

June 2015



AERO CREW NEWS

Your Source for Pilot Hiring Information and More...



Pilot Pathways

Flying the Guard

Aviator Bulletins

Latest Industry News

FAA

DUI Reporting Requirements

June Grid Updates

UPS Added

Hawaiian Airlines Added

GoJet Airlines Updated

Rebublic Airways Updated



Exclusive Hiring Briefings

GoJetSM
A I R L I N E S





ATTENTION CREW MEMBERS: IF YOU HAVE A CRIMINAL CHARGE OR CONVICTION, YOU MAY HAVE A PROBLEM!

If you have been arrested, charged, or convicted of a criminal offense, you may be barred from entry into Canada. The inability to enter Canada on grounds of criminality is referred to as “admissibility”.

Canada prohibits all non-Canadian visitors and crew members with criminal convictions from entering Canada, even if just transiting through on the way to another destination. This includes almost all convictions (whether misdemeanor or felony) such as DUI/DWI, domestic violence, reckless driving, drug possession and petty theft, regardless of how long ago they occurred.

For most commercial flights operating in North America a charge, such as a DUI/DWI or Reckless Driving, may lead to adverse scheduling, unpaid leave, or worse, termination.

Each month we help dozens of pilots and their crew members obtain entry relief in the form of a waiver or temporary resident permit (TRP) or “pardon” (criminal rehabilitation).

To learn more about how our firm can help you obtain a waiver (TRP) or a pardon (rehabilitation), you may reach out to one of our locations via the coordinates below.

Global Crossing Immigration
Marc Laforce, RCIC
1-888-827-6605 or 214-295-6051
www.globalcrossingimmigration.com



A charge or conviction of any of the following offenses can render a traveler inadmissible to Canada even if transiting or working as a crew member to a foreign-owned airline:

- Bad Check
- Breaking & Entering
- Causing Disturbance
- Domestic Violence
- Drug Possession
- DUI / DWI
- DWAI
- Hit & Run
- Petty Theft
- Probation Violation
- Public Intoxication
- Reckless Driving
- Theft
- Wet Reckless

Mention this Ad and get \$25 off your consultation fee!

Have a question about your entry into Canada?
E-mail your question in complete confidence for a reply from our Canadian practitioner on the house at:
inquiry@globalrcic.com

June 2015

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Airlines in the Grid

Updated



Legacy

Alaska Airlines
American Airlines
Delta Air Lines
Hawaiian Airlines
US Airways
United Airlines



Major

Frontier Airlines
JetBlue Airways
Southwest Airlines
Spirit Airlines

Cargo

FedEx Express
UPS



Regional

Air Wisconsin
Cape Air
Compass Airlines
CommutAir
Endeavor Air
Envoy
ExpressJet Airlines
GoJet Airlines
Horizon Air
Island Air
Mesa Airlines
Republic Airways
Skywest Airlines
Silver Airlines
Trans States Airlines
PSA Airlines
Piedmont Airlines



Coming Soon...

Major

Allegiant Air
Eastern Air Lines
Sun Country Airlines
Virgin America

International

Emirates
IBEX Airlines
Qatar Airways

Cargo

Air Transport, Int.
Kalitta Air

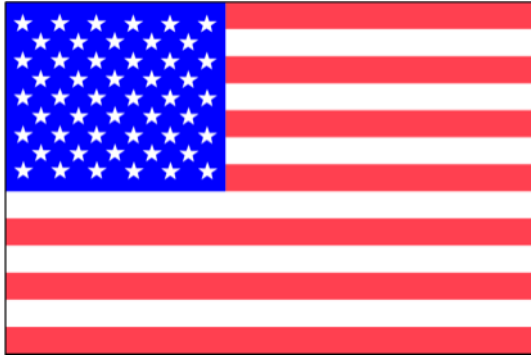
Regional

Corvus Airways
Great Lakes Airlines
Peninsula Airways
Seaborne Airlines

Candian

Air Canada
Air Transat
Bearskin
Calm Air
Canadian North
Can Jet
First Air
Jazz Aviation
Kelowna Flightcraft
Wasaya

If the airline you are interested in or work for is not shown on this
list please let us know. Email all contracts and updates to
Craig.Pieper@AeroCrewSolutions.com



In recognition of Memorial Day we would like to honor the men and women of the United States Military. On behalf of myself and the rest of the my team, we would like to dedicate this issue to you. From all of us at Aero Crew News and Aero Crew Solutions, Thank you for your dedication, commitment and sacrifices.

Craig D. Pieper
Editor in Chief

Scott Rehn
Aero Crew Solutions, CEO

Letters to the Editor

Craig,

I've been reading your magazine since you started and have enjoyed the changes. But, all of my electronic devices are Apple when can I expect to see it on the Apple Newsstand?

Thanks,
Captain E. Mak
Pittsburg, PA

.....
Captain E. Mak,

We are currently looking into programming an Apple Newsstand app so that our publication can be downloaded and viewed on you Apple devices. Once this is up and running expect to receive an email from us.

Thank you,
Craig D. Pieper
Editor in Chief

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

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Aviator Bulletins

The latest aviation industry hiring news and more.



Lyle Hogg named president of Piedmont Airlines.



FedEx plans to hire 20 to 30 pilots for the next 4 to 5 months.



SkyWest officially retired their E120 routes, and are continuing to grow our E175 fleet! ~ Last week Skywest added new Delta flying to Alaska! From Seattle (SEA) to Ketchikan (KTN) and Sitka (SIT), Alaska. Flights from Seattle to Juneau (JNU) will begin in September.



GoJet Airlines increased their hiring bonus from \$8,000 to \$10,000. ~ Additionally, there is a type rating bonus that will increase the signing bonus to \$15,000 for pilots who are current and qualified with a CRJ type rating



Sign on bonus for all pilots who begin FO training - \$5,000 with a 2-year commitment. ~ Sign on bonus for all pilots who begin FO training - \$10,000 for qualifying university graduates with a 2-year commitment. ~ Pipeline Instructors also now qualify for \$5,000 bonus. ~ Commuter policy improvement - 6 commuter policies per year, up from 2 per year. ~ At pilot's request, 4 paid-for hotels per month for commuting pilots. ~ Company paid-for ATP/CTP Course and hotel. ~ Pilot not paid during the course and must pay for own ATP written. ~ Envoy reimburses for the commuter's entire airport parking fee. ~ Hotels provided to pilots who live more than 50 miles from Envoy Training Center.



Kalitta Air will be interviewing and hiring through the rest of the year. Kalitta Air is continually expanding both their global route structure and their fleet of 747-400 freighters. Pilot hiring is forecast to continue throughout the remainder of 2015 and into 2016.



PSA just accepted it's 30th CRJ 900 NextGen.

PSA is now hiring Direct Entry Captains!



AMSTERDAM WELCOMES QATAR AIRWAYS
AHEAD OF INAUGURAL FLIGHT

H.E. Mr. Akbar Al Baker presents Qatar Airways' imminent launch of passenger services between Amsterdam and Doha on 16 June



When it launched in 2005, St. Louis-based GoJet Airlines served just five destinations with a fleet of five Bombardier CRJ700 aircraft. It had just one crew base (STL) and one mainline partner (United). However, as it prepares to celebrate its 10 year anniversary on October 4, GoJet's reality is markedly different. Today GoJet serves over 4 million passengers annually, with more than 220 daily flights providing service to over 50 destinations. Its fleet of five aircraft has grown to 47 CRJ700s, with 7 CRJ900 aircraft slated for delivery in 2015. Since 2005, it has added an additional mainline partner (Delta Air Lines) and its one crew base has grown to four, with domiciles in Chicago (ORD), Raleigh-Durham (RDU) and Denver (DEN) added to accommodate the airline's significant growth.

When looking back at what GoJet has accomplished over the past 10 years, Chief Operating Officer Terry Basham couldn't be more pleased. "We're excited and proud to be in our 10th year of service. We've managed to substantially grow the operation, while continuing

to exceed performance goals. I can't wait to see what the next 10 years have in store for this airline."

GoJet attributes much of its success over the past 10 years to its employee group. "Our employees are truly one of a kind," said Steve Briner, Director of Flight Operations. "The dedication and commitment that they have to the success of the operation is simply amazing." GoJet promotes from within whenever possible, which Basham and Briner believe to be a driving factor in employee satisfaction, as the policy gives employees significant upward mobility opportunities over the course of their careers.

Other employee benefits include:

- Paid training
- Medical, dental and life insurance
- 401(K) retirement plan
- Long-term disability coverage
- Performance-based bonuses
- Paid vacation and holidays
- Flight benefits
- Discounts on cruises, car rentals, hotels and other hospitality services

GoJet takes pilot satisfaction particularly seriously and offers a number of additional competitive benefits to its pilot group. Monetary incentives include a \$10,000 First Officer sign-on bonus, which goes up to \$15,000 for pilots who are current and qualified with a CRJ type rating. GoJet also offers a mentor program that allows pilots to earn an additional \$5,000 for mentoring a new GoJet pilot through their first two years with the company, and a referral program that awards employees \$1,500 for each pilot candidate they recommend that is hired and completes training.

In addition to cash bonuses, GoJet provides a number of other financially advantageous benefits to its pilots. GoJet offers one of the most competitive commuter policies in the industry, paying for up to four hotel nights per month for crew members living outside of their domicile. Additionally, the ATP-CTP course is provided at no cost to successful applicants and GoJet one of just a handful of regional airlines in the country to participate in the ATP Flight School Tuition Reimbursement Program.



