financial lives – we have one chance to get it right.

The right time to make a decision and a commitment to achieving financial success is now. Don't delay, don't feel bad for past errors, mistakes, or harbor regrets. The only thing that will move you forward and accomplish your goals is a commitment to action from which you do not shirk. The good news is that, once you commit to doing what you need to do (and follow through), you simply cannot fail!

So make a commitment now to get on course for financial success in 2018 in four areas.

Commit to the four areas necessary for financial success

So what do you need to do in order to reach financial success in your life? Four things:

Commit to having a plan. You'll find it a lot easier to navigate the financial challenges of your career and life if you have a plan that accounts for contingencies. Take the time to get a good plan together and you'll always know the next step.

Commit to making more money. You need to focus on increasing your income by increasing your value. Commit to reaching your financial potential by honing your skills, cutting out poor uses of time, and find ways to increase your income. Every little bit moves you that much closer to financial independence.

Commit to managing your money (and your risks) wisely. Become "situationally aware" in all aspects of your financial life. This means creating a budget, tracking your cash flow (income and expenses), and tracking your net worth. It also means having a system for how you operate your financial life and protecting against financial risks.

Commit to multiplying your money. You want your money working for you, not the other way around. Focus on saving 30% of your income to purchase assets that pay you more income. Forgo the instant gratification of "excess stuff" so you can devote more funds to building your asset base and future passive income.

Final thoughts

The bottom line is that commitments work and resolutions don't. If you want to achieve financial success, you need to make a commitment to doing so right now. Make a decision today that you will develop and stick to a plan, map out ways to increase your income, manage your money and risks wisely, and smartly multiply your wealth by purchasing assets so it works for you.

You – and everyone – can accomplish anything you want financially, but you can't do it without making a true commitment. Once you make the commitment, however, you will find a way to persevere and succeed. Happy New Year! ACN

About the Author

[redacted]

Andy Garrison is a private pilot, a Certified Financial Planner™, and holds an MBA. Read More...

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New Year, New You

By: Joshua & Lauren Dils

As we ring in the new year, we celebrate new beginnings! Conversations of resolutions abound and it's hard to ignore the hot topic of health. We are all too familiar with taking this time to reflect inward and to contemplate how to improve our overall well-being and feel better in the new year. With this newfound excitement, we dream big and set our sights high on the horizon.

To quote the late, great alpinist, Ueli Steck,

> "Everybody needs to dream and a dream without a plan is just a wish."

As aviation professionals, we formulate plans everyday. We take into account the many moving parts of the flight operation and create our realistic and attainable plan A, then a plan B, C, and so on, to account for any threats that present themselves along the way. As the flight launches, we adjust the plan to ever changing conditions and closely monitor the results to see the plan through to the successful completion of the flight. So, you already have the necessary skills to point this training toward your personal habits. Sometimes you just need the right tools to put it all

together. The main consideration to keep in mind, is that our health has no end point. So, what's your plan?

This article doesn't provide the space to discuss habit building and lifestyle planning. That is why we developed our eCourse at Pilot Fitness (link from list below) to guide you through lasting lifestyle changes. However, we can provide a few words of advice to help point you in the right direction. For this article, our focus is food because you can't out exercise a poor diet. Eating is something we all do, every day. Additionally, eating is a subject surrounded by much controversy and confusion on what is the "right/best" way to eat. So, to keep the discussion out of the weeds, we will keep it simple with three basic concepts to step your way into better health which will save you money on groceries now and save in health costs later.

Have you ever thought, "I haven't eaten anything today and I am starving!" Then you realized you did have that bagel for breakfast in the hotel van, the energy bar on the second leg, the latte during the ground delay and a bag of chips in the van back to the hotel? Eating is a consumption activity, one that often happens to be done unconsciously. Today's culture requires us to be on the move, all the time. This creates the habit of eating while on the go. We end up consuming food, generally empty in nutrition, that does not register in our brains that we had anything to eat at all. So, start small in setting aside a quiet moment when you snack. Process each bite and chew fully. No distractions and especially keep the mobile phone out of sight. After a few months, work your way up to applying this practice to your main meals. Conscious eating will slow down your intake to prevent overeating and allow you to truly appreciate each meal while being present for the process.

Now we will take the concept of conscious eating to conscious consumption. It is very important to be in the "captain's seat" when making purchase decisions around food. Following the theme, start small. This exercise is to read the labels on all packaged foods and research ingredients you are not familiar with. Take ownership of your decisions. Look for processed/refined sweeteners, fats, and preservatives. This is where all of those empty, unhealthy calories live. Ingredients that increase the calorie content of food while providing zero nutritional benefit. The next step is to begin eliminating the highly processed ingredients for products that utilize healthier, natural alternatives. Over time, you can work your way up to consuming food whose state is "whole" -- unrefined. Another way to think about it is, "If I can't pronounce it, I don't eat it." Examples are skipping the refined chocolate bar for an oat bar with cacao powder or products sweetened with stevia in lieu of cane sugar. Substituting potato chips for baked potato slices, white bread for whole grain bread or tortillas, etc. ACN

About the Author

Joshua & Lauren Dils Together, they bring over 20 years of travel and fitness experience to provide you professional guidance to stay fit to fly. Read More...

