

April 2016



# AERO CREW NEWS

Your Source for Pilot Hiring Information and More...



**Contract Talks  
Trip Credit**

## Exclusive Hiring Briefings



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**Aviator Bulletins  
Hiring Updates  
Aircraft Orders  
and more!**

**Fitness Corner  
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April 2016

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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](mailto:Craig.Pieper@AeroCrewSolutions.com)

## Airlines in the Grid

### Updated

#### Legacy

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

Atlas Air  
FedEx Express  
Kalitta Air  
UPS

#### Regional

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

#### Major

Allegiant Air  
Frontier Airlines   
JetBlue Airways  
Southwest Airlines  
Spirit Airlines  
Sun Country Airlines

#### International

Qatar Airways

#### Cargo

ABX Air  
Ameriflight

### Coming Soon...

#### Major

Eastern Air Lines  
Miami Air

#### Cargo

Air Inuit  
Air Transport, Int.  
Evergreen  
World Airways

#### Regional

Peninsula Airways  
Seaborne Airlines

#### International

Emirates  
IBEX Airlines

#### Canadian

Air Canada  
Air Transat  
Bearskin  
Calm Air  
Can Jet  
Canadian North  
First Air  
Jazz Aviation  
Kelowna Flightcraft  
Morningstar Air Express  
Sunwing  
Wasaya  
WestJet



# Letter From the Editor



Dear Subscribers,

I have heard from many pilots how they feel the current path to their 'dream' job seems unfair and at times leaves you scratching your head saying "how did that person get hired and not me?" I am sure you have heard the saying, 'life is not fair!' This saying still holds true. Life is about timing and most importantly your actions. What are you doing to make yourself stand out? What lengths are you willing to go to, to achieve your 'dream' career goals? Take a few moments to really think about these questions.

I have heard from many people that they refuse to spend the money to go to job fairs and they feel that it is a scam, but these are the same people that are not getting the job offers they so desire. This reminds me of a saying from a mentor I once had, "no one is going to knock on your door and offer you a job. You need get off your couch and get yourself out there!" And this is the reason why some are left scratching their head saying, "how did so and so get hired?" because that person took the risk to stand out.

My daughter, Briana, made a sign on her bedroom door. It reads, "You may Fail when You Try but You will fail Yourself if You don't try." I encourage all of you to take the advice of a nine year old girl and get out there and *Try!* It doesn't have to be a job fair, but find your way to get noticed.

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 your letters to [Craig.Pieper@AeroCrewSolutions.com](mailto: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.



Here's what you missed last month. Aero Crew News features Delta Air Lines and Endeavor Air in our one year anniversary issue! Plus Aviator Bulletins from ExpressJet Airlines, PSA, Kalitta Air and Ameriflight. To view this and previous issue visit our archive at [AeroCrewNews.com/Archive](http://AeroCrewNews.com/Archive).



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## Allegiant Hiring Update

Allegiant's next class begins on April 18, 2016 and will include 14+ new hire First Officers. Allegiant is the nation's most profitable airline and continues to hold new hire pilot classes monthly. The unique business model contains mostly out and back day trips providing pilots with a true quality of life as they return to their domicile every day.

Additionally, Allegiant encourages the opportunity for career growth and expansion. Depending on your domicile, and in accordance with company seniority, upgrade times

can average 2-3 years. Current fleet consists of 5 Boeing 757's, 50 MD-80's and 27 Airbus 319 and 320's with an additional 25 confirmed to take the line over the next year. Currently new hires are going into both the MD-80 and the Airbus.

The next two classes are slated to begin May 16 and June 13. Apply online at [www.allegiantair.com](http://www.allegiantair.com) to begin the interview process.



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## Horizon Air Hiring Update

Horizon Air is having classes every three weeks. We are looking for 147 new hire pilots in 2016.

Alaska Air Group BOD approved the purchase of 30 firm and 30 options on jets for Horizon Air. Manufacturing

announcement should be soon on specific type. Aircraft to be online in the first quarter 2017.

Just reached agreement with Alaska Airlines on guaranteed interviews for all Horizon Air pilots!



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## Kalitta Air Hiring Update

Kalitta Air will be interviewing and hiring 24 a month for the foreseeable future.

Please apply at [www.kalittaair.com/pilot-recruitment/](http://www.kalittaair.com/pilot-recruitment/)

# Aviator Bulletins

The latest aviation industry hiring news and more.



## E175s, iPads and Profit Sharing - Oh My!

Envoy has seen some incredible improvements recently for their pilot group. New hires are now able to bid for the E-175 aircraft based in DFW on their first day of training. In addition to the new fleet of aircraft, Envoy will be receiving 5 more E-145/E140 this summer. All 35 CRJ-700s will also remain in the fleet until at least next year, another welcomed piece of good news for our pilots. With the new E-175 deliveries, Envoy will operate a total of 150 aircraft by June of this year, up from 137 aircraft in January.

The company is currently sending all pilots a new iPad Air 2 Electronic Flight Bag (EFB) as part of the new company-

sponsored EFB program. New hires are also now given the EFB on the first day of training in addition to up to \$15,000 as a sign on bonus.

Effective this year, employees will receive a payout based on the newly established profit sharing program. American Airlines Group (AAG) will set aside five percent of every pre-tax dollar earned into a profit sharing pool to be shared among all participants (including pilots). With record-breaking profits being made by AAG, the profit sharing program is designed to reward the employees who contribute to AAG's success.



## PSA to Participate in American Airlines Group Profit Sharing Program

American Airlines Group (AAG) is establishing a new profit sharing program that extends to the company's wholly owned regional carriers, including PSA Airlines. AAG will put 5 percent of every pre-tax dollar earned each year into

a profit sharing pool to be shared by all employees. As this program demonstrates, PSA being part of American Airlines provides opportunities and stability that few other regionals in this dynamic marketplace can match.

# Trip Credit



Written by: Scott Stahl

When a pilot flies a trip, they are issued a credit toward their “minimum monthly guarantee” based on how many hours were flown on that trip. When the credits for the monthly trip totals exceed the number of hours paid for the guarantee, the pilot receives pay for the amount of trip credit flown.

Trip credit is usually based on the number of hours of actual flight time blocked for the trip. So if the pilot flies a 4-day trip with 20 hours of scheduled block time, then the planned compensation for that trip would be the 20-hour value. At the end of the month, all of the pilot’s trip credit values are added together and they are paid the minimum monthly guarantee or the trip credit value, whichever is higher.

When discussing trip credit there are a couple of different factors to consider.

EXAMPLE: Since the actual time flown seldom matches the planned time exactly, pilots must also consider actual block time, sometimes called credit time. If the planned block time was 20 hours for the trip (or 2.0 for the specific leg) but the actual flight time was slightly lower due to operational factors (19.5 hours for the trip, or 1.9 for the specific leg) then the actual pay could depend on the specific airline’s contract.

If Airline A pays the trip at planned block or better, then the trip in the example above will be paid at 20 hours, since the planned block value is greater than the actual trip value.

If Airline B’s contract allows the airline to pay the actual block time of the trip, then the trip would be paid at 19.5 hours since that is the value of time actually flown.

There can be a significant difference in pay if the trip values are over-blocked or there is significant variance in the planned time versus the actual time. Both contracts will pay the same way if the actual time is over the blocked time (25 hours actual vs 20 hours blocked), but in the instances where the time is lower, the loss over a year could be significant.

In addition to block or better vs block or actual, the other big thing to be considered is trip protection or cancellation pay.

EXAMPLE: On a 4-day trip, one entire day of flying must be canceled at an outstation due to bad weather at the hub. The total value of the day was 5 hours and the total trip value was 20 hours. The adjusted actual flight time after the cancellation of the day was 15 hours for the trip and 0 hours for the day that was canceled.

If Airline A provides trip protection, then the pilot will still get the full 20 hours of credit on the trip, despite the cancellations.

If Airline B does not provide trip protection, then the pilot will get credit for the 15 hours of actual block time on the trip.

In this case, the difference in credit is 5 hours which can have a significant impact on total pay over the course of a year. Dependent on the contract, some airlines may pay cancellations at a ratio, or may only pay for cancellations under certain conditions. Some will pay for cancellations no matter what the cause, which is why it is important to try and determine how

the specific airline pays for these changes to a pilot’s schedule.

The final thing to consider is whether or not there is a minimum value for any specific trip as far as pay goes.

EXAMPLE: Due to a slow flying month, a junior line, or any other number of factors, the total value for the trip on the pilot’s schedule is 12 hours for 4 days of flying.

Airline A has a minimum trip value guarantee of 15 hours regardless of the actual planned value of the trip and Airline B does not.

In this case, the pilot at Airline A will be paid for 15 hours even though the trip is only worth 12 because the contract has a provision for a minimum trip guarantee of 15 hours. However, the pilot at Airline B will be compensated for the 12 hours of planned credit or the actual credit based on the terms of their contract. This can also have a significant effect on pay, but the more likely scenario is that it encourages the company to produce more productive pairings to avoid having to pay extra for time that the pilot didn’t work. In both cases, if the trip exceeds the minimum value for pay protection, then the pilot will simply be paid for the actual trip. If the company is unable to produce more productive pairings due to the flying available, then the pilot still has some assurances that they will be paid a minimum amount for their trip no matter how productive their time is.

The way trips are credited to the pilot’s monthly bank and the way the airline compensates for things like cancellation pay will probably have the single biggest effect on the actual income of the pilot, which is why it is important to understand the way a company pays when choosing which fit is best. In many cases, the difference in pay between Airline A and Airline B could end up being in the tens of thousands of dollars per year for an average Captain and not far off of that for an average First Officer. @







## Your Future Begins at ExpressJet



### More Pilots Hired By The Majors





# ExpressJet Even Better Today

One year ago, ExpressJet was a great airline. Today we're even better, and here's why:



## Great Pay

On Feb. 17, ExpressJet's pilots voted in contract extensions that raised first year pay to **\$37-40/hr**, increased all pay scales by **\$1.50/hr**, bumped per diem to **\$1.85/hr** and **\$1.90/hr** in 2017, and created a guaranteed profit sharing bonus of **\$2,500** over two years for all pilots. We also offer a **\$7,500 bonus** to CRJ or ERJ type-rated pilots.



## United Career Pathway Program

In February, we also launched our partnership with United through the **Career Pathway Program**. United has committed to reserving a substantial percentage of its new hire slots for ExpressJet pilots through the Career Pathway Program, and we expect to send **300+ pilots** per year to United. Add in pilots hired at United outside of the program and you'll see ExpressJet is your best path to United. Learn more at [ExpressJet.com/pathway-programs](http://ExpressJet.com/pathway-programs).



## JetBlue University and Advanced Gateways

In September 2015, we strengthened our partnership with JetBlue Airways by expanding the **JetBlue University Gateway** and implementing the **JetBlue Advanced Gateway**. Both programs give ExpressJet pilots the opportunity to begin their career at United with less-than-competitive flight time. The University Gateway is aimed at select universities while the Advanced Gateway is open to all eligible ExpressJet pilots. Learn more at [ExpressJet.com/pathway-programs](http://ExpressJet.com/pathway-programs)



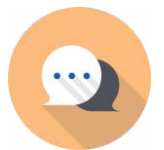
## Industry-Leading Training

We don't just hire regional pilots; we hire future major pilots. That's why we invest so much in training. We were the first airline to offer the **ATP CTP course** in-house, for free with no strings attached, to our new hire pilots way back in 2014, and we've been practicing the FAA's **Advanced Qualification Program (AQP)** training, which is used by the major airlines, since 2011. Learn more at [flysmartchoice.com/career](http://flysmartchoice.com/career).



## Training Tailored to You

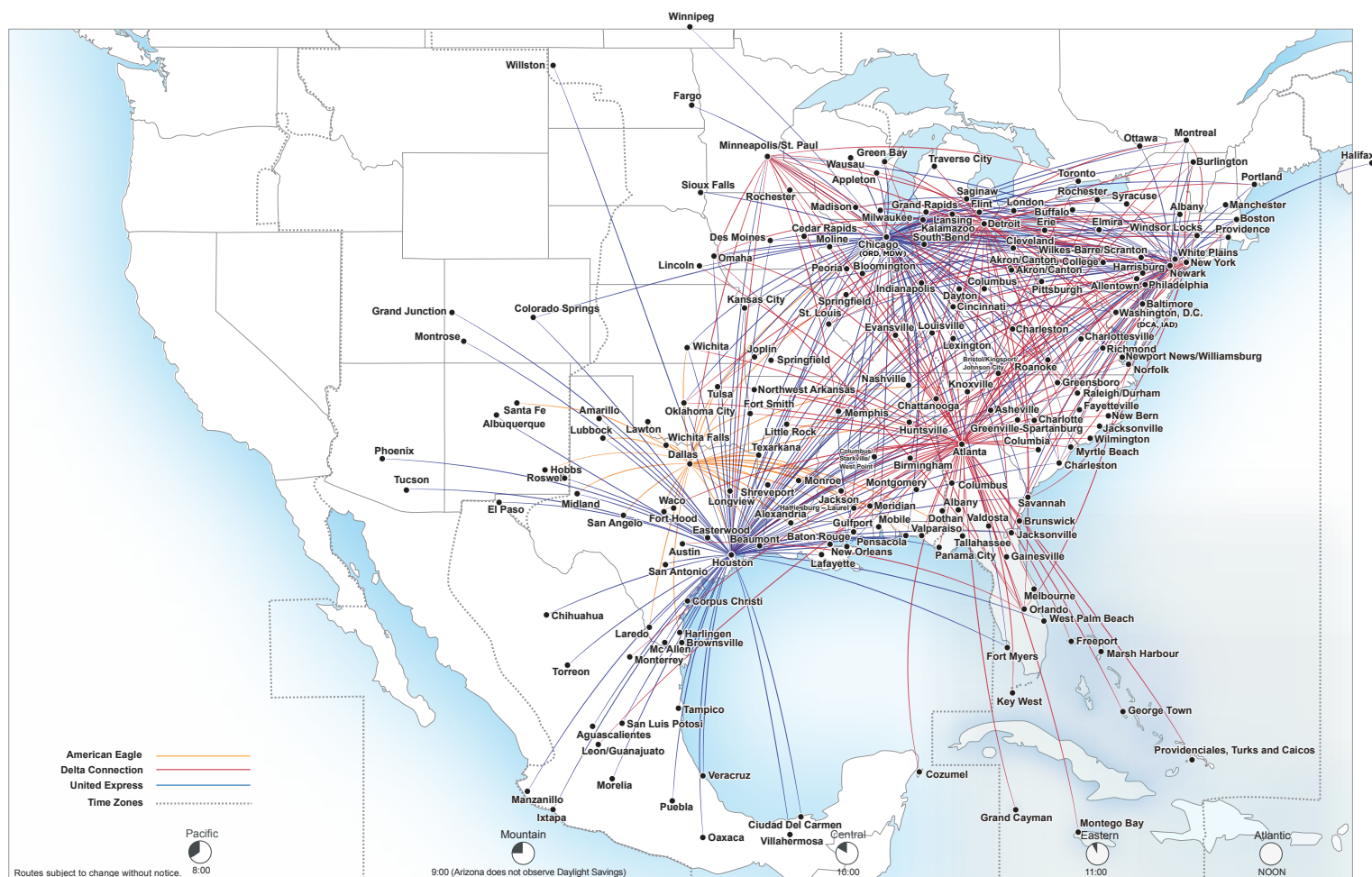
Training is a major step in your career, and a failure stays on your record forever. That's why we believe in giving you every opportunity to succeed, something regionals that contract out training can't offer. Our in-house instructors get to know you as an individual, which allows us to evaluate your specific needs and tailor our training to you. With a **90% training success rate**, we know it works. Even if you've had checkride failures or other training issues in the past, don't give up on your dream. ExpressJet can help you be proficient in every way. Learn more at [flysmartchoice.com/training](http://flysmartchoice.com/training).