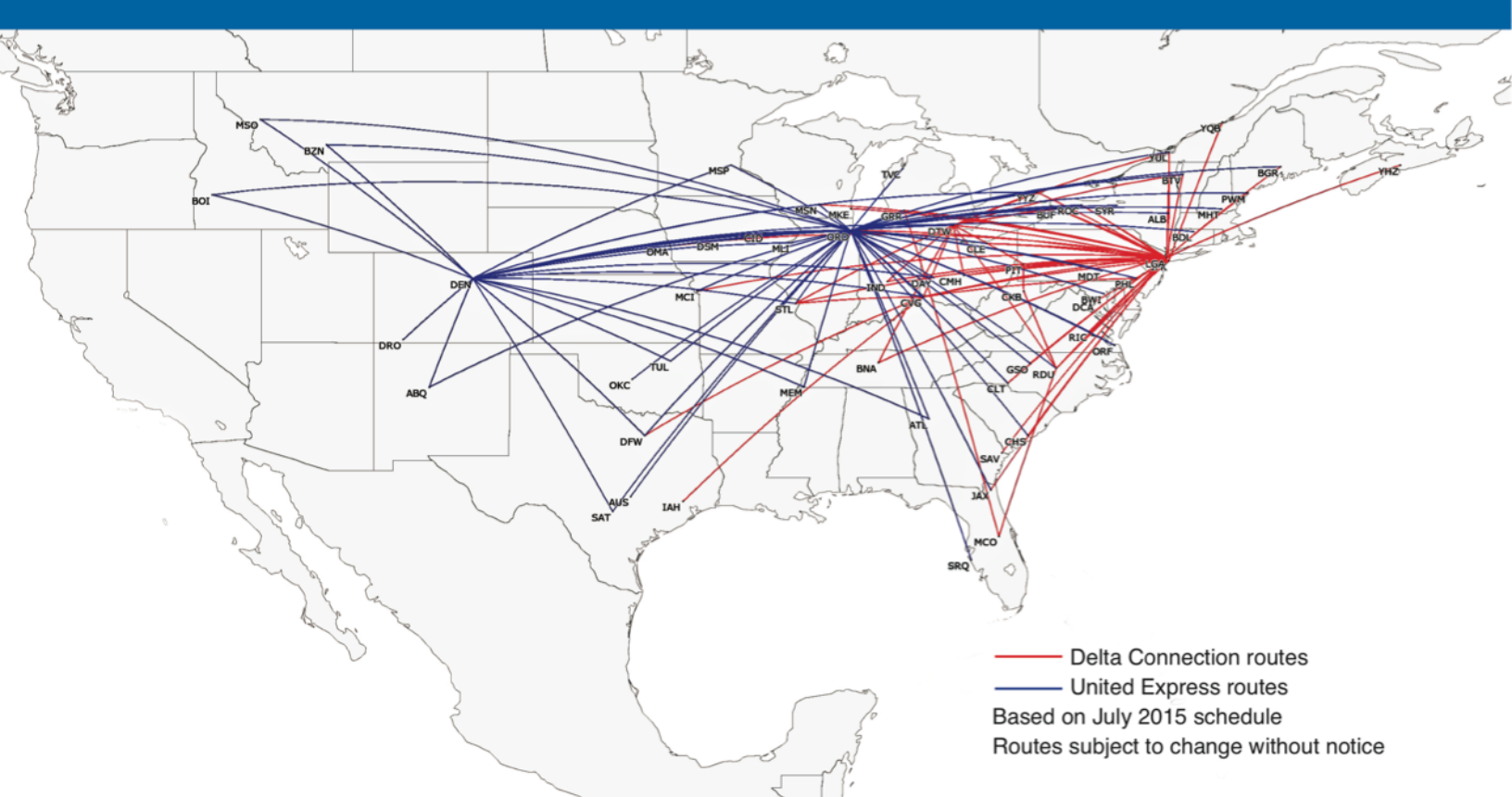
GoJetSM

AIRLINES

GoJet is currently hiring 34 pilots per month and upgrading 10 Captains per month, with the number of monthly Captain upgrades expected to increase over time. GoJet pilots are well-respected and highly sought after in the industry, with 34% of its pilot group moving on to the majors in 2014.

With a track record of well-managed, successful growth,

demonstrated pilot career success, and some of the best pilot incentives out there, GoJet is a smart choice for pilots looking to launch their commercial careers or gain additional hours before making the move to a major carrier. To learn more about what GoJet has to offer, reach out to a pilot recruiter directly at pilotjobs@gojetairlines.com or apply online via airlineapps.com.



**Passenger traffic expected to grow
by 18% between 2014 and 2016.**

GoJetSM

AIRLINES



GoJet serves over 4 million passengers annually, with more than 220 daily flights providing service to over 50 destinations.



Corporate Headquarters:

St. Louis, MO

Crew bases: St. Louis (STL),
Chicago (ORD), Raleigh-Durham
(RDU), Denver (DEN)



Major Airline Partners:

GoJet Airlines is a premier regional
airline operating as United Express
and Delta Connection.



Equipment: GoJet has a total fleet
size of 47 Bombardier CRJ700s, with 25
in service for United and 22 in service
for Delta. **In 2015, GoJet will add 7
Bombardier CRJ900 aircraft to its Delta
fleet.**

Company Mission:

GoJet has a reputation for excellence in the regional airline industry, thanks to the outstanding efforts put forth each day by our talented team. At GoJet, we believe it's our people that set us apart, and we are always looking for extraordinary individuals to join our team of aviation professionals. We take employee satisfaction seriously, and we work hard to make GoJet a place where our people want to build long-term careers. We promote from within whenever possible, giving our employees significant upward mobility opportunities.

Employee Benefits:

- Paid training
- Medical, dental and life insurance
- 401(K) retirement plan
- Long-term disability coverage
- Performance-based bonuses
- Paid vacation and holidays
- Flight benefits
- Discounts on cruises, car rentals, hotels and other hospitality services

Some benefits may involve both company and employee participation. Benefits may vary for part-time employees and employees under labor contract.

To learn more about career opportunities at GoJet Airlines,
please visit www.gojetairlines.com/careers.

Exclusive interview with Randy Bratcher, Chief Pilot, GoJet Airlines



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

Randy: Applicants are screened on-line through Airline Apps.

C: Can you explain the point system associated with online application process?

R: No point system is used at this time. We look for applicants with ATP minimums and a background we believe will allow them to be successful in our program.

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

R: While not necessary, it can generate an on-site interview.

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

R: Be thorough and honest in the interview process. Speak to your training history. Be able to discuss some basic aviation topics such as a METAR/TAF, approach plate and the aircraft you have flown.

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

R: Yes. While not necessary, it may help you feel more rested.

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

R: TMAAT questions are common.

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

R: Not being honest with work history and experience. Not appearing prepared and unable to articulate flying experience.

C: Is there a written test?

R: No.

C: Do you have a simulator ride?

R: No.

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

R: We attempt to make a conditional offer on the day of the interview.

C: How long do applicants have to wait to know if they are hired?

R: Within a week of the interview at the very most.

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

R: Inside of two weeks or as soon as the applicant is available.

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

R: Approximately 300 between now and the end of the year. We are running classes twice a month and targeting up to 20 pilots per class.

C: Can you explain the ATP-CQP class that your company offers?

R: Contracted through a private vendor with transportation and lodging paid for by GoJet. Additionally, GoJet will reimburse the cost of the ATM test (new ATP written exam).

C: Do you have a hiring bonus?

R: Yes. \$10,000 paid out in three installments. (1) \$3500 at the completion of IOE (2) \$3500 six months thereafter (3) \$3000 to be paid on the 359th day of employment. That bonus goes up to \$15,000 for pilots who are current and qualified with a CRJ type rating.

Additionally, GoJet has recently put together an agreement with ATP Flight School which is designed to assist in financially offsetting the cost of getting a CFI from the 500 hour point through his/her first year of employment as an airline pilot at GoJet.

C: Is there any specific criterion to qualify for the bonus?

R: Must remain in good standing within the company (i.e. line qualified and available to fly; no disciplinary issues)

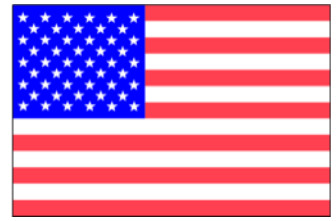
Also, at this time, pilots are allowed to participate in only one of the above programs. @



“The first of 7 CRJ900s arrived on property in May, with six more slated to deliver before the end of the year.”

Flying The Guard

Written By: Jason Seibert



Let's face it, obtaining an Airline Transport Pilot rating and complying with the new Federal Aviation Regulations 117 rules along with attaining a college education isn't easy or cheap. I akin it to becoming a Medical Doctor or ESQ in today's business market, as we attend at least four years of college then spend on average two years specializing in aviation. We spend many long days and nights flying, building our ratings to eventually become a Certified Flight Instructor. Then we slug it away training new students to build enough time before we even become eligible for a restricted ATP or full ATP.

I would like to share my experience on how I came to the same result without all of the debt. For most people the idea of joining the military is not for them, I encourage you to read with an open mind. I began my journey as a young boy of a military family. Growing up I was always around aircraft following my dad and his career as a C-130 maintenance crew chief and as a result, I had the buzz from a young age. I always dreamed of flying but I only had one uncle that had flown as a military pilot. To top this off none of my immediate family members ever completed college.

At the ripe young age of eighteen, I joined the military and a year after joining I started college. For me, it took a little longer than four years. I eventually graduated with a Bachelor of Science degree in Computer Information Systems Management from The University of Maryland University College in 2000. I earned a degree and left the active duty military with zero college debt and found the time and money to start flying.

Another avenue which seems to be less exploited is the Air National Guard. In my home state you can attend any in state school 100%

T-6 Photo courtesy of Jack Mesner



C-17 Photo courtesy of Jason Seibert

tuition free up to and including a master's degree. On top of that, some career fields will pay a bonus and others a G.I. bill kicker which is over and above the free tuition the state is already paying.

If you are a member of the Air or Army National Guard in West Virginia, you are guaranteed a unit pilot interview as a member of the National Guard. Last year they interviewed twelve people and had roughly twenty-five packages submitted. Of the twelve interview slots, four were given to enlisted members in that unit; all were offered a pilot slot. Assuming these individuals pass their medical and security background checks, they will be to attending military pilot training school and fly the aircraft of their unit.

Reserve Officer Training Corps and the Military Academies are other avenues. Let's face it, not all of us were ready for the Military Academy when we finished high school as I knew I was not. Each of the service Academies only graduates about 3,000 officers per year. Some colleges have ROTC programs and you can transition to military flight school upon graduation. This is not as easy as it sounds and there is no guarantee you will get one of these coveted pilot slots. Hopefully this helps paint a picture of what a great deal the Air National Guard is.

In my unit, if you join at eighteen, work one weekend a month at the base, attend college for four years and while doing so you show others around you that you have a good work ethic, strong moral character and obtained decent grades, the chances are pretty strong you would be invited to a pilot hiring board just as soon as you finished your degree. Once selected you are guaranteed a pilot position at my unit and you will fly a T-6, T-1 and finish with the C-17.

All, while everyone in your military pilot training class is fighting for the highest class ranking and hoping to get the jet of their dreams you know what you will be flying. While other pilots are slugging it out at flight school, towing banners or doing mapping to build time, you will have medical, dental, vision, life insurance a decent salary and building turbine time while you are being paid to learn to fly these great aircraft. That does not sound like such a bad deal.

Do not take my word for it. I encourage you to check out Base Ops on the internet for more information. www.baseops.net/militarypilot/roadtowings.html. You will need to find a guard unit that is near you. Air, Inc. puts out a handbook called "Flying in the Guard and Reserve" by Robert Black. It has almost every Reserve and Guard unit in it. After that, contact a recruiter and make an appointment to speak with them. After your meeting, you need to take the Armed Services Vocational Aptitude Battery. This is broad based test to see where your interests are and where you would best fit. There are many books and software programs you can use to study for this test, i.e. www.asvabtestbank.com. Once you have passed this test, you will need to choose a career and my personal recommendation would be to look for a career in Operations or Maintenance.