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Threat and Error Management

Taking CRM to the next level

STORY: SCOTT STAHL

Most people in aviation are familiar with the concept of Crew Resource Management and the fact that it is designed to foster an open and inclusive operational policy, so that all viewpoints and perspectives may be considered in order to identify and execute the best course of action in any given situation. It seems very straight forward, but how is it actually achieved? How do multiple people from multiple disciplines come together to formulate a standardized method for identifying problems, errors, courses of action and possible remedies? Developed in the mid- to late-1990's, Threat and Error Management (TEM) is one of the main areas in which CRM is implemented to mitigate risk.

To understand the implementation of TEM, we much first understand that any Undesired Aircraft State (UAS) is precipitated by a series of occurrences, known as a the "chain of events." The number of completely unpreventable, catastrophic failures is nearly zero, while almost 100% of all incidents have one or more events that could have been avoided to prevent the situation from ever having occurred. Essentially, it is postulated that the vast majority of issues could have been prevented multiple times prior to its occurrence.

Threat and Error Management acknowledges three main principles:

1)Threats exist in all operations and are constantly changing, and as such, identifying them and attempting to mitigate them is a constant and active process.

2)Error is unavoidable, and rather than focusing on eliminating error, it instead seeks to recognize, identify and remedy error prior to creating a UAS. This is referred to as "trapping" the error.

3)It recognizes that if a crew fails to trap an error, it can result in a UAS. This is important because it also acknowledges that a UAS greatly increases the risk of

an accident or incident. Once the UAS occurs, it relies on probabilities to determine whether the results is an accident or an incident. The vast majority of UAS situations do not end this way, and are instead recovered to a desirable aircraft state. However, the overall goal is to avoid these situations through active management of the first two factors.

The first step of the process is accomplished using a combination of thorough briefings and open discussion of the likely risks or situations that are expected to arise based on the factors for that operation. A thorough briefing will review the roles of each crew member, expected taxi routes, departures, weather, use of automation, equipment failure considerations and aircraft condition/equipment considerations as well as any applicable limitations. It will also include a thorough consideration of contingency actions should something unexpected occur, such as an engine failure at V1 (engine failure path, takeoff alternates, procedures to be accomplished, whether crew will change roles, etc.). This is often referred to as “plans stated” or “plans briefed.” It is expected that during this briefing, the pilot not flying will ask any questions or advocate discussion of any further questions or briefings that need to occur. For example, when there is a possibility for more than one departure runway, a departure runway change, or any other factor that may not go as briefed, should be discussed so that all crew members are prepared for the eventuality. The plans are laid out providing a foundation for error management should actual events deviate from expected events.

Of course, this also applies to other phases of flight, such as arrival, approach and landing. Again, a thorough discussion of any possible courses of action, risks, and contingencies should be briefed before the phase of flight starts so that the entire crew is prepared for any expected contingencies.

The second step in the process adds another layer of adaptability and protection. This is the part of the process that works on the assumption that errors are inevitable. All humans make errors, so rather than focusing on an operational system that punishes error in an attempt to eliminate it, it has proven more effective to accept that errors will occur and additional measures must be used to identify and mitigate them to the lowest possible level. For instance, if the crew in the first step did a thorough job briefing the possible departures, but forgot to update the departure in the FMS and the airplane is programmed to fly the wrong departure, TEM has additional measures to address this lapse. Effective TEM would have the crew stop the plane when the runway change is received and

then reprogram, rebrief and reverify that everything is properly setup for departure. It does add a few minutes of time, but it also greatly reduces the risk of having the wrong altitudes or fixes in the box with multiple airplanes departing multiple runways simultaneously.

Another key factor to the second step is a shared mental model created by situational awareness. This seems pretty obvious, but is actually one of the more difficult parts of working in a multi-crew environment where different people have different roles. The first key to making this work is very high levels of standardization, from flows to checklists to briefing guidance. Another means by which the shared mental model is created outside of routine briefings is called Verbalize, Verify, Monitor (VVM). Essentially, anything that is going to be changed is verbalized as being changed. All crew members then verify that the change is appropriate and correct, and once the change is made, they both verify that the change occurred as intended. The main purpose of VVM is to keep everyone on the same page with regard to the progress and course of the flight as well as serving as a verification for unintentional errors and keeping all parties apprised when stated plans change.