## Educate, Engage, Empower

That's our recruiting mission statement and the goal of everything we do. That's why we offer the **Airline Pilot Pathway Program (AP3)** which gives you a clear path from school to ExpressJet and **Career Info Sessions** across the country where we help you review your resume and prep for an interview. It's why we partner with **Boldmethod** to develop educational content and mainline pilots to bring the **Career Development Series** to your campus. And it's why we created a community where we encourage two-way dialogue on our social media channels, especially **[facebook.com/expressjetpilotrecruiting](https://www.facebook.com/expressjetpilotrecruiting)**, and answer your questions day or night. Learn more about all ExpressJet has to offer at [expressjet.com/futurepilots](http://expressjet.com/futurepilots) and [flysmartchoice.com](http://flysmartchoice.com).

**Make the smart choice for your future and fly with the best at ExpressJet.  
Apply today at [expressjet.com/apply](http://expressjet.com/apply).**



March 2016

American Airlines

DELTA

UNITED

UNITED

ExpressJet operates more than 1,500 flights each day, serving nearly 200 airports in the U.S., Canada, Mexico and the Caribbean. With our diverse network structure, ExpressJet pilots gain experience in a variety of environments with each flight. This real-world training is one of the many reasons that the majors prefer ExpressJet pilots. Make the smart choice for your future and fly with the best at ExpressJet.



|  |  |   |
|--|--|---|
| <b>Crew Domiciles</b>                              | Atlanta, Ga. • Chicago, Ill. (ORD) • Cleveland, Ohio • Dallas, Texas • Detroit, Mich. • Houston, Texas (IAH) • Newark, N.J.  |   |
| <b>Maintenance Bases</b>                           | Atlanta, Ga. • Baton Rouge, La. • Chicago, Ill. (ORD) • Cleveland, Ohio • Columbia, S.C. • Dallas, Texas • Detroit, Mich. • Houston, Texas (IAH) • Knoxville, Tenn. • Newark, N.J. • Richmond, Va. • Shreveport, La. |   |
| <b>Team Members</b>                                | 8,500  |   |
| <b>Airports Currently Served</b>                   | 192 airports in 39 U.S. states, District of Columbia, Bahamas, Canada, Cayman Islands, Jamaica, Mexico and Turks and Caicos Islands  |   |
| <b>Average Daily Scheduled Departures</b>          | System: 1,540<br>ATL: 192 • CLE: 31 • DFW: 85 • DTW: 68 • EWR: 105 • IAH: 143 • ORD: 132   |   |
| <b>Mainline Partnerships</b>                       | American Airlines (ExpressJet operating as American Eagle)<br>Delta Air Lines (ExpressJet operating as Delta Connection)<br>United Airlines (ExpressJet operating as United Express)                                 |   |
| <b>Passengers Carried in 2015</b>                  | 26 million   |   |
| <b>Total Revenue Passenger Miles Flown in 2015</b> | 13 billion   |   |
| <b>Aircraft in Operating Fleet</b>                 | 124 Bombardier Regional Jets<br>(55) 50-passenger Bombardier CRJ200<br>(41) 65-passenger Bombardier CRJ700<br>(28) 76-passenger Bombardier CRJ900  | 184 Embraer Regional Jets<br>(179) 50-passenger Embraer ERJ145<br>(5) 37-passenger Embraer ERJ135 |



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**Instagram -** [Instagram.com/ExpressJetPilots](https://www.instagram.com/ExpressJetPilots)

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## Interview with Courtney Dennis Manager of Pilot Hiring and Recruitment, ExpressJet Airlines

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### Pre Interview:

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

**Courtney:** We use two sources for applications. AirlineApps.com has been a long-standing source, and now applicants can apply through ExpressJet.com/apply. Applicants only need to apply through one of these sources to trigger an application review.

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

**CD:** Make sure your application is complete and honest. If the applicant has anything that requires explanation or background information, find a way to include it in the application. The more information the better, especially if you have any negative marks in your history.

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

**CD:** Job fairs are a great opportunity for applicants to meet with recruiters and line pilots to learn about ExpressJet. We recommend trying to attend one for the applicant's own education, but it's not necessary to get a call.

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

**CD:** Study instrument procedures, regulations, and have enough currency to be comfortable in the interview. Testing is based off the new ATM Written question bank, though having the written complete isn't a requirement because we provide all new hires with the ATP CTP course and the written fees for free – no strings attached. We recently partnered with Boldmethod to help you prepare for the interview, offering another resource to ensure you feel ready.

### Interview:

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

**CD:** We do. We provide transportation and a hotel for the applicants the day for the interview. Our goal is to set the applicant up for success, so we make sure logistics don't distract from performance.

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

**CD:** After a good night's rest, applicants can take the hotel shuttle to our headquarters in Atlanta or our training center in Houston for their interview. We start with the

opportunity to learn about and discuss ExpressJet with a company overview. Applicants then complete a computerized Job Knowledge Test with questions based on the ATM Written. After a break, the applicant completes a panel interview – comprising of technical and human factors questions. We aren't looking for perfection, but we do look for honesty, integrity and an ability to learn. If necessary, the candidate will complete a simulator evaluation consisting of BAI and instrument procedures. The applicant is done by early afternoon, in time to catch a pre-booked flight back home.

We also offer local interviews anytime at our Chicago, Dallas, Detroit and Newark crew bases, and at pre-planned on-site events in cities across the country.

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

**CD:** Trying to hide information or be dishonest. Failures aren't a deal-breaker, but lying about the failures means you have an integrity issue. We can't look past those kinds of concerns. Additionally, some applicants come in without fully preparing their paperwork, or they come in underdressed. These are all simple expectations, so a lack of compliance doesn't reflect well on the applicant.

### Written test:

**C:** Is there a written or computer test?

**CD:** Yes – a job knowledge test based on the questions from the ATM Written.

**C:** What can you recommend applicants study for that test? At what point is this test taken?

**CD:** Use a prep book or e-learning course to familiarize yourself with the questions and answers in advance. Students in our Airline Pilot Pathway Program (AP3) are provided a study guide on our AP3 site.

### Simulator Evaluation:

**C:** Do you have a simulator ride?

**CD:** If an applicant fails to meet certain experience standards, we have them complete a simulator evaluation.

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

**CD:** Our simulator evaluations take place in our Houston training center and are all done in an EMB-145.

- C:** What types of scenarios should you expect in the simulator evaluation?
- CD:** Our simulator profile consists of basic attitude-instrument flying and instrument procedures. Candidates can expect to complete holding and an ILS.

**Post Interview:**

- C:** Do you tell applicants they are hired in person that day?
- CD:** Most applicants who are successful in the interview are provided a Conditional Job Offer, pending successful background checks, on the day of the interview.
- C:** If not, how long do applicants have to wait to know if they are hired?
- CD:** In some cases, an applicant's interview results must be reviewed before a Conditional Job Offer is granted. If this is the case, the applicant is informed within a week of the outcome.
- C:** How soon can an applicant expect a class date after being hired?
- CD:** We run two classes per equipment type per month. Typically applicants can expect an available class date 2 – 4 weeks from their interview.

**General:**

- C:** How many pilots does your airline expect to hire this year?
- CD:** Our current expectations are to hire over 500 this year, with potential to increase that number.
- C:** Can you explain the ATP-CQP class that your company offers?
- CD:** We provide ATP-CTP to any applicants who don't already have an ATP Written or an ATP-MEL rating. The applicant arrives about two weeks prior to his new hire class date to complete the training in-house at ExpressJet. We do not payroll deduct the ATP-CTP course, and pilots are being paid and gaining company seniority while they complete the course. There is no agreement or financial commitment from the pilot.

- C:** Do you have a hiring bonus? Is there any specific criterion to qualify for the bonus?
- CD:** We offer a \$7500 qualification bonus for pilots with a PIC type-rating in either an Embraer jet or a CL-65.

- C:** Does ExpressJet have a pilot referral program?
- CD:** We offer \$1,000 post-tax referral bonuses to any current ExpressJet team member who helps to bring a new pilot on board. There is no limit on the number of referrals a pilot can make per year.

- C:** Can you describe the career path program that ExpressJet has with United?

**CD:** The United Career Path Program is very exciting, and we're proud to be able to offer a path to United for our current pilots and new hires. This isn't a flow – there's no "flow back" and candidates must meet United's defined standards. Pilots who serve United Express will take the Hogan Personality Inventory after they are assigned a class date at ExpressJet. Sometime during their first year at ExpressJet, they will complete an HR-only interview with United – the ExpressJet experience serves as the technical interview. Then it's simply a matter of performing well at ExpressJet and waiting for your seniority number to be called up. United has committed to hiring a substantial portion of their new pilots through this Career Path Program.

- C:** Can you describe the gateway program that ExpressJet has with JetBlue?

**CD:** The JetBlue University/Advanced Gateway Programs allow pilots who attended an AABI-accredited university for an aviation degree to have a guaranteed interview with JetBlue after meeting certain requirements. Pilots who come through this program can expect a JetBlue interview after 36 – 48 months at ExpressJet. This program requires a minimum level of performance, as well as regular reviews. @



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If you're ready to start your career in aviation, make the smart choice for your future and choose ExpressJet. We encourage pilots to apply when they're within six months of earning their ATP requirements. Apply today at [expressjet.com/apply](https://expressjet.com/apply).

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# Spring into Action with Compound Movements



Spring is here and it is time to exchange sweaters and turtlenecks for short-sleeved button-downs and polos. While jet setting has its advantages – discovering new cities, countries, cultures, and cuisines, it has its disadvantages. Excessive

consumption of unhealthy foods and inactivity contribute to poor fitness.

Fortunately, your on-the-go lifestyle does not have to compromise your commitment to fitness. Compound movements are the busy professional's best friend. These exercises work multiple muscle groups simultaneously, maximizing fitness in minimal time.

This month's feature exercise engages the total body – targeting the legs, back, and shoulders. Secondary emphasis focuses on core strength (essential for balance). Perform four sets of 12 repetitions, alternating your anchored leg each set.

Exercise of the Month – Uni Stiff-Legged Deadlift



with Dumbbell Row

1. Stand upright with a dumbbell in each hand.
2. Extend one leg behind you (hinging at the hips) as you bend forward until parallel to the floor, keeping your back flat and abs tucked in to support your spine.
3. Maintaining your balance, lift the dumbbells to your chest (lead with the elbows and squeeze the shoulder blades at the top of the movement).
4. Lower the dumbbells and return to the start position.

Health and Fitness Challenge

- 1) Set 3-5 Outcome Goals. The end-result of a series of behaviors you consistently perform. You cannot directly control the accomplishment of the goals. Ex: I want to lose 8 pounds in 8 weeks.
- 2) Determine your Limiting Factors. These are the elements hindering your ability to attain your goals (e.g. social, environmental, mental, etc.) Ex: I constantly eat fast food while on trips.
- 3) Set 3-5 Behavioral Goals and Commit. Determine what steps you have to take to accomplish your goals. You directly control the goal by your daily action or inaction. Ex: I commit to eating clean 90% of the time I am not traveling.

Candice McField is an ACE Certified Health Coach, WNBF Pro Figure competitor, and avid global traveler. Passionate about fitness and travel, Candice serves a client base of on-the-go professionals; providing them with personalized tools to train anytime, anywhere.

Do you have questions or suggestions for an upcoming article? Would you like to share your story with me? Send your comments and inquiries directly to me at [crewfit@candicemcfield.com](mailto:crewfit@candicemcfield.com). I would love to hear from you. **Arise!** @



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# MONARCH AIR

Where You & Your Business Take Flight!



Founded in 1986 by a major airline pilot with a passion for the industry, Monarch Air was introduced as North Texas' premier flight-training facility. With the help of outstanding customers and associates, we have since grown to establish, along with our flight-training department, a well-known, high-performing charter department and maintenance facility in Addison, Texas. With an integrated team effort from all divisions, Monarch Air strives for complete reliability in dispatch and the safest operation with our professional flight crews.

Since the inception of our charter department, we have provided the best private alternative to business and personal travel in the Southwest region. It is our number one priority to make our passengers feel safe, special, and comfortable in our aircraft by providing the best customer service possible from beginning to end. Our charter fleet currently consists of King Air B200's, King Air B350's, and several light and mid-sized jets with a huge potential for growth.

For our most recent undertaking, in July of 2015, we received our authorization to operate a one-of-a-kind scheduled commuter service with our business partner, Rise. Along with our part 135 on-demand charter service, we now operate over 55 scheduled weekly flights between key cities in Texas and are rapidly growing. Rise is a unique, subscription based membership opportunity for travelers wishing to have an alternative to endless lines, middle seats, and the general hassles of commercial flight. Rise's partnership with Monarch Air is giving our members back the most valuable assets of all: their time. By giving outstanding service on and off-board our planes, we are providing an alluring private travel alternative for members on our ever expanding route map and time table.

As we grow and move into sought-after cities in Texas and beyond, we are building a team of exceptional individuals who are motivated to make Travel Better. We are seeking powerful individuals who take charge and own their roles in making the best, most comfortable traveling experience possible for

our members and on-demand charter customers. Pilots are a crucial part of that effort. We are hand selecting each of our pilots to be leaders, team players, and the best in the industry. We have an unfaltering commitment to safety and expect each of our pilots to fly as if their own family were on board.