Working in Operations or Maintenance will give you an opportunity to see the mission first hand and get to know the pilots. Seeing them regularly will help build a favorable impression of you and when it comes time to interview, you will be more comfortable because you already know the people conducting the interviews.



T-1 Photo courtesy of Nick McFadden

I have a lot of respect for people who have done it the hard way. I feel I have certainly paid my dues and just wish I would have known about the Air National Guard sooner. Let's face it; getting a restricted ATP at 750 hours with a military background is the fastest way to land a job at a regional airline and move on to a legacy carrier. Ask anyone in the industry if they have ever been laid off. Unfortunately I was, just six months after being hired at a regional airline. The silver lining good news is, generally speaking, if the airlines are furloughing, our government is probably in need of the military's assistance someplace around the globe. What a great backup plan and what a great way to reach your goals while supporting and defending our great nation! @



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www.collapse-a-cup.com



Available colors



Cup Website





“I’m grateful that UPS has taken the stance to hire 50,000 returning vets,”



UPS AS AN ORGANIZATION:

The first decade of the 21st century saw UPS evolve into the world’s largest package delivery company and a global leader in supply chain and freight services. In 2001, we acquired Fritz Companies, a global freight forwarder and customs brokerage company. That year, we also won rights to fly to and from China six days a week and acquired Mail Boxes Etc.®, then the world’s largest franchisor of retail shipping, postal, and business service centers, which was rebranded as The UPS Store® two years later. In 2002, UPS launched UPS Supply Chain Solutions®, which now provides forwarding and logistics services in more than 175 countries and territories, including supply chain design and management; domestic and international air freight; ocean, rail, and ground freight; transportation network management; customs brokerage; and mail services. In 2003, we introduced a new landmark, representing an evolved UPS, and signaling to the world that our capabilities extend beyond small package delivery. We also adopted the acronym “UPS” as our formal name. Also in 2003, we issued our first Corporate Sustainability Report, highlighting the importance of balancing economic, social, and environmental objectives. In 2004, we expanded our freight forwarding and international trade services capabilities

with the acquisition of Menlo Worldwide Forwarding. UPS purchased Overnite Corporation® in 2005, beginning a new chapter in the history of both companies and changing the face of the freight industry. The following year, UPS rebranded Overnite to UPS Freight®, which provides long-haul truckload and less-than-truckload freight services in the United States, Canada, Guam, Mexico, Puerto Rico, and the U.S. Virgin Islands. During our centennial year of 2007, we launched several new services, including UPS Delivery Intercept®—enabling shippers to recall or redirect a package in transit—and UPS Express Critical® to meet customers’ same-day and urgent shipping needs. We also introduced UPS Paperless® Invoice and international UPS Returns®, becoming the first package carrier to offer a paperless international shipping option as well as a package return capability to 98 countries and territories. By 2010, UPS continued to expand its service by opening new facilities in Canada, China, Europe, and Puerto Rico—as technology revolutionized our operations and ability to better serve our customers through the use of smart labels, precise dispatch planning, specific sorting information, and detailed delivery data. Our Business Today The UPS of today provides services far beyond package distribution. Our ground,

air, and international network includes facilities such as UPS Worldport®. Located in Louisville, KY, Worldport is the largest fully automated package handling facility in the world. Our integrated network also includes the Chicago Area Consolidation Hub (CACH) in Hodgkins, IL, and state-of-the-art air hubs in Shenzhen, China, and Cologne, Germany. Although our core focus remains the distribution of goods—and the information that accompanies these goods—we do much more. We provide comprehensive logistics solutions to our customers so they can better serve their customers by concentrating on what they do best. From supply chain management that includes warehousing, distribution, and consultative services, to freight forwarding and brokerage services that facilitate global trade, to financial services and the flow of funds, UPS and its diversified businesses are partnering with customers to meet their individual needs.

UPS and Veterans

U.S. military personnel are known for their leadership skills. UPS has put these abilities to great use over the years. George Casey, one of the company's founders, was a U.S. Navy veteran of World War I. Since then, three UPS CEOs also have served in the military. Nearly 24,000 veterans are employed by UPS. Approximately 900 employees are on military leave on any given day.

Veterans Experience within UPS

The decision to add more veterans to the UPS workforce has many UPSers cheering, especially Aircraft Maintenance Manager Troy McCullum, who knows what it's like to serve his country and transition back to civilian life. "I'm grateful that UPS has taken the stance to hire 50,000 returning vets," McCullum said. At age 19, McCullum joined the U.S. Air Force. "I worked in aircraft maintenance on F-15 fighter jets, which was pretty cool," he said. McCullum moved back home to Kentucky after spending four years in the Air Force. He said he brought back some very valuable skills he learned from the military. "The military focuses on high integrity, hard work, dedication and service before self. In developing those traits, you don't really see the changes until you are catapulted into a role where you are required to use them. It wasn't until I came to UPS and went into management that I started to see how much the company and the military mirror each other," McCullum said. For more than two decades McCullum has worked at UPS and he believes his military experience made the transition to UPS an easy one. McCullum said he is happy other veterans will have the chance to experience an easy transition back to the civilian world because of the commitment UPS made to hire 50,000 veterans by 2018. The total doubles UPS's hiring pledge made in 2013. UPS currently employs nearly 24,000 veterans and that number is continuing to grow. It's a commitment UPS has been making for years to show the troops support.





Troy L. McCullum

Military rank: Senior Airmen / E4

Years of service: 4 Years, June 1993 – June 1997

Branch: United States Air Force

Main responsibilities in the military: Completing scheduled and unscheduled aircraft maintenance tasks on the F-15 Fighter Jet, Safely, timely, and within compliance.

Job title in your organization: Air Maintenance Manager

Responsibilities in your organization: Responsible for maintaining UPS aircraft in a safe and reliable status. Manages scheduled and unscheduled work on the various types of aircraft and the repairs of discrepancies found on aircraft within the Louisville Airport (SDF) operation to ensure work is completed in a timely manner. This position collaborates with cross-functional groups regarding work plans, tools, parts, and operational changes to complete maintenance work and ensure on time departures. Participates in projects for improving operational efficiency, and ensures supervisors and technicians complete required training for skills enhancement and compliance with Federal Aviation Administration (FAA) and UPS requirements.

Started working at organization in: (Year) July 1997

Milestones in his/her history in your organization:

June 1999 – Promotion to Full-Time supervisor in the Air District, Worldport Operation.

April 2003 - Promotion to Aircraft Maintenance Supervisor.

January - April 2007: Selected as a team member representing UPS Aircraft Maintenance attending the 747-400 FAM training from Boeing at their factory and school in Seattle, Washington.

January 2009 – Promotion to Aircraft Maintenance Manager.

January – June 2013: Selected as the Operations Manager for the multimillion dollar modernization of the Aircraft Maintenance Wheel and Brake Shop located in Louisville, Ky.

January 2013 - Selected to be a committee member and treasurer of the Veterans BRG helping host, volunteer and lead in the following events in 2014 and 2015, all taking place in Louisville, Ky.

BRG Kickoff Event - Hosted Colonel Rick Schwartz, commander of the operation that took Baghdad in April 2003 and Mayor Greg Fischer who spoke about veterans, leadership and UPS, to UPSers in the Global Operation Center.

“Mayor Give A Day” - Conducted beautification projects at the VA Hospital and Volunteers of America facilities where areas were created to help Veterans relax and heal. This was accomplished by UPS volunteers, Ford and Operation Helping Heroes – Service for Peace.

“Thunder Over Louisville” - Hosted UPS corporate tent event where military members, veterans, a group of Army Rangers returning from Afghanistan, group of Wounded Warriors from the Wounded Warrior Transition Battalion at Fort Knox, Kentucky and guests were honored by UPS and the Kentucky Air National Guard.

Veterans Memorial Park of Kentucky - Held a golf scramble at Lake Forest golf course where Don J. Jenkins, a former United States Army soldier and a recipient of the United States military's highest decoration—the Medal of Honor—for his actions in the Vietnam War was honored.

“Operation Delivering Dreams” - A cooperative community service project, sponsored by UPS and over 30 local businesses, where volunteers from all over Louisville and UPS built a children's playground at a local neighborhood community center, Neighborhood House.

Hosted Sergeant Major of the Army, Raymond F. Chandler III and his staff - Visit to UPS and a round table discussion on UPS initiatives for honoring and hiring veterans.

Joint Venture BRG Leadership Discussion – the UPS African American and Veterans BRG co-hosted United States Air Force General Darren W. McDew, who currently serves as the Commander of Air Mobility Command, and spoke to a packed house at the Ali Center.

February 2014 – Selected to be the Co-Chairman for the Air Region United Way and Chairman of the 2015 campaign.

Why did you decide join the military?

1. Infatuation with aircraft and the experience gained from working on them.
2. My grandfather retired from Air Force and NASA. My father served in the Army during Vietnam which makes me a 3rd generation veteran.
3. GI Bill - Earn a College Degree, earn money and save money.
4. Serve my country, make a difference, make history and gain respect.

What were your areas of responsibility in the military?

Performed schedule and unscheduled aircraft maintenance on the F-15 Fighter Jet Aircraft.

Where were you stationed over the years?

Tyndall Air Force Base in Panama City, Florida.

Any unique experiences while you were in the service?

Participated in Red Flag at Nellis AFB conducted on the Nevada Test and Training Range involving U.S. and allied forces from all branches of the military. Each Red Flag exercise normally involves a variety of interdiction, attack, air superiority, defense suppression, airlift, air refueling and reconnaissance aircraft, as part of the ground crew.

Participated in William Tell which is a biennial aerial gunnery competition with fighter aircraft held by the United States Air Force in every even-numbered year at Tyndall Air Force Base in Panama City, Florida. In the competition, teams representing the various major commands of the USAF compete in live-fire exercises, using towed banner targets for gun engagements, and obsolete fighters converted into unmanned target drones for air-to-air missile engagements, as part of the ground crew.

Participated in a TDY in Singapore training and competing with the Republic of Singapore Air Force at the Paya Lebar Air Base, as part of the ground crew.

Participated in a TDY in Albert, Canada training and competing with Royal Canadian Air Force at Canadian Forces Base located within the City of Cold Lake, Canada, as part of the ground crew. Member of the Tyndall Air Force Base Honor Guard and helped provide ceremonial funeral honors for all active duty members, veterans and retirees of the Air Force and Army Air Corps. The Honor Guard area of responsibility for funeral requests includes Alabama, Georgia, and Florida counties, all of which comprise a tri-state area of 11,000 square miles. In addition, the Honor Guard supports a wide variety of base and community functions including, but not limited to, change of commands, retirement ceremonies, and community parades.

Favorite part of being in the military/or a story about it?

Learning growing and developing based on the Core Values below:

Integrity - Is a character trait. It is the willingness to do what is right even when no one is looking. It is the moral compass, the inner voice, the voice of self-control and the basis for the trust imperative in today's military. Integrity is the ability to hold together and properly regulate all of the elements of a personality..