Another factor to trapping errors is to use the appropriate level of automation for the situation and phase of flight. Data trends increasingly show that automation actually plays a large role in UAS occurrence because crews don't properly manage the automation, which may actually require reducing the level used. The data show that in many cases, the crew chose to try to fix the automation to still use it, which could actually result in exacerbating a problem when simply turning the automation off, addressing the problem and then bringing the automation back online.

The third and final component of TEM is dealing with an error that is not successfully trapped by all of the other layers of protection and becomes a UAS. In such a situation, it becomes paramount for the crew to contain the undesired state, work diligently to return the aircraft to a desirable state as quickly as possible, and then deal with any associated reporting after the fact. To continue our example of the runway change, a UAS might be that on departure, where the runway change was not successfully changed in the FMS, the aircraft begins to navigate to the wrong waypoints heading for departure on the wrong runway. It is obvious that this could very quickly lead to an extremely dangerous situation, and as such, timely detection, identification and correction are critical. Though unintentional, something was done incorrectly and not caught by the other crew member, or it wasn't done at all and isn't discovered until the aircraft doesn't respond in the way it should.

Hopefully, if the crew is still utilizing the first two components of TEM, as they should be, the detection will occur very quickly because the process for monitoring is constant. In this particular situation, it would probably have been best for the crew to discontinue the use of automation, as the risk associated with keeping it engaged is extremely high. They should then coordinate with air traffic control for a vector while they get the problem fixed in the FMS, and once the FMS is correct, the crew verifies that the corrected data is entered and it is safe to continue using it, it may be reengaged one level at a time, until full automation is back online. This crew would have to file a series of reports about the incident, but that is far better than many of the alternative outcomes.

The beauty of TEM is that it also works in those rare situations where the failure is not the crew's fault. Perhaps there is some mechanical failure in flight and they find themselves in a completely unavoidable UAS. The TEM tools can again be put to use to identify the situation and correct it while allowing all further decisions to be adjusted according to the factors of the new conditions of flight.

Threat and Error Management is highly effective at not only keeping the crew working together, but also to identifying risk and mitigating it to the lowest possible level using available information. In those rare situations where something unpredictable happens, it also allows the crew to work together to deal with situations and bring the aircraft back into a desired state of operation quickly and effectively. ACN

About the Author

Scott Stahl is a contributor to Aero Crew news, with articles focusing on technical aviation subjects. Read More...

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Mokulele Airlines

A Great Place To Be

STORY: STEPHEN FREDRICK

Mokulele Airlines is a Part 135 Scheduled Air Carrier serving markets in Hawaii and California with a fleet of fifteen Cessna Grand Caravans. The airline operates an average of 110 scheduled flights per day - over 40,000 segments a year - in Hawaii with ten C208Bs, placing Hawaii's #1 Island Hopper second only to Hawaiian Airlines in inter-island operations. Mokulele also offers its clients charter flights, and in late 2017 began operating air tours of the Big Island and the splendorous sea cliffs of Molokai. In mid-December, Mokulele added two PC-12NG aircraft to its Operating Certificate, providing first-class service between Honolulu and Lanai for guests of the Four Seasons resorts. During 2017, the carrier transported nearly 300,000 passengers.

Moving that many people on that many flights means that all of the company's ten Hawaii-based Grand Caravans must operate efficiently, reliably, and safely. Each aircraft will fly fourteen legs and eight or more hours of flight time per day, which makes, in terms of utilization, Mokulele Airlines the #1 operator in the world of the C208B. All those numbers are impressive, but it's the family ('ohana in Hawaiian) of over 250 employees which puts the breath and heartbeat into making Mokulele the Best Little Airline in the World.

The company's Core Values are identified with the high-flying acronym, I SOAR: Integrity, Safety, Ohana, Aloha, and Reliability; although, when polled, employees placed SAFETY in the top position. Interview hint: These core values would be good to know, if asked.

Over 100 pilots fill the two crew seats in the Caravans. Yes, two pilots operate the company's aircraft on every revenue flight, which not only enhances safety, but also provides new commercial pilots with an opportunity to build time and gain experience in an airline setting. Mokulele also gains a queue of qualified and experienced potential PICs, because every FO hired by the airline is considered a Captain in training.

Pilot bases are located in Honolulu (PHNL), Kahului (PHOG), Kona (PHKO), Waimea (PHMU), and Los Angeles (KLAX).