**We are currently hiring for our bases in:**

Houston Hobby (HOU)

Dallas Addison (ADS) and Love Field (DAL)

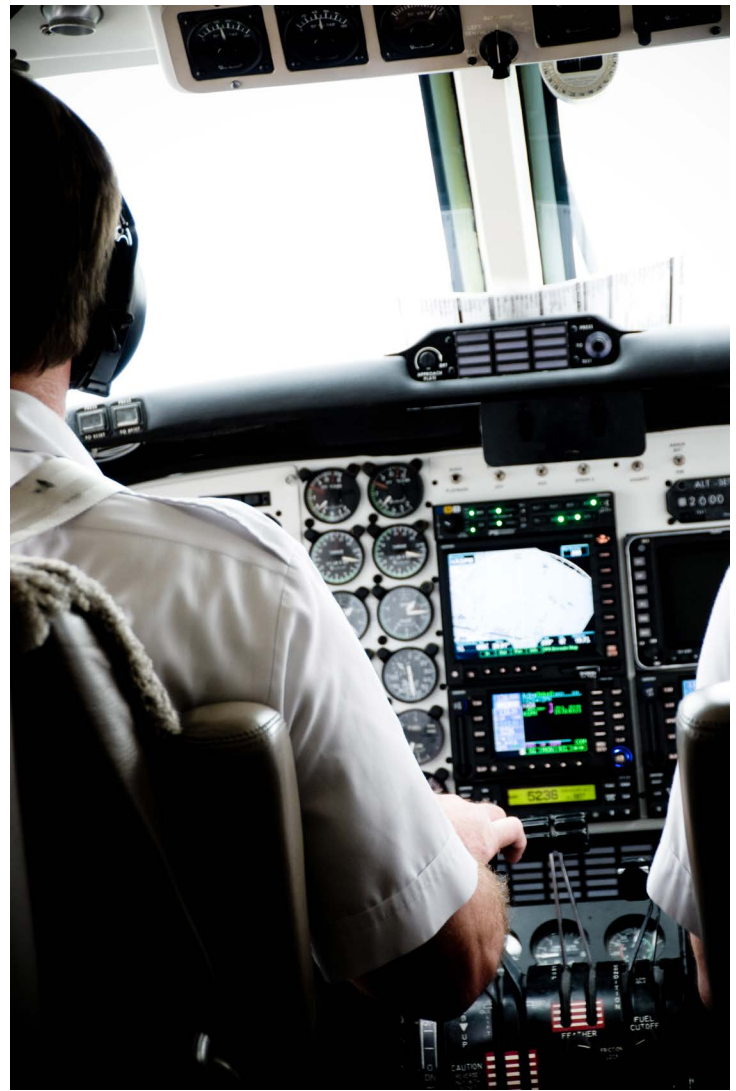
**Living in Dallas:**

As the ninth-largest city and part of the fourth-largest metropolitan area in the nation, Dallas covers approximately 343 square miles and has a population of 1,241,162. The ultra modern and sophisticated city attracts worldwide travelers, making the area the No. 1 visitor and leisure destination in Texas.

Throughout the city, you can enjoy the best shopping in the southwest, four-and five-diamond/star hotels and restaurants, the largest urban arts district in the nation, 14 entertainment districts and much more. Blend in moderate weather, year-round sports and true Southern hospitality for a true “taste” of the Dallas difference. Residents are exposed to a city of success ... where optimism meets opportunity. Its pioneering spirit is alive and well.

Dallas is also a leading business and meeting city. In 2012, 18 area businesses were named Fortune 500 companies, including Exxon Mobil, Southwest Airlines and Texas Instruments.

The DFW metroplex is a conglomeration of 35 independent and self governed communities, so it is easy to find a unique place to live that fits your lifestyle and yet still have the advantages of living in one the largest metropolitan areas in the US.



**Living in Houston:**

Houston is the fourth most populous city in the nation (trailing only New York, Los Angeles and Chicago) with 2.1 million residents, and is the largest in the southern U.S. and Texas covering 8,778 square miles. Alive with energy and rich in diversity, Houston offers a dynamic mix of imagination, talent and first-class attractions that makes it a world-class city. Home to a vibrant economy, beautiful surroundings and a population full of optimism and spirit, it's no wonder that Houston is a popular destination.

Home to mild temperatures, several professional sports teams, the nation's second largest Theater District, several world-renowned parks, over 5000 energy related business, and NASA (to name a few) there is really something for everyone.





### Captain Minimums

FAA ATP  
Current 1st class medical  
3000 hours Total Time  
1000 hour Multi Engine PIC

\*King Air BE-300 type rating and experience preferred  
\*Prior 121/135 experience preferred  
\*Clean FAA/DOT record  
1-year training contract required upon start-date of training

### First Officer Minimums

FAA Commercial Multi-Engine & Instrument rating  
Current 2nd class medical  
1000 hours Total Time  
500 hours PIC  
100 hours Multi-Engine

Benefits include: 401K Plan; medical, dental, and vision insurance; all expenses paid while on trips; paid-time off

If you feel you have what it takes to be a contribution to our team and are excited about the opportunity Monarch Air has to offer, please email our HR department at: [jill@monarchair.com](mailto:jill@monarchair.com).

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## Interview with Chris Gowdy, Vice President of Flight Operations

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### Pre Interview:

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

**Chris Gowdy:** We have a team of on-boarding specialists who review each application and resume and determine if the candidate meets our requirements. Those who do meet our requirements are first invited for an initial phone screen. If selected to continue, we will bring them to Dallas for a panel interview.

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

**CG:** Having a well thought-out, outlined, and current resume is a good start. So many people we review out there haven't put much effort into their resumes, and to me, that shows they won't put much effort into their role here either.

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

**CG:** Job fairs are a great way to get information about the industry and ask questions to companies - big and small. It is not a necessity to be considered for a position with us but it shows motivation and initiative. I love putting a face to a voice, and a job fair is the most expeditious way to do that. It gives each side a chance to see if it's a good fit; both for the company and the pilot.

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

**CG:** Be yourself. We are looking for individuals who fit in well with our company but we also want to be a good fit for you. Being prepared to answer questions open and honestly is crucial. Think about what you can contribute to the company and also your opportunities for growth.

### Interview:

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

**CG:** After communications with our hiring director, a simple phone screen and invitation for an interview, the applicant can expect to sit with 2 or 3 executives from specific departments for a panel interview. The interview consists of questions regarding past experience, knowledge based questions, and systems questions.

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

**CG:** Anything pertaining to past work experience, experience with aircraft and with other crew members, and systems-based knowledge questions. We put a great emphasis on customer service skills so we will ask in-depth scenarios that will test your critical thinking skills as well.

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

**CG:** Tell me about a time when...

- ...you disagreed with a captain or crewmember.
- ...you disagreed with a company procedure.
- ...you had a difficult customer, was the customer right?
- ...you found yourself in a predicament in an airplane, how did you work through it?

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

**CG:** Not being authentic. Like I've said: be yourself. We want it to be an open forum for everyone to get familiar with each other. We pride ourselves on being a very approachable group of people, we want to know that you're the same. So many times I've had applicants state one thing on a

resume, then their story is completely different. We want to get to know you, not who you want us to think you are. We try and be very open and honest about our operation and expect the same from you.

**Post Interview:**

- C:** Do you tell applicants they are hired in person that day?
- CG:** We try our best to respond within a 24-hour period. I like to give the same respect that we expect from our applicants. I like to give a phone call either way so that it's sincere. We always truly appreciate each and every one of the persons who take time out of their hardworking day to apply with us, so we want to say thank you. It's not always a good fit, but at the very least we owe a genuine "thank you" and communication to let the applicant know either way.
- C:** How soon can an applicant expect a class date after being hired?
- CG:** We always allow the applicant to give at least a two-week notice to their current employer, as we would expect the same if they were to separate from us. That being said, when we do hire, we are typically hiring for immediate positions so we like to get started ASAP! Often times there will be delays with our simulator class sessions, but we like to get INDOC classes rolling ASAP.

**General:**

- C:** How many pilots does your airline expect to hire this year?
- CG:** 10 - 20
- C:** Does Monarch Air have a pilot referral program?
- CG:** We are always looking to hire the best and we take heavy consideration to referrals from within. If our guys/gals are the best and they are recommending a friend or former colleague, we expect them to also be the best. Currently we do not have a compensatory referral program, just the idea that working with your friends and teammates will be rewarding. If you enjoy your workplace, you'll help the company grow and succeed together. Not to say that we are not looking at that in the future. We are always looking for ways to improve employee retention and are open to any and all options.
- C:** Can you describe the career path program that Monarch Air has to offer?
- CG:** We always anticipate to upgrade from within. If one is to be hired as an FO, our hope is that he/she will stay with us long enough to upgrade. As we add cities to our route map and jets to our charter fleet, we look to our pilot group to promote. As bases are added, there are management opportunities in the way of Chief Pilots, Base Managers, etc...we aren't there yet, but fully anticipate growth from within. @



# 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.

Airline name and ATC call sign

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

|                              | Aircraft Types   | 2 Digit Code | Pay During Training    | Hotel during new hire training        | Per Diem                 | Most Junior CA hired | Number of Pilots | Pilot Retirements 2015-2029 | U |
|------------------------------|--|--------------|------------------------|---------------------------------------|--------------------------|----------------------|------------------|-----------------------------|---|
| American Airlines (American) | B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190          | AA           | MALV 72-84 or 88*      | Single Occupancy, Paid for by company | 2.25 Dom** \$2.75 Int.** | AA - May/1999        | 14,236           | 9,987                       | / |
|                              |  |              |                        |                                       |                          | US East Aug/2014     |                  |                             |   |
| Alaska Airlines (Alaska)     | B737   | AS           | 85 Hours plus per diem | Single Occupancy, Paid for by company | \$2.15                   | April 2007           | 1,720            | 816                         | A |
|                              |  |              |                        |                                       |                          | Dec/2015             |                  |                             |   |
| Delta Air Lines (Delta)      | B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90 | DL           | \$3,888.29 / Month     | Single Occupancy, Paid for by company | \$2.20 Dom., \$2.70 Int. | February 2014        | 13,003           | 8,292                       | A |
|                              |  |              |                        |                                       |                          | Dec/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 canceled, the employee will still be credited for that leg. Some companies will not cover all reasons for cancellations. Refer to the contract for more information.

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

**FAPA:** Frontier Airline Pilots Association

**IBT:** International Brotherhood of Teamsters

**ISP:** International Savings Plan

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

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

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

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

**TFP:** Trip for Pay

**UTU:** United Transportation Union

**YOS:** Years of Service with the company.



# General Information

## THE GRID

|                                    | Aircraft Types   | 2 Digit Code | Pay During Training            | Hotel during new hire training         | Per Diem                                     | Most Junior CA hired                                  | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs                       | Bases  | Notes  |
|------------------------------------|--|--------------|--------------------------------|--|--|---|------------------|-----------------------------|-------|----------------------------|--|--|
| Legacy Airlines                    |  |              |                                |  |  |   |                  |                             |       |                            |  |  |
| American Airlines (American)       | B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190          | AA           | MALV 72-84 or 88*              | Single Occupancy, Paid for by company  | 2.25 Dom**<br>\$2.75 Int.**                  | AA - May/1999<br>US East Aug/2014<br>US West Sep/1998 | 14,236           | 9,987                       | APA   | iPad                       | BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL | *Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16<br>***Includes AA & USAir |
|                                    |  |              | 6.D.1.d                        | 7.A.5                                  |  | Oct/2015  | Jul/2015         | ***                         |       |                            |  | Contract 2015, as amended  |
| Alaska Airlines (Alaska)           | B737   | AS           | 85 Hours plus per diem         | Single Occupancy, Paid for by company  | \$2.15                                       | April 2007  | 1,720            | 816                         | ALPA  |                            | SEA, ANC, LAX, PDX   |  |
|                                    |  |              | 11.D.5.b                       | 5.A.1                                  | 5.A.1  | Dec/2015  | Dec/2015         |                             |       |                            |  | Contract 2013, as amended  |
| Delta Air Lines (Delta)            | B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90 | DL           | \$3,888.29 / Month             | Single Occupancy, Paid for by company  | \$2.20 Dom.,<br>\$2.70 Int.                  | February 2014   | 13,003           | 8,292                       | ALPA  | Surface                    | ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC                     |  |
|                                    |  |              | 3.D.4.                         | 5.E.1                                  | 5.B  | Feb/2016  | Apr/2016         | Feb/2015                    |       |                            |  | Contract 2014, as amended  |
| Hawaiian Airlines (Hawaiian)       | A330, A350 B717, B767  | HA           | 3 Hours per day, plus per diem | Single Occupancy, Paid for by company  | \$2.00*<br>\$2.50 Int.                       |   | 600              |                             | ALPA  |                            | HNL  | *Interisland   |
|                                    |  |              | 9.G.1                          |  |  |   |                  |                             |       |                            |  | Contract 2010, as amended  |
| United Airlines (United)           | A350, B747, B777, B787, B767, B757, B737, A320, A319                               | UA           | 3 Hours per day, plus per diem | Single Occupancy, Paid for by company  | \$2.35 Dom*<br>\$2.70 Int.*                  | 2006  | 12,505           | 7,765                       | ALPA  | iPad                       | IAH, EWR, CLE, DEN, <b>ORD</b> , IAD, GUM, LAX             | *\$0.05 increase on Jan 1st.   |
|                                    |  |              | 3-E                            | 4-G-1, 9-E                             | 4-A  | Oct/2015  |                  |                             |       |                            |  | Contract 2012 as amended   |
|                                    | Aircraft Types   | 2 Digit Code | Pay During Training            | Hotel during new hire training         | Per Diem                                     | Most Junior CA hired                                  | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs                       | Bases  | Notes  |
| Major Airlines                     |  |              |                                |  |  |   |                  |                             |       |                            |  |  |
| Allegiant Air (Allegiant)          | B757, MD-80, A319, A3220   | G4           | 70 Hours                       | Single Occupancy, Paid for by company* | \$1.00                                       | 6 Months  | 530              |                             | IBT   | None                       | BLI, FLL, HNL, IWA, <b>LAS</b> , OAK, PGD, PIE, SFB        | *Company provides rental car during simulator training   |
|                                    |  |              |                                |  | 2  | Jul/2015  | Jul/2015         |                             |       |                            |  |  |
| Frontier Airlines (Frontier)       | A319, A320, A321   | F9           | MMG                            | No                                     | \$1.90                                       | February 2014   | 983              |                             | FAPA  |                            | DEN, ORD, MCO  |  |
|                                    |  |              |                                |  |  | Apr/2016  | Apr/2016         |                             |       |                            |  |  |
| JetBlue Airways (JetBlue)          | A321, A320, A319, E190   | B6           | \$2,500 per month              | Single Occupancy, Paid for by company  | \$2.00                                       | June 2012   | 3,125            | 840                         | ALPA  | Yes                        | JFK, BOS, FLL, MCO, LGB                                    | *Pilot data approximate  |
|                                    |  |              | Add A, Pg24                    | Add A, Pg24                            | 11   | Feb/2015  | Apr/2016         | Feb/2015                    |       |                            |  | Agreement 2013, Currently in negotiations  |
| Southwest Airlines (Southwest)     | B737   | WN           | 89, 87 or 85 MMG*              | Single Occupancy, Paid for by company  | \$2.15 Dom.<br>\$2.65 Int.                   | May 2006  | 7,951            | 3,702                       | SWAPA | iPad                       | ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI           | *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**                  |       |                            |  | Contract 2014, as amended  |
| Spirit Airlines (Spirit Wings)     | A319, A320, A321   | NK           | \$1,750*/mo                    | Single Occupancy, Paid for by company  | \$2.20                                       | March 2013  | 1,400            |                             | ALPA  |                            | ACY, DFW, DTW, FLL, LAS, ORD                               | *Monthly payment is prorated and includes salary and per diem  |
|                                    |  |              | 3.D.1                          | 5.A.1                                  | 5.B.1  | Dec/2015  | Apr/2016         |                             |       |                            |  | Contract 2010, as amended  |
| Sun Country Airlines (Sun Country) | B737NG   | SY           | MMG                            | Single Occupancy, Paid for by company  | 1/24th the IRS CONUS M&IE airline daily rate |   | 250              |                             | ALPA  | Tablet Walkabout Computers | MSP  |  |
|                                    |  |              | 3.B                            | 5.B.1                                  | 5.3  |   | Jul/2015         |                             |       |                            |  |  |
| Virgin America (Redwood)           | A319, A320   | VX           | \$2,500 per month              | None                                   | \$2.00                                       | July 2010   | 660              | 157                         | ALPA  | Nexis EFB                  | SFO, LAX, JFK EWR, LGA                                     |  |
|                                    |  |              | 10.J.1                         | 3.B.e                                  | 10.I.1                                       | Jan/2016  | Jan/2016         | Jan/2016                    |       |                            |  | Rule book 2014   |
|                                    | Aircraft Types   | 2 Digit Code | Pay During Training            | Hotel during new hire training         | Per Diem                                     | Most Junior CA hired                                  | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs                       | Bases  | Notes  |