Courage – A person of integrity possesses moral courage and does what is right even if the personal cost is high.

Responsibility - No person of integrity is irresponsible; a person of true integrity acknowledges his/her duties and acts accordingly.

Accountability - No person of integrity tries to shift the blame to others or take credit for the work of others. "The buck stops here" says it best.

Openness - Professionals of integrity encourage a free flow of information within the organization. They seek feedback from all directions to ensure they are fulfilling key responsibilities, and they are never afraid to allow anyone at any time to examine how they do business.

Self-respect - To have integrity is also to respect oneself as a professional and a human being. A person of integrity does not behave in ways that would bring discredit upon himself/herself or the organization to which he/she belongs.

Humility - A person of integrity grasps and is sobered by the awesome task of defending the Constitution of the United States of America.

Service Before Self - Tells us that professional duties take precedence over personal desires. To serve is to do one's duty, and our duties are most commonly expressed through rules. While it may be the case that professionals are expected to exercise judgment in the performance of their duties, good professionals understand that rules have a reason for being - and the default position must be to follow those rules unless there is a clear, operational reason for refusing to do so.

Respect for Others - Service before self tells us also that a good leader places the troops ahead of his/her personal comfort. We must always act in the certain knowledge that all persons possess a fundamental worth as human beings.

Discipline and Self-control - Professionals cannot indulge themselves in self-pity, discouragement, anger, frustration or defeatism. They have a fundamental moral obligation to the persons they lead to strike a tone of confidence and forward-looking optimism.

Excellence In All We Do - Directs us to develop a sustained passion for continuous improvement and innovation that will propel the Air Force into a long-term, upward spiral of accomplishment and performance.

Service Excellence - We must focus on providing services and generating products that fully respond to customer wants and anticipate customer needs, and we must do so within the boundaries established by the tax-paying public.

Community Excellence - Is achieved when the members of an organization can work together to successfully reach a common goal in an atmosphere that is free from fear and that preserves individual self-worth.

Material Resources Excellence - Military professionals have an obligation to ensure that all of the equipment and property they ask for is mission essential. This means that residual funds at the end of the year should not be used to purchase "nice to have" add-ons.

Human Resources Excellence – Recruiting, training, promoting and retaining those who can do the best job for us.
Operations Excellence - There are two kinds of operations excellence: internal and external. Internal operations excellence pertains to the way we do business internal to the Air Force from the unit level to Air Force Headquarters. It involves respect on the unit level and a total commitment to maximizing the Air Force team effort. External operations excellence pertains to the way in which we treat the world around us as we conduct our operations. In peacetime, for example, we must be sensitive to the rules governing environmental pollution, and in wartime we are required to obey the laws of war.

Did anyone mentor you? Did they give you any great advice/ how did they help you?

There was not one person, but rather the overall Military experience provided mentoring by helping show me how to develop relationships, serve as an example for others and being a leader. The Air Force nature my career path and provided guidance and support.

Why do you think veterans make good employees, and why should companies hire them?

Veterans make good employees because they are accustomed to policies and procedures and they adjust to dynamic work situations. They lead by example, promote teamwork, and are more loyal, and committed to the organizations than civilians. And they never forget what they have learned and where they came from.

For you, what were the most valuable skills and/or lessons you learned during your service?

"Service Before Self" - which is an attitude, ability and skill used to serve and peaks when we step up, and put the needs of the team ahead of our personal needs!

What was your biggest challenge in looking for a civilian job?

How did you overcome it? Did anyone help you through it?

I was very lucky when I choose to leave the Military because I had an aspiration of working for UPS Airlines and when I was interviewed, I was offered and accepted a job immediately. I am now going on 18 years with UPS and there is not place I would rather work.

UPS has always supported the hiring of Veterans because the training and development in the Military aligns closely with UPS policies and procedures. In fact, during World War II, CEO, George Smith communicated the following message "Under a World War II concept called operations research, military planners took mathematics and many other scientific disciplines and applied them in a team effort to the solution of complex problems.

"George suggested that we look into operations research to see if it had any application at United Parcel Service," said an employee of that time. "We were the first transportation company to go into it." Today the company uses what has become known as decision making to situate hubs and centers, and to develop efficient stop patterns and feeder networks. "For example," said a UPSer, "if we did not have operational research capability it would have taken 20 to 30 times the labor to set up an operational plan for the nine-state area. "If we did

not have operational research," he continued, "our rate of growth might have been affected. As we grow in size, our problems increase geometrically. Without operational research we would be analyzing our problems intuitively only, and we would miss many opportunities to get maximum efficiency out of our operation." Researching the facts always was the foundation upon which George believed good decisions should be built. He stressed the importance of understanding this in a 1954 talk to the Management Conference: "The ability to make decisions is the power to manage. Expanding on it we can say: the ability to make good decisions is the power to manage well. Now what is involved in making good decisions? There is the engineering approach. That is, get the facts, analyze them, think about them, think of the results, where will they take you, and think of steps eight, nine and ten. Then what do we mean by the power to manage. The statement only says it is the power to manage. In addition, you will have to have the ability to use that power, which will involve sincerity of purpose, ability to work with and through other people, and courage to assume responsibilities. Good managers make good decisions and assume full responsibility for the decisions they make, whether they are good or poor, popular or unpopular. They are recognized for their willingness to make a decision and stand back of it, and also for their willingness to admit error. They are the ones who get things accomplished."

Tell us how you got your current job. What is your job title and what are your responsibilities?

UPS Aircraft Maintenance & Engineering Manager

Responsible for maintaining UPS aircraft in a safe and reliable status. Manages scheduled and unscheduled work on the various types of aircraft and the repairs of discrepancies found on aircraft within the Louisville Airport (SDF) operation to ensure work is completed in a timely manner. This position collaborates with cross-functional groups regarding work plans, tools, parts, and operational changes to complete maintenance work and ensure on time departures. Participates in projects for improving operational efficiency, and ensures supervisors and technicians complete required training for skills enhancement and compliance with Federal Aviation Administration (FAA) and UPS requirements.

Do you have any advice to veterans who are either transitioning, or seeking new careers? It can be anything: resume, how to network, how to work a career fair – whatever your experience has been and what you think is helpful.

- First, I would suggest the following:
- Get certifications in your current field
- Utilize college / university career centers
- Practice interview skills
- Be prepared to take technical tests in your interviews
- Develop a good resume
- Attend career fairs
- Log onto [UPSJOB.com](https://upsjobs.com) and [UPS.com](https://ups.com)

URL's

Website: <https://upsjobs.managehr.com/>

Military Careers Page: <https://ups.managehr.com/military.htm>

Exclusive interview with Dan Thomas,
HR Manager, Workforce Planning Manager, UPS



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

Dan: Applicants are selected randomly and through our referral process after they have completed an online application, met the minimum requirements, in addition to passing the Hogan assessment.

C: Can you explain the point system associated with online application process?

D: Applicants are given credit for the credentials they enter in the online application. It is important that each applicant accurately completes the application.

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

D: It is certainly not a necessity to attend a job fair, but some applicants find it appealing to have the opportunity to have a personal face-to-face encounter with a UPS Representative and to ask questions.

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

D: Learn as much about the organization as possible and be prepared, be yourself and be honest. We want to make sure UPS is the right place for you and you are the right person for UPS.

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

D: It is recommended, but it is entirely up to the applicant depending on their interview time. It allows for the applicant to relax, rest and to be prepared for the interview.

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

D: The applicant will check in at the front desk in the UPS Flight Training Center. They will meet with the HR Administrative Staff who will provide an overview of their interview day and complete all necessary documents for the interview process. There may be several impromptu meet and greet opportunities with other UPSers and the Interview Team during a candidate's visit. The rest of the day consists of the actual interview, simulator study time and the actual simulator evaluation.

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

D: Questions related to their aviation history and education. Some questions are behavioral style while others are situational in nature.

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

D: Not being prepared and/or not completely answering the questions they are asked which can be misleading to the interviewer.

C: Is there a written test?

D: There is no written test during the interview process; however, a candidate must pass the Hogan Assessment prior to being eligible for an interview

C: Do you have a simulator ride?

D: Yes

C: What type of aircraft?

D: MD-11, 757 and A300

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

D: Basic pilot skills

C: What are the biggest mistakes applicants make?

D: Weak instrument scan

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

D: Typically we do not, however, depending on the actual class schedule, we may make contingent offers on the same day as the interview.

C: How long do applicants have to wait to know if they are hired?

D: Varies depending on the class schedule.

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

D: Usually an applicant will receive a potential class date with their contingent offer. Typically, the class date is within 2-6 weeks.

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

D: We have hired 92 pilots in the past 12 months. We are actively interviewing, but the number of new hires projected for the next 12 months is under review. @

Mainline Airlines

The following pages contain over 30 different contractual comparisons for 10 separate mainline airlines. Almost all the data was collect from each individual airlines contract. Our goal is to provide you with the most current and up to date data so that as a pilot you can choose the right airline for you. Every pilot looks for something different out of the airline they work for. Whether it's living in base, maximizing your pay, or chasing that quick upgrade, we will have the most current and up to date information. To do this, we are working with the airlines to make sure this data is up to date and correct. Good luck and fly safe!



Highlighted blocks indicate best in class.

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

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Base
Legacy Airlines												
American Airlines		No	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**		12,830	9,987		APA	iPad	
Alaska Airlines			6.D.1.d	7.A.5			1,472	816		ALPA		
Delta Air Lines	See Additional Compensation Details	No	\$3,888.29 / Month	Single Occupancy, Paid for by company	\$2.20 Dom., \$2.70 Int.	7 Years	12,484	8,292	961	ALPA	Surface	ATL, CV LAX, M SEA
			3.D.4.	5.E.1	5.B		Feb/2015	Feb/2015	Feb/2015			

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 cancelled, 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

IOE: Initial Operating Experience, refers the 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.

UTU: United Transportation Union

YOS: Years of Service with the company.