When legislators and regulators overreacted to the 2009 Colgan flight 3407 accident by creating what Air Facts Journal referred to as "the all-time most egregious case of smoke and flames rule-making", they firmly

wedged a generation of aspiring airline pilots - and the airlines hoping to offer those pilots careers crewing their aircraft - between the proverbial rock and a hard place. By eschewing the decades of natural supply and demand hiring protocols, ground-bound bureaucrats forced Part 121 carriers into an artificial marketplace by requiring each pilot come on board with an Airline Transport Pilot rating. This meant new 250 hour Commercial pilots had a long climb ahead and, sadly, increasingly limited opportunities to build their time to the 1,200 (Restricted) or 1,500 hour ATP minimums.

Mokulele Airlines provides these fledgling pilots with the opportunity to not only build that time while getting paid, but prepares them as true airline professionals. Competition for a crew position at Mokulele is intense as the airline has gained a strong reputation within the pilot community, resulting in the company currently having over 1,000 applications in its system. Oftentimes, the most successful route to being noticed comes through an internal recommendation. On the back end, the regional airlines, which are usually the next step in their career ladder, have come to know Mokulele's pilots as some of the best trained and well-prepared crew members for their operations.

Ron Hansen, the owner of Mokulele since late-2011, came from a 121 pilot background with Braniff Airlines (the Braniff of multi-colored fleet fame). The airline's Director of Safety, Manager of Training, and several of its pilots also have 121 pedigrees. Ron foresaw an opportunity for Mokulele placing two pilots in the single-pilot C208B and was determined to set the airline apart from other commuter airlines through an increased level of safety by instituting a supplementary First Officer program shortly after he took control; mandating the policy of two pilots on every revenue flight less than two years later. When the supplement became edict, Ron also determined the 135 carrier would be operated 'as close to 121 standards as possible'.

Moving the airline to that higher level of safety not only meant restructuring how its aircraft were operated, but also required convincing pilots used to flying the aircraft in essentially single-pilot fashion to buy in to the full-time, two-pilot crew mindset. Manuals - including the introduction of a formalized Flight Standards Manual - were written, or rewritten, principles adopted for PF and PM roles, checklists redesigned, and training moved from an ad hoc presentation to a formal, five-day ground school followed by G1000 training, flight training in the aircraft, and in mid-2016, the addition of a Redbird motion-enabled, G1000 outfitted, C208B simulator (formally a PTD) for use by both new hires and upgrades. Mokulele also opened its Kahului, Maui Training Center concurrent with the arrival of the Redbird. The Maui simulator, and counterparts on the mainland, have also become integral during the interview process to assess a candidate's instrument and flight proficiency.

So, who thinks flying for a scheduled airline around the State of Hawaii sounds like something they'd like to do? Okay, you can all put your hands down.

Now that we've gauged your interest, here's how you go about getting noticed by Mokulele's recruitment staff to launch your career.

As previously noted, the competition is intense, even though the airline will need to replace up to 50% of its pilot ranks in any given year as those aimed at flying jets for the regionals leave to take the next step to their dream.

First, do a little research; learn all you can about the airline and its operations. Mokulele's Core Values are more than just words management put up on a whiteboard one day, they are how we pursue our careers here.

If you think you might be able to contribute, fill out an application at our online site, www.mokuleleairlines.com. Then, search your friends, and friends of your friends, to attempt to find someone with a connection at the airline. That should be increasingly easy within the pilot community as there are now hundreds of former Mokulele alumni scattered at all the regional airlines and even some of the national and major carriers.

If selected as a candidate, our process normally begins with a short phone conversation with our Chief Pilot, Training Manager, or one of our senior line Captains. We'll be getting a feel for not only where you've been, what you know, and where you'd like to go as a pilot, but who you are as a person. You'll do best if you already know who we are as a company; and remember, we're looking for bright, energetic, outgoing, personable, TEAM players.

A formal interview, preferably in person either at our Training Center in Hawaii or at a location in the western United States, will be offered to those passing the first step of the process. You will be required to bring your documents, i.e. license, medical, logbook(s), passport, resume, etc., for review, and we'll spend more time getting to know you. The process will last approximately two to three hours, including an in-depth general subject exploration, some of those infamous 'What would you do IF...' questions, and a short session in the simulator focusing on your aircraft handling abilities, instrument proficiency, and IFR familiarity. You'll also get a chance to ask any questions you may have regarding the job, the company, the remainder of the pre-hire process, and the training to come should you be offered a position.