|                       | Aircraft Types                     | 2 Digit Code | Pay During Training                 | Hotel during new hire training                    | Per Diem                            | Most Junior CA hired | Number of Pilots | Pilot Retirements 2015-2029 | Union | EFBs                   | Bases                        | Notes   |
|-----------------------|------------------------------------|--------------|-------------------------------------|---|-------------------------------------|----------------------|------------------|-----------------------------|-------|------------------------|------------------------------|---|
| Cargo Airlines        |                                    |              |                                     |   |                                     |                      |                  |                             |       |                        |                              |   |
| Atlas Air (Giant)     | B747                               | 5Y           | \$1,600 per month                   | Single Occupancy, Paid for by company             | \$2.40                              |                      |                  |                             | IBT   |                        |                              |   |
|                       |                                    |              | 3.A.1.f                             | 11.A.7  | 5.A.3                               |                      |                  |                             |       |                        |                              |   |
| ABX Air (ABEX)        | B-767                              | GB           |                                     |   | \$52 Dom. \$89.75 PR* \$79.75 NPR** |                      |                  |                             | IBT   |                        |                              | *PR = Pacific Rim, **NPR = Non Pacific Rim            |
|                       |                                    |              |                                     |   | 20.E.1                              |                      |                  |                             |       |                        |                              |   |
| FedEx Express (FedEx) | B777, B767, B757, MD11, DC10, A300 | FX           | \$2,000 / mo until activation date* | Single Occupancy, Paid for by company             | \$1.95 Dom. \$2.75 Int.             |                      | 4,288            | 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 (Connie)  | B747                               | K4           | \$600 / week until OE               | Week 1 paid by crewmember, then, Single Occupancy | \$1.65 Dom. \$2.50 Int.             | April 2008           | 317              |                             | IBT   | iPad fixed in plane    | Home Based                   |   |
|                       |                                    |              | 5.A                                 |   | 6.A                                 | Dec/2015             | Dec/2015         |                             |       |                        |                              |   |
| UPS (UPS)             | B757, B767, A300, B747, MD-11      | 5X           | MMG                                 | Single Occupancy, Paid for by company             | \$2.00 Dom \$2.50 Int \$3.00*       |                      | 1,580            | 1,580                       | IPA   |                        | SDF, ANC, MIA, ONT           | *Pacific rim and Europe flights                       |
|                       |                                    |              | 10.D.1                              | 5.H.1.a.1   | 12.G.2                              |                      |                  |                             |       |                        |                              | Contract 2006 as amended                              |
| Total Pilots          |                                    |              |                                     |   |                                     |                      | 63,148           | 37,427                      |       |                        |                              |   |
|                       | Aircraft Types                     | 2 Digit Code | Pay During Training                 | Hotel during new hire training                    | Per Diem                            | Most Junior CA hired | Number of Pilots | Pilot Retirements 2012-2029 | Union | EFBs                   | Bases                        | Notes   |

## Contractual Work Rules

|                              | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty                                 | Number of pages in Contract | Min Day Credit      | Min Trip Credit    | Duty Rig         | Trip Rig       | Deadhead Pay                 | Open time pay               | Uniform Reimbursement   | Headset Reimbursement | Notes   |
|------------------------------|-----------------------------|----------------|--|-----------------------------|---------------------|--------------------|------------------|----------------|------------------------------|-----------------------------|---|-----------------------|---|
| Legacy Airlines              |                             |                |  |                             |                     |                    |                  |                |                              |                             |   |                       |   |
| American Airlines (American) | 10                          | Yes            | FAA 117 w/ exceptions                              | 488                         | 5:10                | 5:10 x days        | 2:1              |                | Yes                          | 50%                         | Initial paid for by company   | None                  |   |
|                              | 15.D.3.q                    | 4.C            | 15.C   |                             | 15.G                | 15.G               | 15.E.1           |                | 2.QQ                         | 17.I.1                      | 24.O.2  |                       | Contract 2015, as ammended  |
| Alaska Airlines (Alaska)     | ??/12                       | Yes            | 12:30* 10:00**                                     | 430                         | 5                   | 5 x number of days | 1:2 or 1:1.75*** | 1:3.5          | 50% air & ground             | 150%                        | None, Dry cleaning 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   |
|                              | 2                           | 12.A           | 12.B   |                             | 12.A.1.a            | 12.A.1.b           | 12.A.2.a         | 12.A.3         | 8.C.2                        | 25.P.2                      | 5.E   |                       | Contract 2013, as ammended  |
| Delta Air Lines (Delta)      | 12,13,14 Reserve*           |                | FAA 117 minus 30 minutes                           | 559                         | 2                   | ADG** = 5:15       | 1:2 or 1:1.75*** | 1:3.5          | 100% air, Chart 8.B.3 Ground | 200%*****                   | None  | None                  | *Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company  |
|                              | 12.N.2                      |                | 12.D.1   |                             | 4.H.1               | 12.J               | 12.K.1           | 12.L           | 8.B                          | 23.U                        |   |                       | Contract 2014, as ammended  |
| Hawaiian Airlines (Hawaiian) | 12 or 13 / 12               | Yes            | 14, max 16 For int pilots. 12, max 14* 10, max 12* | 361                         | 2** or 4:17 GOP**** |                    | 60% GOP****      | 1:4*** GOP**** | 100% air, 50% ground         |                             | Initial paid for by company and every 12 months                     |                       | *Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig. |
|                              | 10.G.1                      | 4.B.3          | 10.D.1.a   |                             | 4.C.1.a             |                    | 4.C.2            | 4.C.3.a.2      | 7.B.1                        |                             | 5.E.1   |                       | Contract 2010, as ammended  |
| 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   |                       | Contrat 2012 as ammended  |
|                              | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty                                 | Number of pages in Contract | Min Day Credit      | Min Trip Credit    | Duty Rig         | Trip Rig       | Deadhead Pay                 | Open time pay               | Uniform Reimbursement   | Headset Reimbursement | Notes   |

# Contractual Work Rules

THE GRID

|                                      | Min Days off<br>(Line/Reserve) | Pay<br>Protection | Max<br>Scheduled<br>Duty  | Number of<br>pages in<br>Contract | Min Day<br>Credit               | Min Trip<br>Credit | Duty Rig                 | Trip Rig      | Deadhead<br>Pay                                 | Open time<br>pay    | Uniform<br>Reimbursement  | Headset<br>Reimbursement | Notes  |
|--------------------------------------|--------------------------------|-------------------|---|-----------------------------------|---------------------------------|--------------------|--------------------------|---------------|---|---------------------|---|--------------------------|--|
| Major Airlines                       |                                |                   |   |                                   |                                 |                    |                          |               |   |                     |   |                          |  |
| Allegiant Air<br>(Allegiant)         | 11/10                          | Yes               | FAA 117   | N/A                               | 3.5                             |                    |                          |               | \$20 / hour*                                    | 120% of 85<br>Hours | \$100 / Year  | None                     | *Except for heavy crew   |
|                                      | 2                              |                   |   |                                   | 2                               |                    |                          |               | 2   |                     | 10  |                          |  |
| Frontier Airlines<br>(Frontier)      | 12                             | Yes               | 14 hours or<br>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<br>(JetBlue)         | 12                             | Yes               | FAA 117   | 36                                | Avg of 5<br>per day             |                    | 1:2 or<br>1:1.45*        | 1:3.5         | Schedule<br>Block                               | 150% over 78<br>Hrs | \$200 / year  |                          | *1 for 1:45 between 0100 and 0500  |
|                                      |                                |                   |   |                                   | Add.<br>B.D.5                   |                    | Add.<br>B.D.4            | Add.<br>B.D.3 | Add. B.D.1                                      | Add A & A-2         |   |                          | Agreement 2013, Currently in<br>negotiations   |
| Southwest<br>Airlines<br>(Southwest) | Max 15 Days on<br>Per Month*   | Yes               | FAA 117   | 407                               | 5**                             |                    | .74:1                    | 1:3           | 100%  | 100%                | \$30 / pay period<br>max \$500  | None                     | *Depeding on how many days in the<br>bid period determines min days off,<br>28, 29, 30 or 31; **5 hours min<br>average per day over trip |
|                                      | 5.E.2                          | 4.H               | 5.M   |                                   | 4.1.2                           |                    | 4.1.1                    | 4.1.3         | 4.L   | 4.S.5               | 2.A.4   |                          | Contract 2014, as amended  |
| Spirit Airlines<br>(Spirit Wings)    | 13/12                          | Yes               | 14 hours or<br>11.5 hours   | 222                               | 4 or 4.5**                      |                    |                          | 1:4.2         | 100% or<br>50%***                               | 100%                | Pilot pays for<br>initial uniform,<br>replacements per<br>schedule thereafter | None                     | *Between 01:00-04:00, **4 for day<br>trips and 4.5 for multi day trips,<br>***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<br>Airlines              | 12/ 10 or 11*                  | Yes**             |   |                                   |                                 |                    | 1:2                      | 1:4.4         | 50%   | 100%                | None  | None                     | *11 days off in 31 day month,<br>**Subject to reassignment   |
|                                      | 12.B.1                         | 4.F               |   |                                   |                                 |                    | 4.D & E                  | 4.D & E       | 8.A.2.a   | 25.I                | 26.O  |                          |  |
| Virgin America<br>(Red Wood)         | 11/13                          | Yes*              | 60 Mins <<br>FAA FDP  | 159                               | 3.5                             | -                  | -                        | -             | 50% or<br>3.5 min                               | 100%*               | Initial paid for by<br>company, then<br>\$230** per year                      | None                     | *Unless picked up at premium pay it<br>is 150% add pay. **\$30 per year for<br>shipping costs.   |
|                                      | 5.D.4                          | 7.C.3.d.i         | 7.B.3.a.iii   |                                   | App. G                          |                    |                          |               | 8.F.3   | 3.b                 | 2.D.1   |                          | Rule book 2014   |
|                                      | Min Days off<br>(Line/Reserve) | Pay<br>Protection | Max<br>Scheduled<br>Duty  | Number of<br>pages in<br>Contract | Min Day<br>Credit               | Min Trip<br>Credit | Duty Rig                 | Trip Rig      | Deadhead<br>Pay                                 | Open time<br>pay    | Uniform<br>Reimbursement  | Headset<br>Reimbursement | Notes  |
| Cargo Airlines                       |                                |                   |   |                                   |                                 |                    |                          |               |   |                     |   |                          |  |
| Atlas Air                            |                                | Yes               | 14 Hours for 2<br>Pilots, 16<br>Hours for 3 or<br>22 Hours for 4<br>or more | 332                               |                                 |                    |                          |               | 100%<br>Biz Class or<br>better or \$300<br>comp | 100%                | Provided by the<br>company  |                          |  |
|                                      |                                |                   | 12.C  |                                   |                                 |                    |                          |               | 8.D, 8.A.3                                      |                     | 30.A.2  |                          |  |
| ABX Air                              | 13 in 30<br>14 in 31           |                   | 15 Hours<br>May be<br>extended to<br>16 hours                               | 280                               | 4.5                             |                    |                          |               | 100% Air*<br>50% Air**<br>50% Ground            | 100%                | Provided by the<br>company  | None                     | *100% pay credit on company<br>aircraft; **50% pay credit on<br>passenger carrier  |
|                                      | 13.D.4                         |                   | 18.C  |                                   | 19.M.4                          |                    |                          |               | 19.K  | 19.E                | 15.A  |                          |  |
| FedEx Express<br>(FedEx)             | 14.96 or 18.75*                | Yes               |   | 466                               | Yes                             |                    | 1:2,<br>1:1.92,<br>1.1.5 | 1:3.75        | 100%  |                     | Initial paid by<br>company, \$150 /<br>year                                   |                          | *Days off based on TAFB, 4 wk or 5<br>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                          | 13 or 14*                      | Yes               | Dom<br>16, 18, 20**<br>Int<br>18, 26, 30**                                  | 127                               | 1 hr or<br>3.65 (on<br>Day off) |                    |                          |               | 50%   | 150% on days<br>off | \$200 after first<br>year. Initial paid<br>by crewmember.                     | None                     | *13 on 30 day months, 14 on 31 days<br>months. **Duty based on number of<br>crews, single, augmented or double.                          |
|                                      | 2, pg 13                       |                   | 18.B.5  |                                   | 5.E & G                         |                    |                          |               | 19.H  | 5.G                 | 6.D.1 & 2   |                          |  |
| UPS<br>(UPS)                         | 11                             | Yes               | 11 or 13*   | 410                               | 4 or 6**                        |                    | 1:2                      | 1:3.75        | 100%  | 100%                | Provided by the<br>company  | None                     | *11 for EDW (Early duty window) and<br>13 for non EDW. **6 hours minimum<br>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<br>(Line/Reserve) | Pay<br>Protection | Max<br>Scheduled<br>Duty  | Number of<br>pages in<br>Contract | Min Day<br>Credit               | Min Trip<br>Credit | Duty Rig                 | Trip Rig      | Deadhead<br>Pay                                 | Open time<br>pay    | Uniform<br>Reimbursement  | Headset<br>Reimbursement | Notes  |