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
American Airlines (American)	Legacy Airlines												
	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	No	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**		12,830	9,987		APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16 ***Includes AA & USAir
			6.D.1.d	7.A.5				***					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	No	85 Hours plus per diem	Single Occupancy, Paid for by company	\$2.15		1,472	816		ALPA		SEA, ANC, LAX, PDX	
			11.D.5.b	5.A.1	5.A.1								Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	No	\$3,888.29 / Month	Single Occupancy, Paid for by company	\$2.20 Dom., \$2.70 Int.	7 Years	12,484	8,292	961	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B		Feb/2015	Feb/2015	Feb/2015				Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	No	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.00* \$2.50 Int.		600			ALPA		HNL, SEA, SFO, LAX	*Interisland
			9.G.1										Contract 2010, as amended
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	No	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*		12,505	7,765		ALPA	iPad	IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A								Contract 2012 as amended
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
Allegiant Air	Major Airlines												
										IBT			
Frontier Airlines (Frontier)			MMG	No	\$1.90	Jan/2006	836		155	FAPA		DEN, ORD, MDW	
						Feb/2015	Feb/2015	Feb/2015	Feb/2015				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	\$5,000*	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	June/2012	3000	840	400	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*After completing first year, *Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Feb/2015	Feb/2015	Feb/2015	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	None	89, 87 or 85 MMG*	Single Occupancy, Paid for by company	\$2.15 Dom. \$2.65 Int.	May/2006	7951	3,702	350	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX	*MMG based upon number of days in the month, **Number of retirements from Feb/2015
			4.K.6	4.T.1	4.T.3	Feb/2015	Feb/2015	Feb/2015**	Feb/2015				Contract 2014, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	None	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.20	2.5 Years				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								Contract 2010, as amended
Sun Country Airlines													
Virgin America (Redwood)										None			
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
FedEx Express (FedEx)	Cargo Airlines												
	B777, B767, B757, MD11, DC10, A300	None	\$2,000 / mo until activation date*	Single Occupancy, Paid for by company	\$1.95 Dom. \$2.75 Int.		4288	4,288		ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2								Contract 2006 as amended
Kalitta Air													
United Parcel Service (UPS)	B757, B767, A300, B747, MD-11	None	MMG	Single Occupancy, Paid for by company	\$2.00 Dom \$2.50 Int \$3.00*		1580	1,580		IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2								Contract 2006 as amended
Total Pilots							57,546	37,270	1,866				
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Pilots hired 2014	Union	EFBs	Bases	Notes

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Legacy Airlines													
American Airlines (American)	10	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		Yes	50%	Initial paid for by company	None	
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.I.1	24.O.2		Contract 2015, as amended
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 reimbursement 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
Delta Air Lines (Delta)	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 amended
	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
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 discretion 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		Contract 2012 as amended
Major Airlines													
Allegiant Air													
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 negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	407	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depeding 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 2014, as amended
Spirit Airlines (Spirit Wings)	13/12	Yes	14:00 11:30*	222	4 or 4.5**			01:04.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule thereafter	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 amended
Sun Country Airlines													
Virgin America (Red Wood)													
Cargo Airlines													
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	Yes		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$150 / year		*Days off based on TAFB, 4 wk or 5 wk bid period.
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as amended
Kalitta Air													
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 2006 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

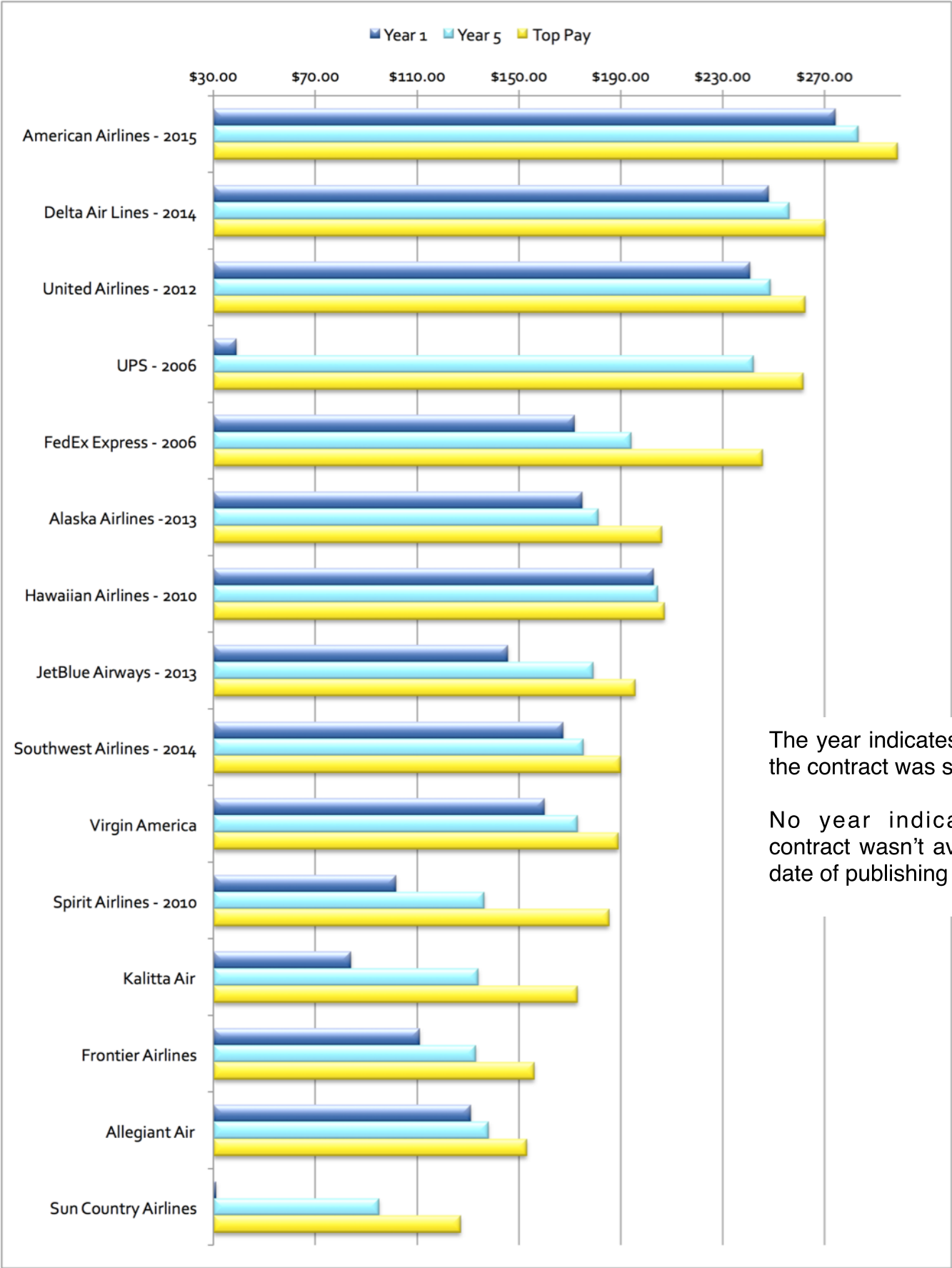
21

Disclaimer: Gray blocks contain contract sections or data 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 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.

A woman with short brown hair and bangs is smiling at the camera. She is wearing a black pilot's cap with a gold winged UPS logo on the front. Underneath, she has a white collared shirt and a brown patterned tie. Over her shirt, she wears a bright yellow high-visibility safety vest with reflective silver stripes. A small circular UPS logo is visible on the lower right side of the vest. She is also wearing a black jacket with gold stripes on the sleeves. The background is a blurred outdoor setting with a metal grate on the left.

Captain Hourly Pay Comparison

First year, Fifth year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.

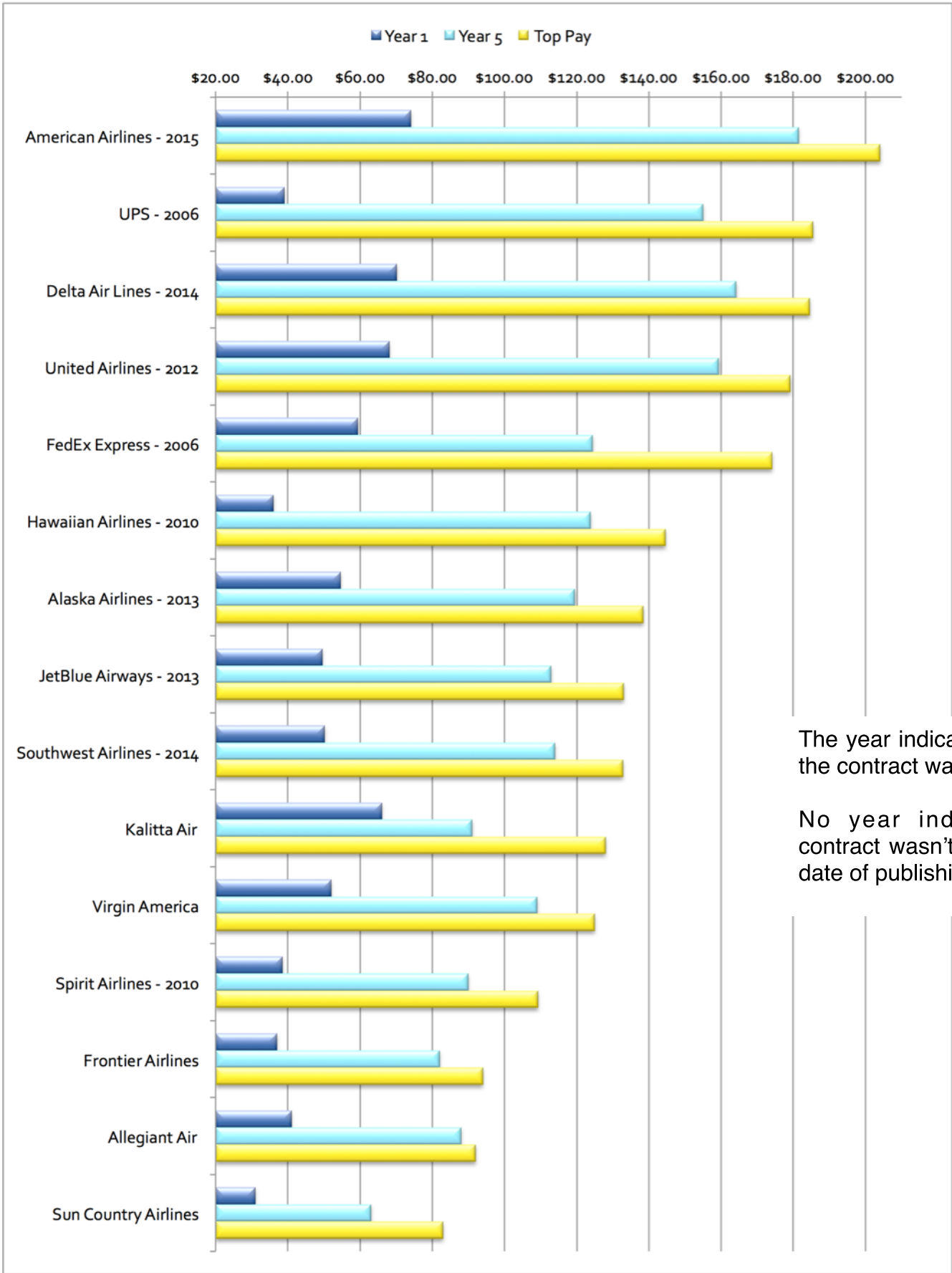


The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing

First Officer Hourly Pay Comparison

First year, Fifth year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.