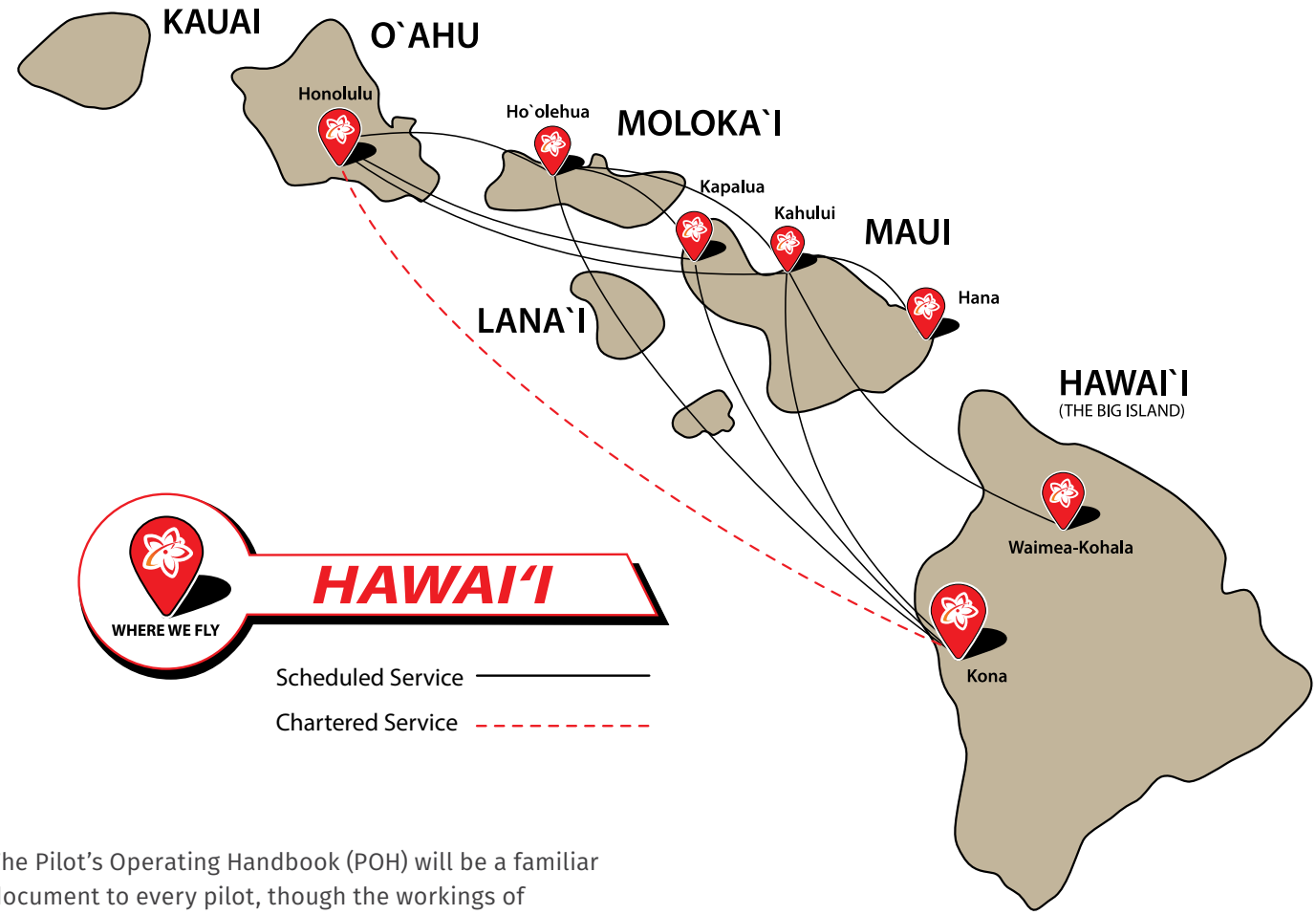
Most likely within a week or two, if you've passed muster to that point, you'll hear from us through a formal offer letter which will describe the class schedule and other details. Prompt return of the signed offer letter will save your slot in the class and begin the process of assembling the required paperwork, much of which MUST be completed and approved PRIOR to the start of any on-site training.

Approximately two weeks before class begins, you'll be provided a link to online training modules which will require 60 to 80 hours to complete. All modules must be completed prior to the first day of ground school.

Ground school is held at our Training Center in Kahului on the island of Maui and lasts five days, during which you will be provided motel accommodations and local transportation to and from those two locations.

Basic indoctrination begins with administrative functions such as copying documents and getting that all-important photo for your company ID badge. Most pilot candidates will receive their preliminary base assignments at the beginning of ground school. Human Resources does the mandated drug and alcohol training and provides an overview of the HR functions; then you'll dive into the technical aspects of being an airline pilot. We realize this will be the first flying job for most of our new hires, and much of what you learn about the rules and regulations and how we must do things to stay in FAA compliance will be new and unfamiliar territory. The classroom time will be intense, and the studying required will fill your nights. The good news is once you understand the subject matter, it will be very similar wherever you go after Mokulele: Operations Specifications (OpsSpecs), General Operations Manual (GOM), Minimum Equipment List (MEL), Non-Essential Equipment and Furnishings (NEF), Training Manual, and the Flight Standards Manual (FSM), and all the paperwork and company forms which associate to them all.