|                                 | Aircraft<br>Types               | FO Top Out<br>Pay<br>(Hourly) | MMG       | Base Pay     | Top CA pay | Base Pay  | No. of Vacation<br>weeks &<br>accrual   | Sick Time<br>Accrual   | 401(K)<br>Matching (%) | 401(K) DC  | Percentage of<br>health care<br>employee pays | Notes  |           |           |   |   |        |        |                           |
|---------------------------------|---------------------------------|-------------------------------|-----------|--------------|------------|-----------|---|--|------------------------|--|---|--|-----------|-----------|---|---|--------|--------|---------------------------|
| Legacy Airlines                 |                                 |                               |           |              |            |           |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
| American Airlines<br>(American) | Group I                         | \$104.93                      | 72        | \$90,659.52  | \$153.65   | \$132,754 | 1-5 = 21 Days<br>6-15 = 1<br>additional day<br>per year   | 5 H/M*<br>Max 60**   |                        |  |   | *Accumulated time can only be used<br>for the year after it is accumulated,<br>except after first six months you may<br>use up to 30 hours. **January 1st sick<br>accrual either goes to long term or<br>gets paid out to the pilot. See section<br>10.B for more information. |           |           |   |   |        |        |                           |
|                                 | Group II                        | \$160.28                      |           | \$138,481.92 | \$234.67   | \$202,755 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | Group III                       | \$170.27                      |           | \$147,113.28 | \$249.30   | \$215,395 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | Group IV                        | \$200.20                      |           | \$172,972.80 | \$293.11   | \$253,247 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | Group V                         | \$210.20                      |           | \$181,612.80 | \$307.76   | \$265,905 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | 3.C                             | 15.D.1.b                      | HRxMMGx12 | 15.D.1.b     | HRxMMGx12  | 9.B.1.a   | 10.A & B  |  |                        |  |   | Contract 2015, as amended  |           |           |   |   |        |        |                           |
| Alaska Airlines<br>(Alaska)     | B737                            | \$143.32                      | 75        | \$128,988    | \$213.26   | \$191,934 | 0-1 = Days*<br>1-4 = 15 Days<br>5-8 = 21 Days<br>9-12 = 24 Days<br>13-19 = 30 Days<br>20-24 = 35 Days<br>25-30 = 40 Days<br>>31 = 41 Days | 5.5 H/M<br>Max 1000  | 0%                     | > 5 Yrs - 8%<br>5-10 Yrs - 9%<br>10-15 Yrs - 10%<br>+ 15 Yrs - 11% | 20%   | *New hire pilots receive 1 vacation<br>day per every full month of<br>employment.  |           |           |   |   |        |        |                           |
|                                 |                                 | 3.A.3                         | 4.A.1     | HRxMMGx12    | 3.A.3      | HRxMMGx12 | 7.A.1   | 14.B   |                        | 28.D   |   | Contract 2013, as amended  |           |           |   |   |        |        |                           |
| Delta Air Lines<br>(Delta)      | 747, 777                        | \$184.59                      | 72        | \$159,486    | \$270.25   | \$233,496 | 1-5 = 14 Days<br>6-11 = 21 days<br>12-18 =28 days<br>19+ = 35 days  | 1 Yr = 50<br>2 Yrs = 75<br>3 Yrs = 100<br>4 Yrs = 125<br>5 Yrs = 145<br>6 Yrs = 170<br>7 Yrs = 195<br>8 Yrs = 220<br>9-19 Yrs = 240<br>20+ Yrs = 270 | 0%                     | 15%  | 22%   | International pay override is \$6.50 for<br>CA and \$4.50 for FO. Section 3.C,<br>*62 hours for line holders, ALV minus<br>2, but not less than 72 or greater than<br>80.  |           |           |   |   |        |        |                           |
|                                 | 787                             | \$176.83                      |           | \$152,781    | \$258.90   | \$223,690 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | 767-4, A330                     | \$174.35                      |           | \$150,638    | \$255.28   | \$220,562 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | 767-3,2, B757                   | \$154.50                      |           | \$133,488    | \$226.21   | \$195,445 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | B737-9                          | \$148.93                      |           | \$128,676    | \$218.05   | \$188,395 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | B737-8 & 7                      | \$148.93                      |           | \$128,676    | \$216.92   | \$187,419 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | A320/319                        | \$142.96                      |           | \$123,517    | \$209.31   | \$180,844 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | MD-88/90                        | \$140.40                      |           | \$121,306    | \$205.56   | \$177,604 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | B717, DC9                       | \$133.30                      |           | \$115,171    | \$195.19   | \$168,644 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | EMB-195                         | \$111.94                      |           | \$96,716     | \$163.88   | \$141,592 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | EMB-190,<br>CRJ-900             | \$95.21                       |           | \$82,261     | \$139.42   | \$120,459 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 |                                 | 3.B.2.d                       |           | 4.B.1.b*     | HRxMMGx12  | 3.B.2.d   |   |  |                        |  |   |  | HRxMMGx12 | 7.B.1.a   | 14.D.1  |   | 26.C.2 | 25.B.2 | Contract 2014, as amended |
|                                 | Hawaiian Airlines<br>(Hawaiian) | B717                          |           | \$121.53     | 75         | \$109,376 |   |  |                        |  |   |  | \$174.11  | \$156,699 | 1-2 = 15 Days<br>3-4 = 16 Days<br>5-10 = 21 Days<br>10-11 = 23 Days<br>12-14 = 27 Days<br>15-18 = 29 Days<br>19-24 = 33 Days<br>+25 = 38 Days | 7.5 H/M without<br>a sick call.<br>5.65 H/M with a<br>sick call<br>Max 1080** | 0%     | 15%    | 20%                       |
| B767<br>A330                    |                                 | \$144.58                      | \$130,119 | \$207.13     |            | \$186,417 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
| A350*                           |                                 |                               |           |              |            |           |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
| United Airlines<br>(United)     |                                 | 3.D                           | 3.F       | HRxMMGx12    | 3.C        | HRxMMGx12 | 6.B.1   | 12.A.1, 2 & 3  |                        |  |   | Contract 2010, as amended  |           |           |   |   |        |        |                           |
|                                 | B747, B777<br>B787<br>B767-400  | \$208.59                      | 70        | \$175,216    | \$305.39   | \$256,528 | 1-4 = 14 Days<br>5-10 = 21 Days<br>11-24 = 35 Days<br>+25 = 42 Days   | 5 H/M<br>Max 1300 Hrs<br>New hires<br>receive 60 hours<br>after completing<br>training.  | 0%                     | 16**%  | 20%   |  |           |           |   |   |        |        |                           |
|                                 | B757-300                        | \$173.96                      |           | \$146,126    | \$254.70   | \$213,948 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | B737-900,<br>A321               | \$167.89                      |           | \$141,028    | \$245.80   | \$206,472 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 | A319                            | \$161.02                      |           | \$135,257    | \$235.76   | \$198,038 |   |  |                        |  |   |  |           |           |   |   |        |        |                           |
|                                 |                                 | 3-A-1                         | 3-C-1-a   | HRxMMGx12    | 3-A-1      | HRxMMGx12 | 11.A.3  | 13.A.1   |                        | 22-A   | 24-B-5  | Contract 2012 as amended   |           |           |   |   |        |        |                           |
|                                 | Aircraft<br>Types               | FO Top Out<br>Pay<br>(Hourly) | MMG       | Base Pay     | Top CA pay | Base Pay  | No. of Vacation<br>weeks &<br>accrual   | Sick Time<br>Accrual   | 401(K)<br>Matching (%) | 401(K) DC  | Percentage of<br>health care<br>employee pays | Notes  |           |           |   |   |        |        |                           |