The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing



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- Employee Referral Bonus—Earn a \$1,500 referral bonus for each pilot candidate you recommend that is hired and completes training

About GoJet Airlines:

GoJet Airlines is a premier regional carrier operating as United Express and Delta Connection. GoJet proudly flies the Bombardier CRJ700, one of the youngest and most technologically advanced regional jets in the industry. It has a total fleet size of 47 CRJ700s, with 25 in service for United and 22 in service for Delta. In 2015, GoJet will add 7 CRJ900 aircraft to its Delta fleet. GoJet is headquartered in St. Louis, Missouri and serves over 50 cities with approximately 220 daily departures.

The aforementioned programs are offered at the sole discretion of GoJet Airlines and may be modified for future employees or discontinued at any time.

DUI Reporting Requirements

Written By: Brenda L. Smith, Christopher Marks & Lesha Sloan

The Federal Aviation Administration (FAA) realizes even the most experienced pilot can get confused by the two different reporting requirements for alcohol and drug related motor vehicle actions. So, based on our experience we began a variety of outreach initiatives to help debunk the myths by providing a greater understanding of both reporting requirements.

As an airman you have two separate reporting requirements involving alcohol related motor vehicle actions; one report per **14 CFR 61.15(e)** and one to your Aviation Medical Examiner (AME), via your Application for Airman Medical, FAA Form 8500-8. To help eliminate confusion I have highlighted the reporting requirement of both below:

What is reportable under **14 CFR 61.15(e)**?

Alcohol related motor vehicle actions such as suspensions, revocations (hereafter referred to as administrative actions) and convictions for offense such as driving while under the influence, driving while impaired, operating under the influence, etc. Please note that administrative actions (e.g., suspensions /revocations) AND convictions are separate reportable offenses under this regulation

even though they may be related to the same incident.

Furthermore, each report must be received in our office within 60-days.

What is reportable on your application for Airman Medical, FAA Form 8500-8, *specifically* question 18v?

(1) Any arrest and/or conviction involving driving while intoxicated/ under the influence/while impaired, etc; (2) any conviction or administrative action which resulted in the denial, suspension, cancellation or revocation of your driving privilege (Note: this is **not** limited to alcohol related events); (3) and any attendance at an educational or rehabilitation program. Please remember to openly discuss details related to these events along with any other information asked on the application with your AME.

To address other questions you may have please refer to our website at www.faa.gov/go/duidwi or call our office at (405) 954-4848 to speak with an investigator. Remember, as an aviation professional you are our greatest asset in being able to educate your peers and your surrounding aviation community regarding these important requirements. @

DATA ENTRY COMPANY FOR PILOT LOGBOOKS

Behind On Your Logbook?

Anticipating An Interview?

Need a quick transition to an electronic logbook?

We Transfer your Logbook data into an Excel file

- CIVILIAN AND MILITARY LOGBOOKS
- UPLOAD PICS OF YOUR LOGBOOK, TRIP SHEETS AND/OR POCKET LOGBOOKS
- EXPORT DATA TO COMPATIBLE ELECTRONIC LOGBOOK PROGRAMS
- 200 OR 20,000 HOURS NO PROBLEM

THREE LEVELS OF SERVICE

ONE BUSINESS DAY

TWO BUSINESS DAYS

5-7 BUSINESS DAYS

Logbookwiz.com
contact@logbookwiz.com





Federal Aviation
Administration

Does taking unsafe risks in a vehicle correlate to taking unsafe risks in an aircraft?



To Avoid Action Against Your FAA Certificates:

- (1) Report all alcohol related driver's license suspensions/revocations within 60 days*
- (2) Report all alcohol related convictions, within 60 days, even if related to a previously reported driver's license action*
- (3) Have candid discussions with your AME and detail these events on your next application for airman medical

**Suspensions/revocations and convictions are separate reportable offenses even if they are related to the same incident*



Visit www.faa.gov/go/duidwi to find out more.

FAA Security & Investigations Division (405) 954-4848

Regional Airlines

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



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

Highlighted blocks indicate best in class.

Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs
SkyWest Airlines (Skywest) CRJ-200, CRJ-700, CRJ-900, EMB-175, EMB 120	No	60 Hours	Paid for by company; dual occupancy	\$1.80/hr	Jul/07	3,360			United, AA, USAir, Alaska, Delta	None	Yes
-	-	3008.19.A	3015.6.A.1	3009.1.A	Oct/14				-	-	-
Republic Airways (Republic or Shuttle) EMB-145, EMB 140, Q-400, EMB-170, EMB 175, EMB-190	\$7,500	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.65/hr	Jan/08	2,470	500	380	United, AA, USAir, Delta	IBT	No
-	Online			4.B.1	Oct/14	Feb/15	Feb/15	Feb/15	-	-	-
Envoy formerly American Eagle (Envoy) CRJ-700*, EMB-145, EMB 175	\$5,000, \$10,000**	64 hr MMG + 16 hrs per diem per day***	Paid for by company; dual occupancy	\$1.85/hr + \$0.05 increase each year	Oct/07	2,350			AA	ALPA	No
-	Online		4.B	5.B.1	Oct/14	Feb/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 cancelled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancelations. 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 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	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	\$7,500 w/ ERJ type*, \$1,000 Referral	#300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.80/hr	Jan/07	2,515	526	201	United, AA*	ALPA	Coming soon	EWR, IAH, ORD, MCI***, CLE, DEN***, DFW**	Pilot data from company published attrition data, *Additional bonus for NH typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year **AA flying out of DFW starting 3/2015, ***DEN & MCI closing
	Online	Feb/15	Feb/15	4.C.2	Feb/15	Apr/15	Apr/15	Apr/15						Contract 2004 as amended, Currently in negotiations,
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	\$7,500 w/ CRJ type*, \$1,000 Referral	\$300 / week	Paid for by company; single occupancy	\$1.65/hr	Dec/06	1,624	271	105	Delta, AA	ALPA	Coming soon	ATL, DFW, DTW	Pilot data from company published attrition data, *Additional bonus for NH typed in CRJ or ERJ, \$3,500 at end of training, remain after first year
	Online	3.C.1		5.A.1	Dec/14	Feb/15	Feb/15	Feb/15						Contract 2007 as amended, Currently in negotiations;
Total							4,139							
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175 EMB-120	\$7,500 w/ RJ type rating	65 Hours	Paid for by company; dual occupancy	\$1.80/hr	Jul/07	3,360			United, AA, USAir, Alaska, Delta	None	Yes	COS, DEN, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SBP, SEA, SFO, SLC, TUS	*Updated via section 3027.6.A
			3008.19.A	3015.6.A.1	3009.1.A	Oct/14								Contract 2013 as amended
Republic Airways (Republic or Shuttle)	EMB-145 DH-8-Q400 EMB-170 EMB-175 EMB-190	\$7,500	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.65/hr	Jan/08	2,264	368	291	United, AA, USAir, Delta	IBT	No	ORD, PHL, PIT, SDF, DEN, GSO, DCA, IND, LGA, MCI, CMH, JFK, MIA, EWR	\$20,000 signing contract, prorated for the first 2 years, *\$5,000 bonus required to be paid back if you leave the within the first year.
	Online			4.B.1	Oct/14	May/15	May/15	May/15						Contract 2003 as amended, Currently in negotiations
Envoy formally American Eagle (Envoy)	CRJ-700*, EMB-145, EMB-175*	\$5,000 \$10,000**	64 hr MMG + 16 hrs per diem per day***	Paid for by company; dual occupancy until oral	\$1.85/hr + \$0.05 increase every 3 yrs	Oct/07	2,330			AA	ALPA	Yes****	DFW, ORD, JFK/LGA****	*CRJ-700 gone by Dec/16, EMB-175 deliveries start Nov/15; **Bonus with 2 year contract, \$10,000 with pipeline program; ***Until IOE complete; ****Pilot provides iPad and gear; *****JFK/LGA closed by end of 2015
	Online	4.A	4.B	5.B.1	Oct/14	Apr/15								Contract 2003 as amended, Currently in negotiations
500 - 2,000 Pilots														
Endeavor Air (Flagship)	CRJ-200 CRJ900	\$20,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.70/hr	Jun/07	1,648	425	28	Delta	ALPA		JFK, DTW, MSP, LGA	Pay based on DOS+2 years, 1% increases every year, *\$20,000 per year for four years.
	Online	3.D.1, 5.D.4		5.D.1	Oct/14	Oct/14	Oct/14	Oct/14						Contract 2013 as amended
PSA Airways (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	No - \$1000 Referral*	MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	Feb/14	960	210	620	US Airways	ALPA		CLT, DAY, TYS	*\$1000 referral bonus for employees if they refer a successful applicant
				5.A.1	Nov/14	Feb/15	Feb/15	Feb/15						Contract 2013 as amended
Mesa Airlines (Mesa)	CRJ-200 CRJ-700 CRJ-900 EMB-175	None	76 Hours during training	Paid for by company; single occupancy	\$1.43/hr	1.5 Years	855			United, AA,	ALPA	iPad*	PHX, CLT**, IAD, IAH	*Pilot must purchase iPad, **CLT closing in 2015
			5.A.2	5.B.1	5.A.2	Mar/15								Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	No Bonus, \$1000 or \$1250 ref.*	2.5 hours per day	Paid for by company; single occupancy	\$1.60/hr dom \$1.90/hr int	2.5 Years	793	122	147	US Air	ALPA		DCA, LGA, ORF, PHL	Pilot hiring and attrition from 10/2013 to 10/2014, *\$1250 referral bonus if applicant has CRJ type rating
			4.C	5.A.1	5.D.1	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	2007	620	105	120	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	
			5.I.4	6.C	5.G.1	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	None	4 Hrs / Day + Per diem	No	\$1.65/hr**	1 Year	600	300	196	Delta, AA	ALPA	iPad	MSP, LAX, DTW, SEA***	\$12,000 training contract pro-rated 12 mos. **DOS + 24 Mos. \$1.70, ***DTW closing and SEA opening June 1, 2015
			3.H, 5.B	5.B.3	5.B.1	Mar/15	Mar/15	Mar/15	Mar/15					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	\$10,000	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	12 - 18 Months	500	170	200	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015.
	May/15	5.B.3	6.C	5.O	Feb/15	Feb/15	Feb/15	Feb/15						Contract 2007 as amended
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots														
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145*	\$5,000	MMG + 1/2 per diem per day	Paid for by company; dual occupancy	\$1.70/hr	18 months	300		200	AA	ALPA		CHO, EWN, MDT, ROA, SBY	*ERJ-145 will be on property by Fall 2015
		LOA 16	5.D.4	5.A.3	5.D.1	Feb/15	Feb/15		Feb/15					Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145		\$24.90 @ 60 hrs	None	\$1.70/hr	12 Months	450		177	United, AA	ALPA		IAD, STL, ORD	
			3.C.1	5.A.1	5.C.1	Feb/15	Feb/15		Feb/15					Contract 2011 as amended
Cape Air (Kap)	ATR-42 C402 BN2	None	40 Hours per week	Paid for by company; Single occupancy	\$37/overnight	1500 hours	158	74	70	Hyannis Air Service DBA Cape Air	IBT	No		
			3.K.A	6.E.5.A	6.G.1	Mar/15	Mar/15	Mar/15	Mar/15					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340B B1900D*	\$12,000**	MMG & Per Diem	Paid for by company; dual occupancy	\$1.75/hr	18 months	220	96	100	Self***	IBT		MCO, FLL & IAD; TPA, GNV, CLE & ATL****	*Gone after November; **\$6,000 after IOE, remaining after 1 year; ***11 Codeshares; ****Bases closing
					5.C	Feb/15	Feb/15	Feb/15	Feb/15					Contract 2011 as amended
CommutAir (CommutAir)	DH-8-100 DH-8-200	No	MMG	Paid for by company; dual occupancy	\$1.50/hr	12 Months	200		50	United	ALPA		EWR, IAD	
			3.G	5.A.8	5.B.3	Feb/15	Feb/15		Feb/15					Contract 2008 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	No	None		\$1.50/hr	12 Months	100	36	50		UTU		DEN	15 Month, \$7,500 training contract required.
						Feb/15	Feb/15	Feb/15	Feb/15					Need contract
Peninsula Airways	Saab 340A, Saab 340B*				\$50/day	2012	120				None		ANC, BOS	*\$1,100/Mo. Base Salary
						Oct/14								Need contract
Seaborne Airlines	DH-8-300 S340				\$30/dom, \$50/int	Jan/13	90						SJU, STX	
						Oct/14								Need contract
Corvus Airways	B1900C B1900D* DH-8				\$40.00 per over night	Aug/07	86			Hageland, Frontier	None			*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this.
						Oct/14								Need contract
Island Air	DH-8-100 DH-8-Q400		MMG*	Paid for by company; Single occupancy	None, On a RON, company will reimburse w/ receipt	Jul/08	50			Self	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	Oct/14								Contract 2009 as amended
Total Pilots							20,049	2,835	2,644					