You'll have a portion of a day at the airport, attend class and be badged for the Airport Operations Area (AOA), then actually get close to a Grand Caravan for a general familiarization and your first instruction on the components of the aircraft and how to preflight it.



The Pilot's Operating Handbook (POH) will be a familiar document to every pilot, though the workings of a turbine engine and the rudimentary systems of the C208B may not be, and generally this systems training will take up almost two days of class time.

After each of the first four days, you'll take an online quiz, and after ground school is finished, a final exam. Eighty percent is passing and required on each test.

The Flight Standards Manual presentation, or how and why we operate the aircraft day-in and day-out comes on the fifth day of class. The FSM is a hefty document of over 500 pages (including the appendices), so some pre-studying is recommended.

Bookwork is all well and good, but by this time you'll be anxious to get your hands on an airplane. Well, not so fast. There's more training, but fortunately it's actually spinning knobs and turning wheels on our G1000 and Redbird C208B simulators. New hires will receive one to two days of G1000 tabletop training. If you're like I was, and your first question will be 'What's a G1000?', I'd suggest you do some pre-studying on the equipment. There are a number of online videos which you will receive with the pre-class training modules, but do yourself a favor and do some independent studying on the system if you haven't had any experience with the Garmin FMS equipment or you'll quickly find yourself overwhelmed and falling behind in the next phase of training.

Ok, so now you can load a flight plan, tune radios, and watch the airplane fly an approach and a missed approach on the G1000 desktop. Time to fly something, right? Well, almost.

Simulator work in the Redbird will be provided to about eight hours as the Pilot Flying. You'll work as a crew in four-hour sessions, spending half the time in the role of Pilot Flying (PF) and half as Pilot Monitoring (PM). Knowing the profiles, checklists, call outs, and

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understanding Crew Resource Management (CRM) before you get into the sim is imperative. When you've done all your nightly study and quiz, doing some chair flying with a partner will really help you get a jump on this portion of the training. Since we do things just like the pilots flying the big iron, this primary training in the two-crew process will be a fantastic asset to the rest of your career.

Once you've proven your stuff in the Redbird, you'll be assigned to a Training Captain and advanced to flight training in the Grand Caravan. You'll receive up to eight hours of flight time, with phase checking going on the entire time. You've got to show improvement each flight for training to progress from phase to phase. In addition, you'll spend just as much time on the ground, reviewing what you've learned and being quizzed by your instructor in preparation for the upcoming check ride.

Check rides are given by one of our Check Airmen and generally last a total of about 4-5 hours which includes an oral examination of 2-3 hours and then 2 hours or so in the aircraft. You'll be required to exhibit your knowledge and skill at the level of a professional airline pilot. Check Airmen are employees of Mokulele, but representatives of the FAA when performing these duties, and thus must detach themselves from their company perspective. The check ride is every bit as serious as any you've taken with a Designated Examiner.

Not everyone gets through the training. It's a rigorous curriculum with a plethora of new and complex learning. There is a washout rate, but your instructors are not there to watch you fail. Every Training Captain is tasked and oriented to assist your learning, to get you the information you need, but YOU will be expected to do the work. From the first day in the classroom, you'll be treated as part of the team, as a professional, as an airline pilot; we expect dedication to maintain that perspective from you.

If you make it through training and the check ride, you will get the chance to take a breath and enjoy the accomplishment, but only a short breath. Your last phase of training is Initial Operating Experience (IOE). Required by the FAA of 135 Captains, Mokulele has determined IOE to be beneficial to First Officers as well. You'll have FO IOE in your 121 jobs anyway, and this phase of training will introduce you to line flying, working with a senior Captain trained for the process which generally takes two or more days. You'll be transporting passengers on scheduled flights while learning the fine points and routine of the job of First Officer, the locale and local procedures, how to pronounce the Hawaiian names of reporting points, and which doors to go in and which doors not to go in at our stations.

After all that, you're now a real airline pilot with a great not-so-little airline.

You'll experience the beauty of flying in one of the most spectacularly scenic areas of the world. You'll work as part of a crew in the air and a team on the ground. You'll see sights you'll never see the same way twice, because every time you witness a sunrise

or sunset over the ocean, or pass along the highest sea cliffs in the world on Molokai, or glimpse a whale breaching or lingering on the surface below, or view the changing light playing off the craggy green and brown and black terrain of the islands, you'll be forming a picture book of memories which will last a lifetime.

You'll be challenged as a professional pilot, held to a higher standard than you've ever been held to before by both your fellow pilots and yourself. You'll see your level of skill and knowledge expand every day, experience all types of Captains along the way, and learn how to be a good Captain when you get the chance. When you're ready, in your eyes and in the eyes of your fellow pilots and flight management, you'll be offered the chance to upgrade to the left seat, and the training begins anew. This time, however, the focus will be expanded. You're going to have to display a command presence and good decision making skills which you should have developed during your time in the right seat. Being an FO at Mokulele means constantly challenging and improving yourself as a pilot. It's a growth process that you will be responsible to undergo under the tutelage of experienced Captains.