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

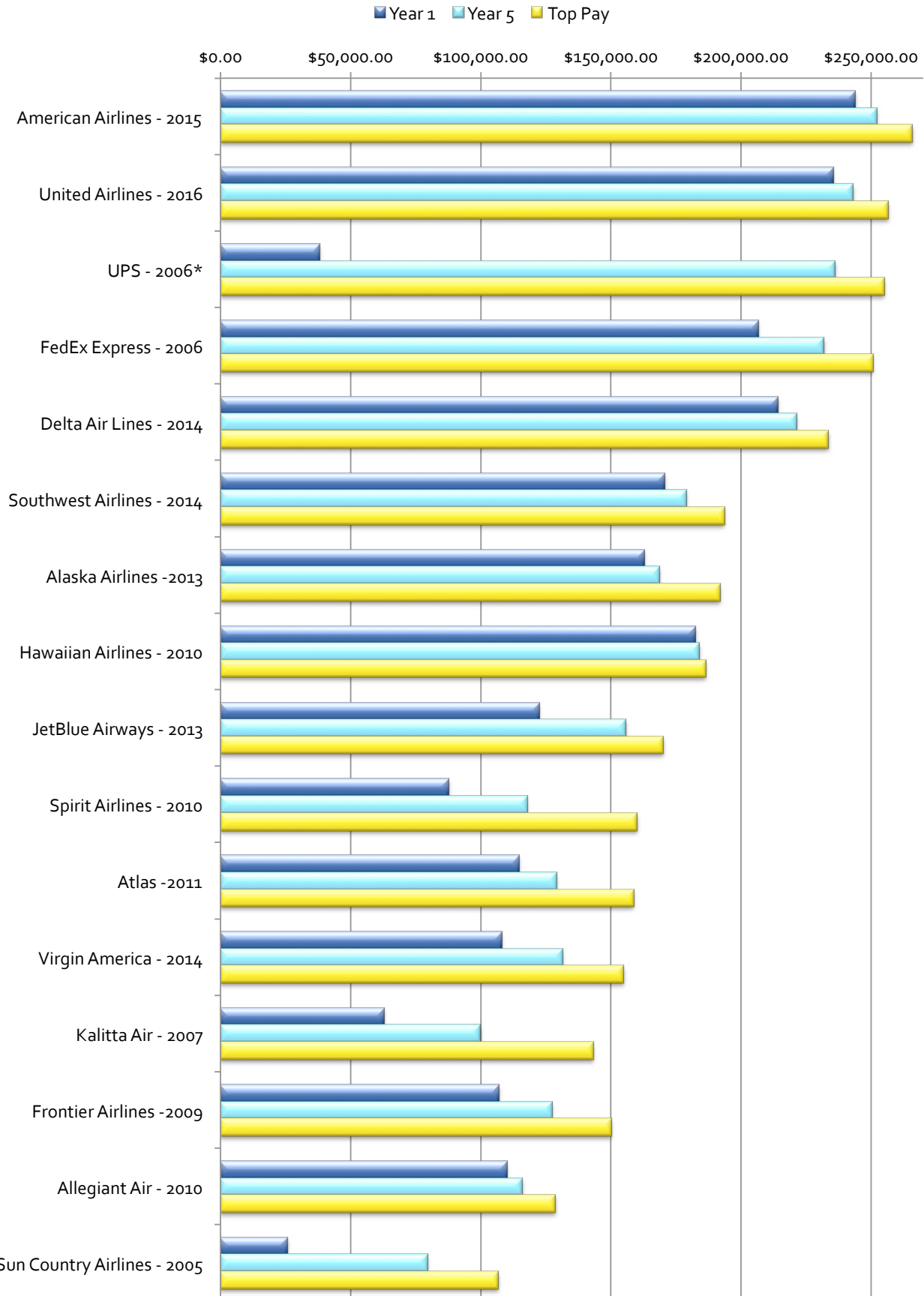
# Additional Compensation Details

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|                                | Aircraft Types                | FO Top Out Pay (Hourly) | MMG       | Base Pay     | Top CA pay | Base Pay     | No. of Vacation weeks & accrual   | Sick Time Accrual   | 401(K) Matching (%)           | 401(K) DC                              | Percentage of health care employee pays  | Notes   |
|--------------------------------|-------------------------------|-------------------------|-----------|--------------|------------|--------------|---|---|-------------------------------|--|--|---|
| Major Airlines                 |                               |                         |           |              |            |              |   |   |                               |  |  |   |
| Alleghiant Air (Alleghiant)    | Band 1*                       | \$82.00                 | 70        | \$68,880     | \$140.00   | \$117,600    | >6M=0 H<br>7-12M=17.31 H<br>1 = 17.31 H<br>2-3 = 34.62 H<br>4-6 = 45 H<br>+7 = 51.92 H**  | MMG of 70 Hours is paid or flight time which ever is greater.       | 3% 100% Match<br>2% 50% Match | None                                   |  | *Bands are based on company profit, currently at Band 4, typically at Band 3 **Accrued vacation/PTO based on length of employment   |
|                                | Band 2*                       | \$87.00                 |           | \$73,080     | \$146.00   | \$122,640    |   |   |                               |  |  |   |
|                                | Band 3*                       | \$92.00                 |           | \$77,280     | \$153.00   | \$128,520    |   |   |                               |  |  |   |
|                                | Band 4*                       | \$97.00                 |           | \$81,480     | \$160.00   | \$134,400    |   |   |                               |  |  |   |
| Frontier Airlines (Frontier)   | 2                             | 2                       | 7         | HRxMMGx12    | 2          | HRxMMGx12    | 5   | 7   | 2                             |  |  |   |
|                                | A319, A320, A321*             | \$100.01                | 75        | \$90,009     | \$166.68   | \$150,012    | 1-5 = 15 Days<br>6-10 = 21 Days<br>11+ = 28 Days  | 1 Day / Month<br>Max 120 Days                                       | 5% 1:2                        | After 3 years 2.2% up to 6% at 9 years |  | *A321 coming end of 2015  |
| JetBlue Airways (JetBlue)      | 4.3                           |                         |           | HRxMMGx12    | 4.3        | HRxMMGx12    | 8.B   | 15.B.2 & 3  | 16.B.2                        | 16.4                                   |  |   |
|                                | A320 family                   | \$137.70                | 70        | \$115,668    | \$202.47   | \$170,075    | 0-5 = 108 Hrs<br>6-10 = 126 Hrs<br>11-15 = 144 Hrs<br>16-20 = 162 Hrs<br>21+ = 180 Hrs  | Based on PTO accrual  | 5% 1:1                        | 5% + 3%                                | None Specified   | *70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information  |
|                                | E190                          | \$123.91                |           | \$104,084    | \$182.25   | \$153,090    |   |   |                               |  |  |   |
| Southwest Airlines (Southwest) |                               |                         | 3.C*      | HRxMMGx12    |            | HRxMMGx12    | 3.J**   | 3.J   | 3.E                           | 3.E                                    | 3.F.i  | Agreement 2013, Currently in negotiations   |
|                                | B737                          | \$132.84                | 85        | \$135,497    | \$189.78   | \$193,576    | 1-5 = 14 Days<br>5-10 = 21 Days<br>10-18 = 28 Days<br>+18 = 35 Days   | 1 TFP / 10 TFP**<br>Max 1600 TFP                                    | 9.7% 1:1                      | -                                      |  | *85/87/89 MMG based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.   |
| Spirit Airlines (Spirit Wings) |                               | 4.C.1                   | 4.H, 4.M* | HRxMMGx12    | 4.C.1      | HRxMMGx12    | 11.B.2  | 12.B.1  | 19.B.2                        |  |  | Contract 2014, as amended   |
|                                | A319<br>A320<br>A321          | \$109.27                | 72        | \$94,409     | \$185.32   | \$160,116    | > 1 = 7 Days*<br>1-4 = 14 Days<br>5-14 = 21 Days<br>15-24 = 28 Days<br>+25 = 35 Days  | 4 H/M<br>Max 400  | 9%                            |  | EE = \$143.90<br>EE+1 = \$305.66<br>EE+1 C = \$322.33<br>EE+2 C = \$454.73<br>Family = \$454.73* | *2010 insurance rates subject to annual increases.  |
| Sun Country Airlines           |                               | 3.A                     | 4.A       | HRxMMGx12    | 3.A        | HRxMMGx12    | 7.A   | 14.A.1  | 28.C                          |  | 27.B   | Contract 2010, as amended   |
|                                | B737NG                        | \$82.74                 | 70        | \$69,502     | \$126.88   | \$106,579    | 0-8 = 15 days<br>9-13 = 22 days<br>+14 = 30 days  | Start with 24<br>4 H/M  |                               | 2%                                     | \$0 to \$300 depending on plan and single, single +1 or family                                   |   |
| Virgin America (Red Wood)      |                               | Appendix A              | 4.A.1     | HRxMMGx12    | Appendix A | HRxMMGx12    | 7.A.1   | 14.A  |                               | 28.B.2                                 | 27.A.2   |   |
|                                | A320                          | \$107.00                | 70        | \$89,880     | \$172.00   | \$144,480    | 0-1 = 5 Days<br>1-5 = 15 Days<br>+5 = 20 Days   | 5 H/M<br>80 and 480<br>Max**  | 125% of 6% contributed        | -                                      | -  | *Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic.  |
|                                |                               | Appendix A              | 10.C.2*   | HRxMMGx12    | Appendix A | HRxMMGx12    | 9.A.1   | 8.B.1   |                               |  |  | Rule book 2014  |
| Cargo Airlines                 |                               |                         |           |              |            |              |   |   |                               |  |  |   |
| Atlas Air                      | B747                          | \$149.33                | 62        | \$111,102    | \$213.32   | \$158,710    | >5 = 14 days<br><6 = 21 days  | 1 Day / Month<br>Max 24<br>Catastrophic 2 Days / Month***<br>No Max | 10%**                         |  | Health 14-25%<br>Dental 20-30%   | *First year is 50 hours MMG, Out-Base is 105 hours MMG, **Compan will match 50%, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank. |
| ABX Air                        |                               | 3.A.1                   | 3.B.1*    | HRxMMGx12    | 3.A.1      | HRxMMGx12    | 7.A.1   | 14.A  | 28.A.1                        |  | Appendix 27-A  |   |
|                                | B-767                         | \$153.03                | 68        | \$124,872.48 | \$218.61   | \$178,385.76 | >1 = 1 Day/Mo<br>1-5 = 14 Days<br>5-15 = 21 Days<br>15+ = 28 Days   | 1 Day / Month<br>No Max   |                               |  |  |   |
| FedEx Express (FedEx)          |                               | 19                      | 19.D.1    | HRxMMGx12    | 19         | HRxMMGx12    | 10.A  | 9.A   |                               |  |  |   |
|                                | A380                          | \$186.33                | 85        | \$190,057    | \$262.84   | \$268,097    | >1 = >15 days*<br>1-4 = 15 days<br>4-5 = 15 days**<br>5-9 = 22 days<br>9-10 = 22days**<br>10-19 = 29 days<br>19-20=29 days**<br>+20 = 36 days | 6 H/M   |                               | None, Pension plan(s) available        | Pilot: \$61 / mo.<br>Pilot + Family: \$230 / mo  | *Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years.   |
|                                | Wide Body                     | \$174.15                |           | \$177,633    | \$245.65   | \$250,563    |   |   |                               |  |  |   |
|                                | Narrow Body                   | \$153.22                |           | \$156,284    | \$211.75   | \$215,985    |   |   |                               |  |  |   |
| Kalitta Air                    |                               | 3.C.1.a                 | 4.A.1     | HRxMMGx12    | 3.C.1.a    | HRxMMGx12    | 7.B   | 14.B.7.C  |                               | 28                                     | 27.G.4.a   | Contract 2006 as amended  |
|                                | B747                          | \$144.27                | 62        | \$107,337    | \$192.36   | \$143,116    | 1-4 = 14 Days<br>5+ = 21 Days   | 7 Days on first day; After 1st year, 58 Days / Month<br>Max 42      | >10 2.5%*<br><10 5%*          | None                                   | >5 Yrs \$20/\$40**<br><6 Yrs No Cost   | *The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per mo nth)   |
| UPS (UPS)                      |                               | 5.B.2                   | 5.K       | HRxMMGx12    | 5.B.1      | HRxMMGx12    | 8.A   | 7.A   | 10.A                          |  | 9.C.3  |   |
|                                | B757, B767, A300, B747, MD-11 | \$185.51                | 75        | \$180,872    | \$261.67   | \$255,128    | 1-4 = 14 Days<br>5-10 = 21 Days<br>11-19 = 28 Days<br>20+ = 35 Days   | 5.5 Hours Per Pay Period<br>No Max                                  |                               | 12%                                    | \$44 to \$186*   | *Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.   |
|                                |                               | 12.B.2.g                | 12.D.1    | HRxMMGx13*   | 12.B.2.g   | HRxMMGx13*   | 11.A.1.b  | 9.A.1   |                               | 15.A.1                                 | 6.G  | Contract 2006 as amended  |
|                                | Aircraft Types                | FO Top Out Pay (Hourly) | MMG       | Base Pay     | Top CA pay | Base Pay     | No. of Vacation weeks & accrual   | Sick Time Accrual   | 401(K) Matching (%)           | 401(K) DC                              | Percentage of health care employee pays  | Notes   |

# Captain Yearly Pay Comparison

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



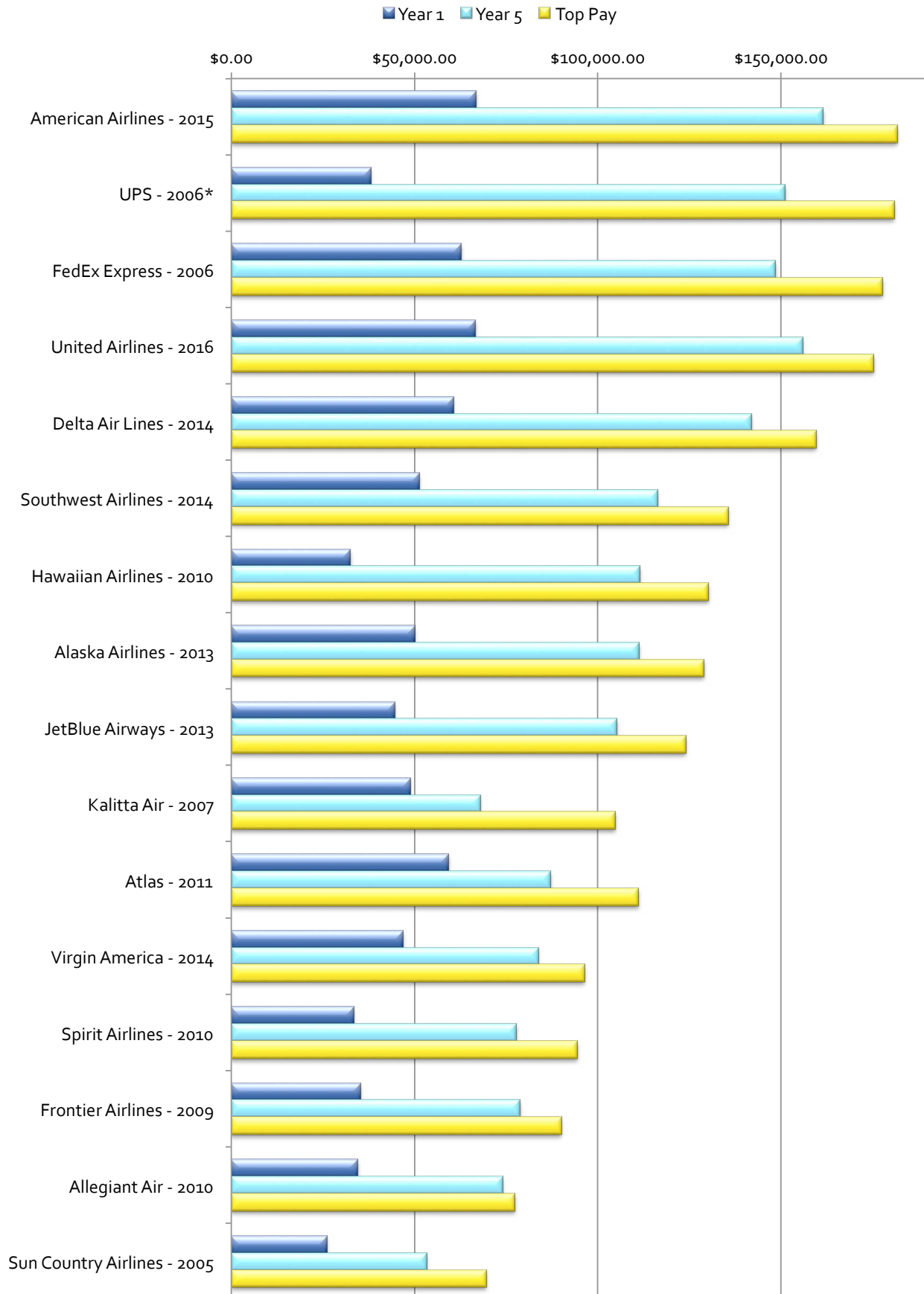
The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.  
 Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. \*UPS has 13 bid periods per year.



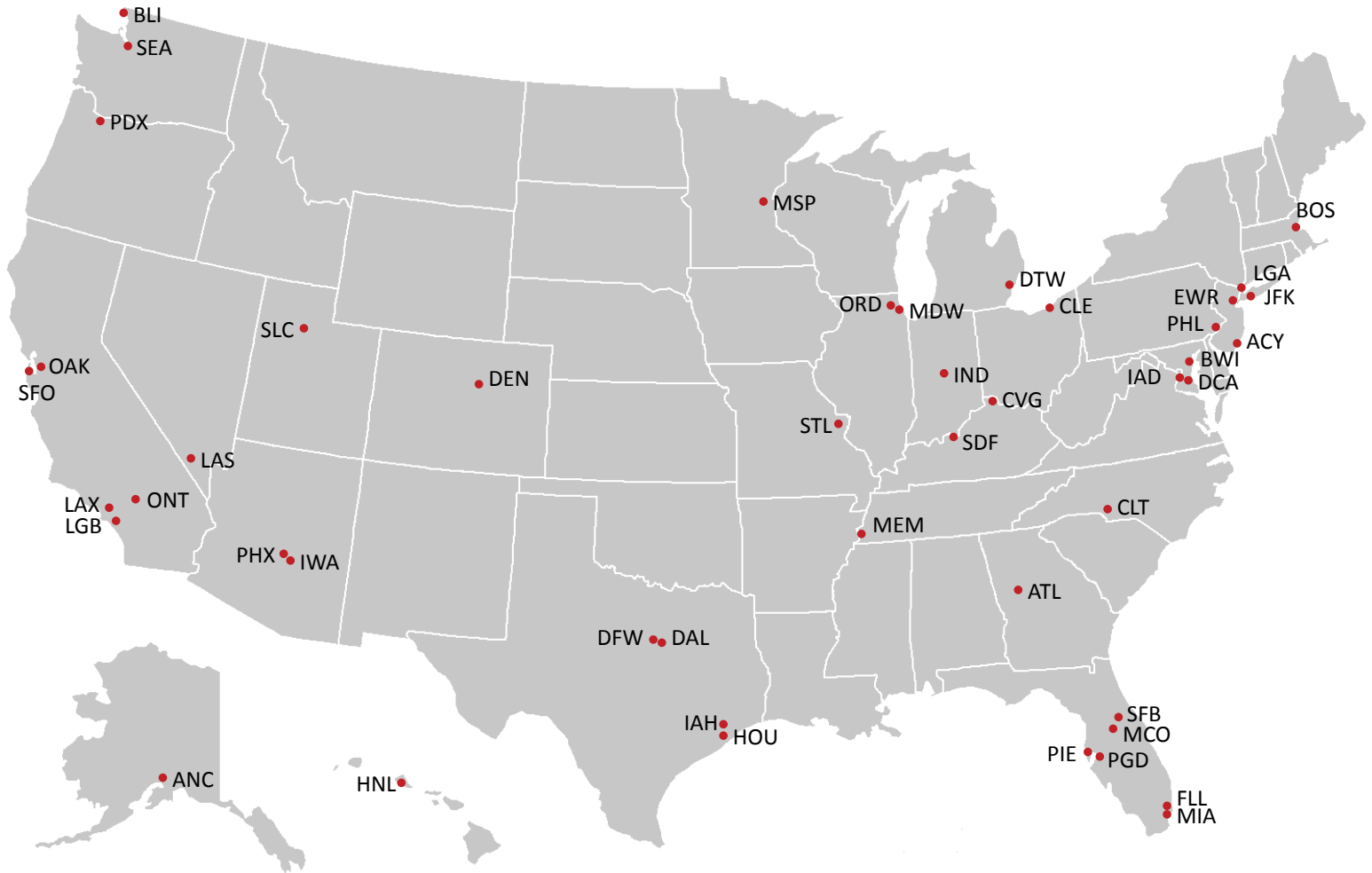
# First Officer Yearly Pay Comparison

THE GRID

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. Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. \*UPS has 13 bid periods per year.