	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 (LX/JT) (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	100%	\$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)	10 or 11*	Yes**	FAA Part 117	176	4:00	None	1:2***	None	100%	100%	\$100/6 mo****	None	*30 or 31 day bid period; **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	-	Contract 2013 as amended
Republic Airways (Republic or Shuttle)	12/11	None*	14	170	4**	None	None	None	75% Air; 50% Ground	100%	\$200***	\$0	*Can not go below MMG, **Reserves only, ***After completing first year,
	23.D.1	-	23.B.1	-	-	-	-	-	3.D	3.C	20.G	-	Contract 2003 as amended, Currently in negotiations
Envoy formally American Eagle (Envoy)	11	Yes	14	616	3.9 Res 3.7 Line	None	None	None	50% 75% in 2017	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, Currently in negotiations
	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

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
500 - 2,000 Pilots													
Endeavor Air (Flagship)	11	Yes	14	501	4	None	None	None	75%	100% unless red flag is up 150%	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015
	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 Airways (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 (Mesa)	10	No	FAA Part 117	205	2, 1 or 4*	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*Applies only in the absence of Line guarantee, refer to contract section for clarify; **200% for junior manning and improper reassignments.
	12.B	3.G	12	-	12.E	-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as amended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3	None	2:1	4:1	100%	150%	\$260 / yr***	\$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***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	18.C.2	18.E	Contract 2003 as amended
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 discretion
	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 amended
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)	11/10*	No*	14	97	4**	None	None	None	50%	150%	\$25 / Month	None	*If company gets 98% completion factor, pilot gets greater of 100% of line value or actual, **Applies to reserves only per trip
	7.A.2.a	5.C	7.B.1	-	5.I.1	-	-	-	5.H	5.E	26.K.5.a	-	Contract 2007 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
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 referenced 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
Tran States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4	None	None	None	100%	150%	\$25 / month	None	*Line holders only
	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	2:1	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
CommuteAir (CommuteAir)	12/11	Yes & No*	14.5**	192	3	None	None	None	50%	100% or 3 Hrs***	Company pays 50% every 2 yrs up to \$200	None	*There are exception to cancellation pay, see referenced contract section. **Aloud 1 hour more to dead head to base. ***Additionally incentive offered on a case by case basis
		3.E	12.B.1.a	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2008 as amended
Great Lakes Airlines (Lakes Air)													
Peninsula Airways	5 on 2 off												
Seaborne Airlines	13												
Corvus Airways	10												
Island Air	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 2009 as amended

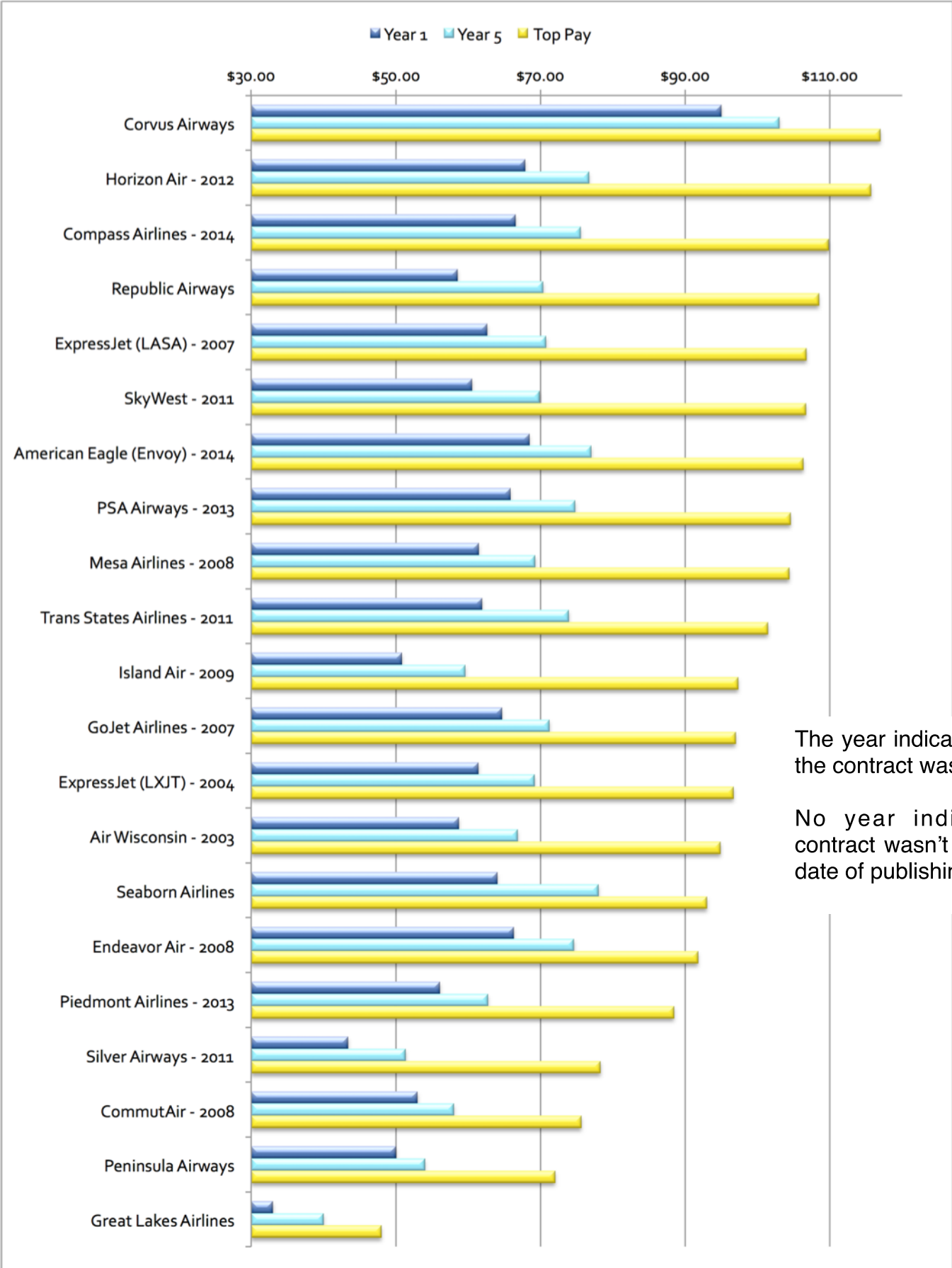
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Over 2,000 Pilots												
ExpressJet (LXJT) (Accey)	EMB-145XR, EMB-145, EMB-135	\$43.76	75	\$39,384	\$96.68	75	\$87,012	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	4-6%*	2.5%-6%*	25%	*Based on YOS; **Prorated 7/12ths of a day per month.
ExpressJet (LASA) (Accey)	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	3.B.1	HRxMMGx12	8.A.1	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
	CRJ-200	\$43.16	75	\$38,844	\$99.31	75	\$89,379	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	1.2-6%*	None	30%	*20% to 75% of 6% to 8% of employee contribution, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$46.51		\$41,859	\$106.76		\$96,084					
SkyWest Airlines (Skywest)	-	3.A	4.A	HRxMMGx12	3.A	4.A	HRxMMGx12	7.A.1	27.A.1	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
	EMB-120	\$37.15	80	\$35,664	\$76.21	80	\$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	1.2-6%*	None	38%	*Based on YOS; 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.
	CRJ-200	\$45.77	75	\$41,193	\$106.67	75	\$96,003					
	CRJ-700	\$48.52		\$43,668	\$113.07		\$101,763					
	EMB-175	\$48.70		\$43,830	\$113.20		\$101,880					
	CRJ-900	\$49.43		\$44,487	\$115.20		\$103,680					
Republic Airways (Republic or Shuttle)	-	3027.2	3008.5.A.3	HRxMMGx12	3027.1	3008.5.A.3	HRxMMGx12	3011.1**		-		Contract 2013 as amended
	EMB-140	\$36.62	75	\$32,958	\$91.94	75	\$82,746	Years / YA*** 1 = 12 days 2 = 12.99 days 3 = 14.02 days 4 = 15 days 5 = 15.99 days 6 = 17.01 days 7 = 18 days 8 = 21 days 9 = 21.99 10 = 23.01	2.5% to 6%*	None	\$15 for pilot per pay period, \$25 for pilot and spouse, \$35 for family**	*Based on YOS, **Other dependents paid for in full by pilot until after first year. ***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.
	EMB-145, Q-400				\$103.30		\$92,970					
	EMB-170				\$108.47		\$97,623					
	EMB-175				\$108.47		\$97,623					
	EMB-190				\$119.32		\$107,388					
Envoy formerly American Eagle (Envoy)	-	3.A	3.I.1	HRxMMGx12	3.A	3.I.1	HRxMMGx12	8.A.1	14.F	14.F	14.B	Contract 2003 as amended, Currently in negotiations
	EMB-145, EMB-140	\$39.78	75	\$35,802	\$89.12	75	\$80,208	1 = 7 days 2 = 14 days 7 = 21 days +14 = 28 days	3.5% to 8.0%**	None	31% to 35%****	*CRJ-700 gone by Dec/16; **New-hires are capped at 12th year pay for CA and 4 years for FO;*** Based on YOS; ****increases 1% per year until reaching 35%
	CRJ-700*				\$93.90		\$84,510					
	EMB-175											
Endeavor Air (Flagship)	-	LOA**	LOA	HRxMMGx12	LOA**	LOA	HRxMMGx12	8	28.B	28.B	28.A.3.b	Contract 2003 as amended, Currently in negotiations
	CRJ-200	\$37.73	75	\$33,957	\$82.37	75	\$74,133	<1yr=<7 dys** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	6% to 10%**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, Company will match 50% of pilot contribution, ***>1 year prorated
	CRJ-900	\$38.97		\$35,073	\$88.18		\$79,362					
PSA Airways (Bluestreak)	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.A.3.b	28.B	28.B	27.A.2	Contract 2013 as amended
	CRJ-200	\$40.96	75	\$36,864	\$96.43	75	\$86,787	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	1.5% to 3.5%*	None	27%	*50% Based on YOS
	CRJ-700	\$42.44		\$38,196	\$104.57		\$94,113					
	CRJ-900	\$42.44		\$38,196	\$105.62		\$95,058					
Mesa Airlines (Mesa)	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.A	28.C	28.C	27.B.4	Contract 2013 as amended
	CRJ-200	\$37.96	76	\$34,620	\$80.93	76	\$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	up to 2%*	None	Based on rates set by company and insurance provider	*Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent
	CRJ-700, CRJ-900, EMB-175				\$93.76	76	\$85,509					
	-	3.A	4.A.1	HRxMMGx12	3.A	4.A.1	HRxMMGx12	7.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	\$48.51	75	\$43,659	\$106.08	75	\$95,472	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	up to 5%**	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute 9% to get 5% match
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.B.2	28.B	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400	\$47.98	80.5	\$42,486	\$115.69	80.5	\$102,443	< 5 = 14 days > 5 = 28 days	6%	None	Company Discretion	*MMG based on 35 day bid period
Compass Airlines (Compass)	-	App. A.D	5.B.1	HRxMMGx12	App. A.B	5.B.1	HRxMMGx12	13.B	27.C	27.C	27.A	Contract 2012 as amended
	E-170, E-175	\$47.53	75	\$42,777	\$115.46	75	\$103,914	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	4, 6 or 8%*	None	29% Employee, 34% Family	*50% matching, based on YOS; **Contract based on months of service converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	4.A.1	HRxMMGx12	7.A.2**	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	\$37.70	74	\$33,478	\$96.97	74	\$86,109	> 1 = 7 days > 2 = 14 days > 7 = 21 days > 15 = 28 days	1%	No	\$85 single, \$314 family per month**	Reserve MMG is 70, Line holder MMG is 74, *Company match 100%, **2007 rates
	-	?	5.B.2	HRxMMGx12	?	5.B.1	HRxMMGx12	13.A.1	27.D.1	27.D	27.B.1	Contract 2007 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Under 500 Pilots												
Piedmont Airlines (Piedmont)	Q-100, Q-300	\$39.64	75	\$35,676	\$88.43	75	\$79,587	> 1 = 5 days*** < 1 = 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	up to 12%"	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
Tran States Airlines (Waterski)	-	3.B	3.C.1	HRxMMGx12	3.A	3.C.1	HRxMMGx12	7.A.4	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
	ERJ-145	\$43.68	75	\$39,312	\$101.43	75	\$91,287	< 1 = 7 days** 2 - 5 = 14 days 6 - 13 = 21 days +14 = 28 days	up to 6%*	None	38% Employee, 50% Family	*50% matching based on YOS, **First year is prorated.
Cape Air (Kap)	-	3	3.C.1	HRxMMGx12	3	3.C.1	HRxMMGx12	7.A.1	28.D	-	27.C.2	Contract 2011 as amended
	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	40	\$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
Silver Airways (Silverwings)	-		Per week*	HRxMMGx52		Per week*	HRxMMGx52	8.A.1	5.G.1	-	5.A & B	Need contract
	Saab 340b	\$36.79	75	\$33,111	\$78.30	75	\$70,470	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	B1900D	\$28.47	75	\$25,623	\$62.46	75	\$56,214					
CommutAir (CommutAir)	-	3.L	3.G	HRxMMGx12	3.L	3.G	HRxMMGx12	11.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
	Q-200, Q-300	\$37.00	75	\$33,300	\$75.64	75	\$68,076	< 1 = 7 days* 2-5 = 14 days +6 = 21 days	None	None	40.5%	*First year is prorated
Great Lakes Airlines (Lakes Air)	-	LOA 8.V	3.D.1.a	HRxMMGx12	LOA 8.V	3.D.1.a	HRxMMGx12	7.A.1	28.C	28	27.D	Contract 2008 as amended
	B1900D, EMB-120	\$21.00	75	\$18,900	\$48.00	75	\$43,200		up to 4%	None		
Peninsula Airways	-			HRxMMGx12			HRxMMGx12			-		Need contract
	Saab 340A, Saab 340B*											
Seaborne Airlines	-											Need contract
	DHC-6-300	\$44.00	75	\$39,600	\$93.00	75	\$83,700		Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00		\$62,100					
Corvus Airways	-			HRxMMGx12			HRxMMGx12					Need contract
	B1900C, B1900D*		60	\$14,400		60	\$0		None	None		
	DH-8			\$0			\$0					
Island Air	-			HRxMMGx12			HRxMMGx12					Need contract
	Q-100	\$38.57	80	\$37,027	\$79.83	80	\$76,637	< 1 = 15 days +3 = 19 days +5 = 23 days	up to 5%*	up to 10%*	0% for employee, full cost for family, after 3rd year then 0% for all	*See chart on page LOA 2.3.
	ATR-72	\$40.50		\$38,880	\$100.98		\$96,941					
	Q-400			\$0	\$100.98		\$82,400					
	-	3.A	4.A.2	HRxMMGx12	3.A	4.A.2	HRxMMGx12	5.A	LOA 2	LOA 2	14.A	Contract 2009 as amended