When you move over to the left seat, and first look back at the faces of nine people who will be looking to you as the Captain, you'll realize the weight of your responsibilities is far more than the minuscule addition of that fourth stripe on each of your shoulders. You'll have an FO to your right, most likely looking as green as you once were, but nobody to your left, at least not on the airplane. On the aircraft, you're it. But, you'll have the support of a team of strong, experienced, and dedicated managers to back you up.

It's what we are at Mokulele. We're a team, and you can perhaps be part of it.

If you are hired at Mokulele and make it through training, you will be offered not just a job, but also a valued place in our 'ohana; you will become a member of a family, and you will be welcomed into our midst for the rest of your life. Wherever you go in your career beyond our cockpits, your experience here with us will most likely be remembered as the best flying job you ever had.

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About the Author

Stephen Fredrick has been flying airplanes for nearly forty-seven years and has flown everything from light piston singles to heavy turboprops to jets. Read More...

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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 current 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 2018-2033	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	$2.30 Dom** $2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	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
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	$2.15	2012	1,897	921	ALPA	iPad Air	**SEA**, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					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	9,436	ALPA	Surface	**ATL**, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					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, 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	11,240	8,786	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/2017					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 2018-2033	Union	EFBs	Bases	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, **LAS,** LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	$1.90	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	$2,500 per month	Single Occupancy, Paid for by company	$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	**JFK**, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	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.	August 2006	9,074	3,374	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
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	$1,750*/mo	Single Occupancy, Paid for by company	$2.20	March 2015	1,821		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/2017	Dec/2017					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	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					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 2018-2033	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 2018-2033	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	$4,000 / mo until activation date*	No Hotel	$2.25 Dom. $3.25 Int.	May 2015	4,763	2,251	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	Aug/2017					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.	Sept 2015	281		IBT	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2017	Dec/2017					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	2,298	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							65,741	38,854				

	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)	10/12 or 13*	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		100%*	100% or 150%**	Initial paid for by company	None	*12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered
	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

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	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. Merging with Alaska Airlines
	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	6, 4.75**		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, $200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	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

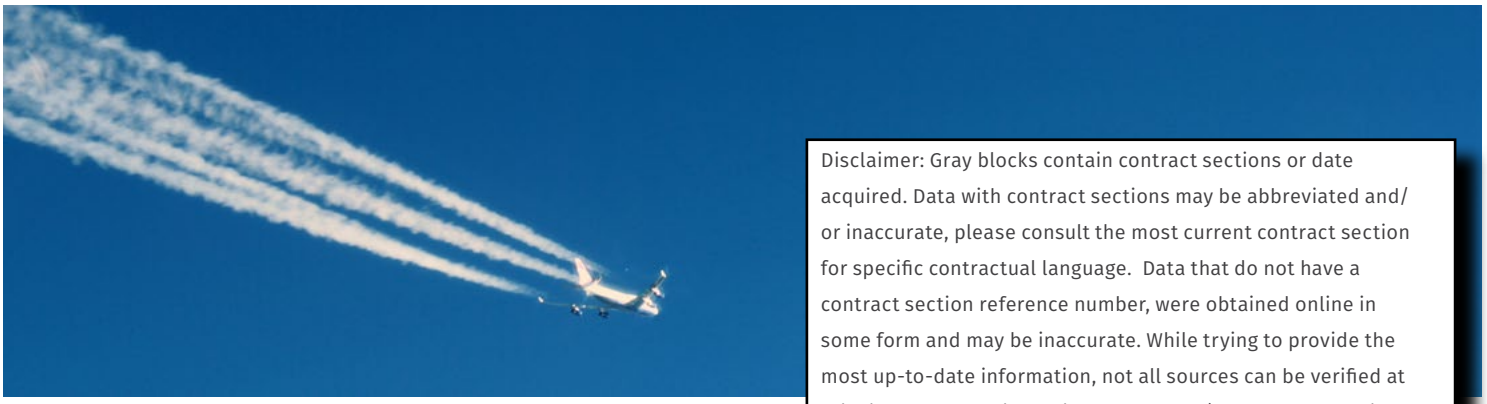
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