|            |   |            |   |            |   |            |  |
|------------|---|------------|---|------------|---|------------|--|
| <b>ACY</b> | <b>Atlantic City, NJ</b><br>Spirit Airlines                                     | <b>DTW</b> | <b>Detroit, MI</b><br>Delta Air Lines   | <b>LAS</b> | <b>Las Vegas, NV</b><br>Allegiant Air   | <b>ONT</b> | <b>Ontario, CA</b><br>UPS  |
| <b>ANC</b> | <b>Anchorage, AK</b><br>Alaska Airlines<br>FedEx Express<br>UPS                 | <b>DOH</b> | <b>Doha, Qatar</b><br>Qatar Airways   | <b>LAX</b> | <b>Los Angeles, CA</b><br>American Airlines<br>Alaska Airlines<br>Delta Air Lines<br>United Airlines<br>Virgin America<br>FedEx Express | <b>ORD</b> | <b>Chicago, IL</b><br>American Airlines<br>United Airlines<br>Frontier Airlines<br>Spirit Airlines |
| <b>ATL</b> | <b>Atlanta, GA</b><br>Delta Air Lines<br>Southwest Airlines                     | <b>DXB</b> | <b>Dubai, United Emirates</b><br>Emirates   |            |   | <b>PDX</b> | <b>Portland, OR</b><br>Alaska Airlines   |
| <b>BLI</b> | <b>Bellingham, WA</b><br>Allegiant Air  | <b>EWR</b> | <b>Newark, NJ</b><br>Delta Air Lines<br>United Airlines   |            |   | <b>PGD</b> | <b>Punta Gorda, FL</b><br>Allegiant Air  |
| <b>BOS</b> | <b>Boston, MA</b><br>American Airlines<br>JetBlue Airways                       | <b>FLL</b> | <b>Fort Lauderdale, FL</b><br>Allegiant Air<br>JetBlue Airways<br>Spirit Airlines                     | <b>LGA</b> | <b>New York City, NY</b><br>Delta Air Lines<br>United Airlines  | <b>PHL</b> | <b>Philadelphia, PA</b><br>American Airlines   |
| <b>BWI</b> | <b>Baltimore, MD</b><br>Southwest Airlines                                      | <b>GUM</b> | <b>Guam</b><br>United Airlines  | <b>LGB</b> | <b>Long Beach, CA</b><br>JetBlue Airways  | <b>PHX</b> | <b>Phoenix, AZ</b><br>American Airlines<br>Southwest Airlines                                      |
| <b>CGN</b> | <b>Cologne, Germany</b><br>FedEx Express  | <b>HKG</b> | <b>Hong Kong</b><br>FedEx Express   | <b>MCO</b> | <b>Orlando, FL</b><br>JetBlue Airways<br>Southwest Airlines<br>Frontier Airlines  | <b>PIE</b> | <b>St. Petersburg, FL</b><br>Allegiant Air   |
| <b>CLE</b> | <b>Cleveland, OH</b><br>United Airlines   | <b>HNL</b> | <b>Honolulu, HI</b><br>Hawaiian Airlines  |            |   | <b>SDF</b> | <b>Louisville, KY</b><br>UPS   |
| <b>CLT</b> | <b>Charlotte, NC</b><br>American Airlines                                       | <b>HOU</b> | <b>Houston, TX</b><br>Southwest Airlines  | <b>MDW</b> | <b>Chicago, IL</b><br>Southwest Airlines  | <b>SEA</b> | <b>Seattle, WA</b><br>Alaska Airlines<br>Delta Air Lines   |
| <b>CVG</b> | <b>Cincinnati, OH</b><br>Delta Air Lines  | <b>IAD</b> | <b>Washington, DC</b><br>United Airlines  | <b>MEM</b> | <b>Memphis, TN</b><br>FedEx Express   | <b>SFB</b> | <b>Orlando, FL</b><br>Allegiant Air  |
| <b>DAL</b> | <b>Dallas, TX</b><br>Southwest Airlines<br>Virgin America                       | <b>IAH</b> | <b>Houston, TX</b><br>United Airlines   | <b>MIA</b> | <b>Miami, FL</b><br>American Airlines<br>UPS  | <b>SFO</b> | <b>San Francisco, CA</b><br>United Airlines<br>Virgin America                                      |
| <b>DCA</b> | <b>Washington, DC</b><br>American Airlines                                      | <b>IND</b> | <b>Indianapolis, IN</b><br>FedEx Express  | <b>MSP</b> | <b>Minneapolis, MN</b><br>Delta Air Lines<br>Sun Country  | <b>SLC</b> | <b>Salt Lake City, UT</b><br>Delta Air Lines   |
| <b>DEN</b> | <b>Denver, CO</b><br>United Airlines<br>Frontier Airlines<br>Southwest Airlines | <b>IWA</b> | <b>Phoenix, AZ</b><br>Allegiant Air   | <b>OAK</b> | <b>Oakland, CA</b><br>Allegiant Air<br>Southwest Airlines   | <b>STL</b> | <b>St. Louis, MO</b><br>American Airlines  |
| <b>DFW</b> | <b>Dallas, TX</b><br>American Airlines<br>Spirit Airlines                       | <b>JFK</b> | <b>New York City, NY</b><br>American Airlines<br>Delta Air Lines<br>JetBlue Airways<br>Virgin America |            |   |            |  |



# 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!



Highlighted blocks indicate best in class.

Airline name and ATC call sign

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

|                            | Aircraft Types    | FO Top Out Pay (Hourly) | MMG   | Base Pay  | Top CA pay | Base Pay  | No. of Vacation weeks & accrual Over 2,000 Pilots  | Sick Time Accrual  | 401(K) Match  |
|----------------------------|-------------------|-------------------------|-------|-----------|------------|-----------|--|--|---|
| ExpressJet (LXJIT) (Accey) | EMB-145XR         | \$45.26                 |       | \$40,734  | \$98.18    | \$88,362  | < 1 = 7 Days**<br>2-6 = 14 Days<br>7-10 = 21 Days<br>+11 = 28 Days   | 5 H/M<br>Max 640<br>(110 above 640**)  | <5<br>5-10<br>10+<br>Ves                            |
|                            | EMB-145, EMB-135  |                         |       |           |            |           |  |  |   |
|                            | 60-76 Seat A/C*** | \$49.98                 |       | \$44,982  | \$107.83   | \$97,047  |  |  |   |
| ExpressJet (LASA) (Accey)  | -                 | 3.A.1                   | 3.B.1 | HRxMMGx12 | 3.A.1      | HRxMMGx12 | 3.A.1  | 7.A  | 25  |
|                            | CRJ-200           | \$46.44                 | 75    | \$41,796  | \$101.80   | \$91,620  | <1 = 14 Days**<br>1-5 = 14 Days<br>6-14 = 21 Days<br>+15 = 28 Days   | 0-4 = 2.75 H/M<br>4-7 = 3 H/M<br>7-10 3.25 H/M<br>+10 = 3.5 H/M<br>Max 500   | 1=20%<br>2=30%<br>3=40%<br>4=50%<br>7=75%<br>10=75% |
|                            | CRJ-700, CRJ-900  | \$48.48                 |       | \$43,632  | \$109.33   | \$98,397  |  |  |   |
| SkyWest Airlines (Skywest) | -                 | 3.A                     | 4.A   | HRxMMGx12 | 3.A        | HRxMMGx12 | 7.A.1  | 14.A.1   | 27  |
|                            | EMB-120           | \$37.15                 | 80    | \$35,664  | \$76.21    | \$73,162  | <6m = 30.8 Hrs<br>>5 = 36.96 Hrs<br>>10 = 46 Hrs<br>>15 = 49 Hrs<br>>16 = 52 Hrs<br>>17 = 55 Hrs<br>>18 = 58 Hrs<br>>19 = 61 Hrs | After 90 Days<br>.0193 Per Hour<br>1.45 H/M***<br>After 2 Years<br>.027 Per Hour<br>2 H/M***<br>After 5 Years<br>.0385 Per Hour<br>2.89 H/M*** | 1.2-4   |
|                            | CRJ-200           | \$45.77                 |       | \$41,193  | \$106.67   | \$96,003  |  |  |   |
|                            | CRJ-700           | \$48.52                 |       | \$43,668  | \$113.07   | \$101,763 |  |  |   |
|                            | EMB-175           | \$48.70                 |       | \$43,830  | \$113.20   | \$101,880 |  |  |   |
|                            | CRJ-900           | \$40.00                 |       | \$45,000  | \$117.00   | \$105,300 |  |  |   |