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 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.

Captain Hourly Pay Comparison

First year, Fifth year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.

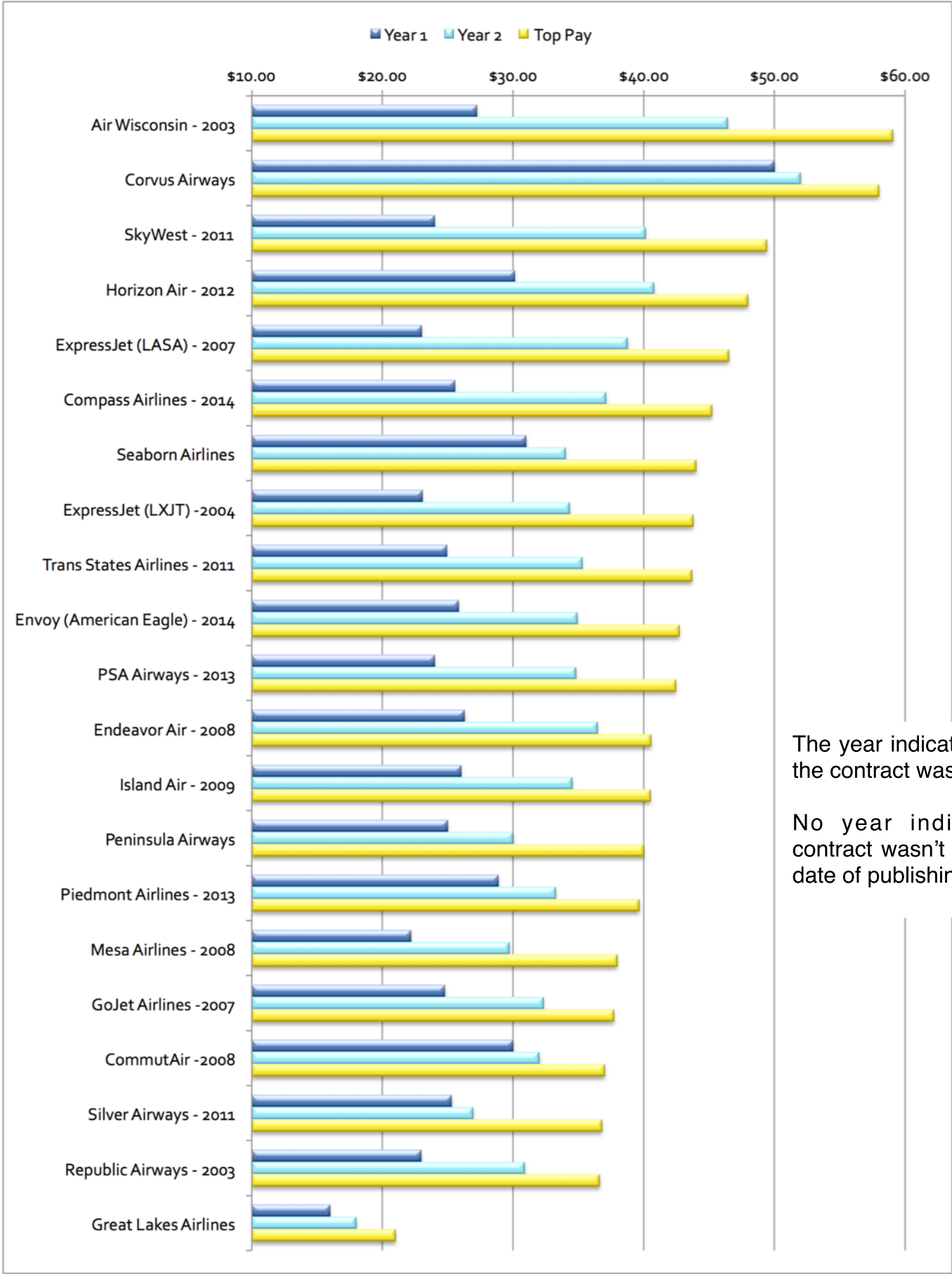


The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing

First Officer Hourly Pay Comparison

First year, Second year and top out pay comparison based on highest paid aircraft, in order of highest paid at top.



The year indicates the year the contract was signed.

No year indicates the contract wasn't available at date of publishing



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Dallas / Fort Worth Pilot Job Fair

Date: Friday, July 17, 2015

Tickets available: June 1, 2015 @ Noon

Hotel: DFW Sheraton Airport Hotel

Denver Pilot Job Fair

Date: Friday, September 25, 2015

Tickets available: August 17, 2015 @ Noon

Hotel: DEN Airport Crown Plaza Hotel



August 12-14, 2015

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We will also be holding a raffle drawing each day at the conference for a FREE Face-to-Face interview prep (\$399 value). Stop by our booth to fill out a raffle ticket. You do not have to be present to win.

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