Legacy 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
American Airlines (American)	Group I*	$116.38	72	$100,552.32	$170.42	$147,243	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60***		None		*Numbers based off of 12 years experience. **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*	$179.48		$155,070.72	$262.77	$227,033						
	Group III*	$188.85		$163,166.40	$276.50	$238,896						
	Group IV*	$220.65		$190,641.60	$323.04	$279,107						
		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, A319 A320	$168.68	75	$151,812	$251.00	$225,900	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%	15%	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	72	$189,276	$320.71	$277,093	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%	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						
	B737-8 & 7	$175.82		$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	75	$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		$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	70	$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%	
	B767-200 B757-300	$173.96		$146,126	$254.70	$213,948						
	B737-8/9, A320	$167.89		$141,028	$245.80	$206,472						
	A319, B737-700	$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

	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
						Major Airlines						
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. Merging with Alaska Airlines
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014

	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
						Cargo Airlines						
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, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
	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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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**
Allegiant Air
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
Allegiant Air
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

MYR **Myrtle Beach, SC**
Allegiant Air

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

PIT **Pittsburgh, PA**
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

VPS **Fort Walton, FL**
Allegiant Air

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 current 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, $10,000 Ret.**	$300 / week & $1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	$1.85/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remaining after first year; **$10,000 retention bonus at the end of 2018
			Online		Feb/15	4.C.2	Dec/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, $10,000 Ret.****	$300 / week	Paid for by company; single occupancy	$1.85/hr	June 2007**		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, ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018; ****Bonus if on property until the end of contract with DAL
			Online	3.C.1		5.A.1	Sep/2017	Dec/2017					Contract 2007 as amended, Currently in negotiations;
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	$1.95 Eff. 7/1/2017	February 2017	4,550	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	Dec/2017	Dec/2017					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.***	April 2014	2,061	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	Dec/2017	Dec/2017					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	Sept 2017	2,173	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/2017	Dec/2017					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 (Endeavor)	CRJ-200 CRJ900	9E	$10,000*	MMG, but no per diem	Single Occupancy paid by company	$1.80/hr	October 2017	1,905	Delta	ALPA	iPad 2**	JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, *$10,000 training completion bonus, Starts Jan 1, 2018, **Company supplied
			Online	3.D.1, 5.D.4		5.D.1	Dec/2017	Dec/2017					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	November 2016	1,582	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	Dec/2017	Dec/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	$22,100* $20,000**	76 Hours during training	Paid for by company; single occupancy	$1.60/hr	March 2017	1,220	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays $40 a month
			LOA 37	5.A.1	5.B.1	5.A.2	Dec/2017	Dec/2017					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	Jan, 2014	534	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	Dec/2017	Dec/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	$17,500 Signing $1,500 Referal Bonus	MMG & Per Diem*	Paid for by company; double occupancy	$1.65/hr**	October 2015	659	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	Dec/2017	Dec/2017					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	December 2017	600	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/2017	Dec/2017					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	January 2017	350	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	Dec/2017	Dec/2017					Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	AX	$30,000*	$35.81 @ 75 hrs or 4 hours per day	Paid for by company; Single occupancy	$1.90/hr	June 2016	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/2017	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	291	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	Dec/2017	Dec/2017					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	December 2017	30		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/2017	Dec/2017					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)	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	July 2017	70	Codeshare with UAL	ALPA		HNL	Codeshare for United, Hawaiian and Go; *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	Nov/2017	Nov/2017					Contract 2016 as amended
Total Pilots								20,634					

	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

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 (Endeavor)	12	Yes	14	501	4	25 Hours 5 Day Trip	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	187	None	None	None	None	62.5%	100% or 200%**	Company pays half of hat, topcoat, jacket, two pairs of pants.	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-		-	-	-	6.A	3.H.9	5.E.2	-	Contract 2017 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	$48.10	75	$43,290	$112.09	$100,881	<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, 4% 5-9 yrs, 6% 10 yrs, 10%	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	$50.99		$45,891	$118.82	$106,938						
	EMB-175	$51.17		$46,053	$119.27	$107,343						
	CRJ-900	$51.94		$46,746	$121.05	$108,945						
	-	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 (Endeavor)	CRJ-200	$65.74	75	$59,166	$117.70	$105,930	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	3.5 H/M	100% Match: 1-5 = 3% 5-10 = 5% 10-20 = 8% 20+ = 12.5% 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	$67.09		$60,381	$122.20	$109,980						
	-	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)	C200/E145	$52.00	76	$47,424	$92.58	$84,433	< 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days > 20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider	
	C700/E170				$99.65	$90,881						
	C900/E175				$105.08	$95,833						
	C900-C				$108.00	$98,496						
	-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 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	$45.67	75	$41,103	$106.07	$95,463	< 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.
	-	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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CVG Cincinnati, OH
Ameriflight, LLC
PSA Airlines

DAY Dayton, OH
PSA Airlines

DCA Washington, DC
Republic Airways
Air Wisconsin
PSA Airlines

DEN Denver, CO
Skywest Airlines
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.

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