Sample only; refer to adjacent pages for actual information

## Abbreviation and definitions:

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

**ALPA:** Air Line Pilots Association

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

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

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

**IBT:** International Brotherhood of Teamsters

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

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

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

**UTU:** United Transportation Union

**YOS:** Years of Service with the company.

# General Information

## THE GRID

|  | Aircraft Types                                      | 2<br>Digit<br>Code | Sign on<br>Bonus                                | Pay During<br>Training   | Hotel during<br>new hire<br>training   | Per Diem   | Most<br>Junior CA<br>hired | Number of<br>Pilots | Do Business<br>For:                      | Union | EFBs          | Bases   | Notes   |
|--|---|--------------------|---|--|--|--|----------------------------|---------------------|--|-------|---------------|---|---|
| ExpressJet (LXJT)<br>(Accey)                 | EMB-145XR<br>EMB-145<br>EMB-135                     | EV                 | \$7,500 w/<br>ERJ type*,<br>\$1,000<br>Referral | \$300 / week<br>& \$1,400 per<br>diem to<br>checkride,<br>then MMG | Paid for by<br>company; single<br>occupancy  | \$1.85/hr  | April<br>2007**            | 1,980               | United,<br>American***                   | ALPA  | Surface 3 LTE | EWR, IAH, ORD,<br>CLE, DFW**  | *Additional bonus if typed in CRJ or<br>ERJ, \$3,500 at end of training,<br>remaining after first year; **Will<br>Reduce 11/2007 to 1/2011; ***AA<br>flying out of DFW  |
|  |   |                    | Online  | Feb/15   | Feb/15   | 4.C.2  | Apr/2016                   | Apr/2016            |  |       |               |   | Contract 2004 as amended, Currently<br>in negotiations;   |
|  | CRJ-200<br>CRJ-700<br>CRJ-900                       | EV                 | \$7,500 w/<br>CRJ type*,<br>\$1,000<br>Referral | \$300 / week   | Paid for by<br>company; single<br>occupancy  | \$1.85/hr  | June<br>2007**             | 1,488               | Delta,<br>American                       | ALPA  | Surface 3 LTE | ATL, DFW, DTW   | *Additional bonus if typed in CRJ or<br>ERJ, \$3,500 at end of training, remain<br>after first year, **Will reduce from<br>5/2008 to 9/2010   |
| ExpressJet<br>(LASA)<br>(Accey)              |   |                    | Online  | 3.C.1  |  | 5.A.1  | Mar/2016                   | Apr/2016            |  |       |               |   | Contract 2007 as amended, Currently<br>in negotiations;   |
|  | 3,468   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
|  | CRJ-200<br>CRJ-700<br>CRJ-900<br>EMB-175<br>EMB-120 | OO                 | \$7,500 w/<br>RJ type<br>rating                 | 65 Hours   | Paid for by<br>company; dual<br>occupancy,<br>Company will<br>pay 50% for<br>single room | 1.85/hr  | October<br>2011            | 3,888               | United,<br>American,<br>Alaska,<br>Delta | None  | Surface 3 LTE | PDX, SEA, SFO,<br>LAX, SLC, PHX,<br>DEN, MSP, ORD,<br>IAH, FAT,<br>PSP, TUS | *Updated via section 3027.6.A   |
| SkyWest Airlines<br>(Skywest)                |   |                    |   | 3008.19.A  | 3015.6.A.1   | 3009.1.A   | Dec/2015                   | Apr/2016            |  |       |               |   | Pilot Agreement signed August 2015  |
|  | EMB-170<br>EMB-175                                  | RW                 | EMB-145<br>\$12,500<br>EMB-170/5<br>\$7,500     | \$1,600 first<br>mo. then<br>MMG                                   | Paid for by<br>company; single<br>occupancy  | \$1.95/hr Dom<br>\$2.50/hr Int.*                 | 3.5 Years                  | 2,105               | United,<br>American,<br>Delta            | IBT   | iPad          | CMH, DCA, GSO,<br>IND, LGA, MCI,<br>MIA, ORD, PHL,<br>PIT, EWR, JFK         | \$1,000 to \$11,000 contract signing<br>bonus, based on hire date. \$5,000<br>FO anniversary bonus, \$10,000 CA<br>anniversary bonus. *International per<br>diem only applies when block in to<br>block out is greater than 90 mins.<br>Contract 2015 |
|  |   |                    |   |  | 10.A.2.a   | 4.B.1  | Nov/2015                   | Apr/2016            |  |       |               |   |   |
| Republic Airways<br>(Republic or<br>Shuttle) | CRJ-700*,<br>EMB-145, EMB<br>175                    | MQ                 | \$5,000<br>\$10,000**                           | 64 hr MMG<br>+ 16 hrs per<br>diem per<br>day***                    | Paid for by<br>company; dual<br>occupancy until<br>oral                                  | \$1.85/hr +<br>\$0.05<br>increase<br>every 3 yrs | November<br>2007****       | 2,300               | American                                 | ALPA  | iPad*****     | DFW, ORD  | *CRJ-700 gone by Dec/2016,<br>**Bonus with 2 year contract, \$10,000<br>with pipeline program; ***Until IOE<br>complete; ****Company projects 2 1/2<br>years; *****Pilot provides iPad and<br>gear  |
|  |   |                    | Online  | 4.A  | 4.B  | 5.B.1  | Dec/2015                   | Jul/2015            |  |       |               |   | Contract 2003 as amended, Currently<br>in negotiations  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| 500 - 2,000 Pilots                           |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| Endeavor Air<br>(Flagship)                   | CRJ-200<br>CRJ900                                   | 9E                 | \$23,000*                                       | MMG, but no<br>per diem  | Single<br>Occupancy paid<br>by company   | \$1.70/hr  | July<br>2007               | 1,587               | Delta                                    | ALPA  |               | JFK, DTW,<br>MSP, LGA   | Pay based on DOS+2 years, 1%<br>increases every year, *\$23,000 per<br>year until Dec 2018.   |
|  |   |                    | Online  | 3.D.1, 5.D.4   |  | 5.D.1  | Dec/2015                   | Mar/2016            |  |       |               |   | Contract 2013 as amended  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| PSA Airlines<br>(Bluestreak)                 | CRJ-200<br>CRJ-700<br>CRJ-900                       | OH                 | No - \$1000<br>Referral*                        | MMG & Per<br>Diem  | Paid for by<br>company; single<br>occupancy  | \$1.75/hr  | Hiring<br>Street<br>CAs**  | 1,186               | American                                 | ALPA  |               | CLT, DAY, TYS   | *\$1000 referral bonus for employees<br>if they refer a successful applicant,<br>**Hiring street captains if they meet<br>the minimum qualifications otherwise<br>once they reach 1,000 hours SIC<br>line   |
|  |   |                    |   |  |  | 5.A.1  | Jul/2015                   | Dec/2015            |  |       |               |   | Contract 2013 as amended  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| Mesa Airlines<br>(Air Shuttle)               | CRJ-200<br>CRJ-700<br>CRJ-900<br>EMB-175            | YV                 | None  | 76 Hours<br>during<br>training                                     | Paid for by<br>company; single<br>occupancy  | \$1.47/hr  | 4 Months                   | 1,250               | United,<br>American                      | ALPA  | iPad*         | PHX, DFW,<br>IAD, IAH   | *Pilot must purchase iPad   |
|  |   |                    |   | 5.A.2  | 5.B.1  | 5.A.2  | Feb/2016                   | Feb/2016            |  |       |               |   | Contract 2008 as amended  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| Air Wisconsin<br>(Wisconsin)                 | CRJ-200   | ZW                 | No Bonus,<br>\$1000 or<br>\$1250 Ref.*          | 2.5 hours<br>per day   | Paid for by<br>company; single<br>occupancy  | \$1.60/hr dom<br>\$1.90/hr int                   | 2.5 - 3<br>Years           | 750                 | American                                 | ALPA  |               | DCA, LGA, ORF,<br>PHL   | Pilot hiring and attrition from 10/2013<br>to 10/2014, *\$1250 referral bonus if<br>applicant has CRJ type rating   |
|  |   |                    |   | 4.C  | 5.A.1  | 5.D.1  | Jul/2015                   | Apr/2016            |  |       |               |   | Contract 2003, Pilot data from<br>10/6/2014 seniority list.   |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| Horizon Air<br>(Horizon Air)                 | DH-8-Q400   | QX                 | None  | 16 credit<br>hours per<br>week & per<br>diem                       | Paid for by<br>company;<br>double<br>occupancy   | \$1.80/hr  | December<br>2011           | 662                 | Alaska                                   | IBT   |               | ANC, BOI, GEG,<br>MFR, PDX, SEA   |   |
|  |   |                    |   | 5.1.4  | 6.C  | 5.G.1  | Dec/2015                   | Dec/2015            |  |       |               |   | Contract 2012 as amended  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| Compass Airlines<br>(Compass)                | EMB-175   | CP                 | \$1,500<br>Referral<br>Bonus                    | MMG & Per<br>Diem*   | Paid for by<br>company;<br>double<br>occupancy   | \$1.65/hr**                                      | April<br>2015              | 710                 | Delta,<br>American                       | ALPA  | iPad          | MSP, LAX, SEA   | *Per diem only when not in base for<br>sims; **DOS + 24 Mos. \$1.70,  |
|  |   |                    |   | 3.H, 5.B   | 5.B.3  | 5.B.1  | Dec/2015                   | Dec/2015            |  |       |               |   | Contract 2014 as amended  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
| GoJet Airlines<br>(Lindbergh)                | CRJ-700<br>CRJ-900*                                 | G7                 | \$10,000  | \$23/hr @ 60<br>hr   | Paid for by<br>company; single<br>occupancy  | \$1.60/hr  | January<br>2015            | 555                 | United, Delta                            | IBT   |               | ORD, RDU, STL,<br>DEN   | *7 CRJ-900s being delivered by the<br>end of 2015.  |
|  |   |                    | May/15  | 5.B.3  | 6.C  | 5.O  | Dec/2015                   | Dec/2015            |  |       |               |   | Contract 2007 as amended  |
|  |   |                    |   |  |  |  |                            |                     |  |       |               |   |   |
|  | Aircraft Types                                      | 2<br>Digit<br>Code | Sign on<br>Bonus                                | Pay During<br>Training   | Hotel during<br>new hire<br>training   | Per Diem   | Most<br>Junior CA<br>hired | Number of<br>Pilots | Do Business<br>For:                      | Union | EFBs          | Bases   | Notes   |

|                                  | Aircraft Types   | 2 Digit Code | Sign on Bonus   | Pay During Training                               | Hotel during new hire training          | Per Diem  | Most Junior CA hired   | Number of Pilots | Do Business For:                                      | Union | EFBs | Bases  | Notes   |
|----------------------------------|--|--------------|-----------------|---|---|---|------------------------|------------------|---|-------|------|--|---|
| Under 500 Pilots                 |  |              |                 |   |   |   |                        |                  |   |       |      |  |   |
| Piedmont Airlines (Piedmont)     | DH-8-100<br>DH-8-300<br>ERJ-145*                           | PI           | \$5,000         | MMG + 1/2 per diem per day                        | Paid for by company; dual occupancy     | \$1.70/hr   | 18 - 24 Months         | 380              | American  | 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   | Jul/2015               | Jul/2015         |   |       |      |  | Contract 2013 as amended  |
| Tran States Airlines (Waterski)  | ERJ-145  | AX           |                 | \$24.90 @ 60 hrs                                  | None                                    | \$1.70/hr   | July 2015              | 510              | United, American                                      | ALPA  |      | IAD, STL, ORD  | Contract 2011 as amended  |
|                                  |  |              |                 | 3.C.1   | 5.A.1                                   | 5.C.1   | Dec/2015               | Dec/2015         |   |       |      |  |   |
| Cape Air (Kap)                   | ATR-42<br>C402<br>BN2                                      | 9K           | None            | 40 Hours per week                                 | Paid for by company; Single occupancy   | \$37/overnight                                    | Upon Reaching ATP Mins | 190              | Hyannis Air Service DBA Cape Air                      | IBT   | No   | New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)                        | HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM    |
|                                  |  |              |                 | 3.K.A   | 6.E.5.A                                 | 6.G.1   | Jul/2015               | Jul/2015         |   |       |      |  | Contract 2012 as amended  |
| Silver Airways (Silverwings)     | Saab 340b<br>B1900D*                                       | 3M           | \$12,000**      | MMG & Per Diem                                    | Paid for by company; dual occupancy     | \$1.75/hr   | 18 months              | 220              | Self***   | IBT   |      | FLL, IAD, TPA, GNV, ATL  | *Gone after November; **\$3,000 after IOE, \$3,000 after 1 year, \$6,000 after 2 years; ***11 Codeshares  |
|                                  |  |              |                 |   |   | 5.C   | Jul/2015               | Feb/2015         |   |       |      |  | Contract 2011 as amended  |
| Ameriflight, LLC (AMFlight)      | EMB-120<br>EMB-110<br>BE1900 & 99<br>SA227<br>C208<br>PA31 | AM           | None            | \$9 - \$12.50 per hour*<br>\$35 / Day<br>Per Diem | Paid for by company; Single occupancy   | \$1.45/hr   | Immediate              | 190              | UPS<br>FedEx<br>DHL<br>Lantheus<br>ACS<br>Mallinckodt | None  | iPad | DFW, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU | *Hourly rate in training depends on PIC, SIC and aircraft type.   |
|                                  |  |              |                 |   |   |   | Apr/2016               | Apr/2016         |   |       |      |  |   |
| CommutAir (CommutAir)            | DH-8-100<br>DH-8-200<br>ERJ-145                            | C5           | Up to \$15,000* | MMG   | Paid for by company; single occupancy   | \$1.50/hr   | November 2015          | 205              | United  | ALPA  |      | EWR, IAD   | *Have an ATP/CTP \$7,000; Need and ATP/CTP, Free ATP/CTP plus \$2,000; or \$5/ 121 flight hour up to \$8,000.   |
|                                  |  |              |                 | 3.G   | 5.A.8                                   | 5.B.3   | Mar/2016               | Mar/2016         |   |       |      |  | Contract 2015 as amended  |
| Great Lakes Airlines (Lakes Air) | B1900D<br>EMB-120  | ZK           | No              | \$36/Day  |   | \$1.50/hr   | 13 Months              | 100              |   | UTU   |      | DEN, PHX   | 15 Month, \$7,500 training contract required.   |
|                                  |  |              |                 |   |   | 4.D   | Jul/2015               | Jul/2015         |   |       |      |  | Contract 2014 as amended  |
| Peninsula Airways (Peninsula)    | Saab 340A,<br>Saab 340B*                                   | KS           |                 |   |   | \$50/day  | 2012                   | 120              |   | None  |      | ANC, BOS   | *\$1,100/Mo. Base Salary  |
|                                  |  |              |                 |   |   |   | Oct/2014               |                  |   |       |      |  | Need contract   |
| Seaborne Airlines (Seaborne)     | DH-8-300<br>S340   | BB           |                 |   |   | \$30/dm,<br>\$50/nt                               | December 2015          | 40               |   |       |      | SJU, STX   |   |
|                                  |  |              |                 |   |   |   | Apr/2016               | Apr/2016         |   |       |      |  | Need contract   |
| Corvus Airlines (Raven Flight)   | B1900C<br>B1900D*<br>DH-8                                  | 7H           | No              | MMG   | None, except during SIMs in SEA, Single | \$40.00 per over night                            | November 2009**        | 81               | Ravn Alaska   | None  | iPad | ANC  | *After 6 months pay goes to \$40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds |
|                                  |  |              |                 |   |   |   | Apr/2016               | Apr/2016         |   |       |      |  | Need contract   |
| Island Air (Moku)                | DH-8-100<br>DH-8-Q400                                      | WP           |                 | MMG*  | Paid for by company; Single occupancy   | None, On a RON, company will reimburse w/ receipt | July 2008              | 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/2014               |                  |   |       |      |  | Contract 2009 as amended  |
| Total Pilots                     | 20,472   |              |                 |   |   |   |                        |                  |   |       |      |  |   |
|                                  | Aircraft Types   | 2 Digit Code | Sign on Bonus   | Pay During Training                               | Hotel during new hire training          | Per Diem  | Most Junior CA hired   | Number of Pilots | Do Business For:                                      | Union | EFBs | Bases  | Notes   |

## Contractual Work Rules

|  | Min Days off (Line/Reserve)             | Pay Protection | Max Scheduled Duty   | Number of pages in Contract | Min Day Credit               | Min Trip Credit             | Duty Rig  | Trip Rig  | Deadhead Pay          | Open time pay                        | Uniform Reimbursement                     | Headset Reimbursement | Notes  |
|--|---|----------------|----------------------|-----------------------------|------------------------------|-----------------------------|-----------|-----------|-----------------------|--------------------------------------|---|-----------------------|--|
| Over 2,000 Pilots                      |   |                |                      |                             |                              |                             |           |           |                       |                                      |   |                       |  |
| ExpressJet (LXJT) (Accey)              | 12/12 or 11 for reserve in 30 day month | Yes*           | 11 or 13; 15**       | 539                         | 2 hr DPM***, 3.75 on day off | 15 hours min per 4 day trip | None      | None      | 100%                  | 100% or 150/200% when red flag is up | \$150 / yr****                            | Company provided      | *Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year |
|  | 21.D.1.b, 21.D.3.a                      | 3.D.4          | 5.A & 21.I.4.b       | -                           | 8                            | 3.D.5                       | -         | -         | 6.A.2                 | 21.H.9.d                             | 24.H.3                                    | -                     | Contract 2004 as amended, Currently in negotiations  |
| ExpressJet (LASA) (Accey)              | 12*/11                                  | Yes            | 12.5, 14, 13.5, 11** | 571                         | 3:45                         | None                        | 1:2**     | None      | 100% Air / 50% ground | 150%                                 | \$17 / month after 90 Days                | None                  | *Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;   |
|  | 12.D.2                                  | 3.G.4          | 12.B.1               | -                           | 3.F.1 & 2                    | -                           | 3.F.1 & 2 | 3.F.1 & 2 | 8.A.1 & 2             | 13.G                                 | 5.D.4                                     | -                     | Contract 2007 as amended, Currently in negotiations  |
| SkyWest Airlines (Skywest)             | 12                                      | Yes*           | FAA Part 117         | 176                         | 4:00                         | None                        | 1:2**     | None      | 100%                  | 150%                                 | \$100/6 mo***                             | None                  | *Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and \$400 max  |
|  | 3017.7.C.1.g                            | 3008.12.A      | 3016.1               | -                           | 3017.3.A                     | -                           | -         | -         | 3008.14.A             | -                                    | 3009.3.A                                  | -                     | Pilot Agreeemnt signed August 2015   |
| Republic Airways (Republic or Shuttle) | 12                                      | Yes*           | 14                   | 217                         | 4:12                         | See Trip Rig                | 1:2       | 1:4       | 75%                   | 100%. Over 87 hours 125%**           | Provided by company                       | Company provided      | *Only line holders and available for reassignment. **Premium pay when available is 115%, 130% or 150%  |
|  | 23.E.1                                  | 3.E & F        | 23.C.1               | -                           | 3.B.2                        | -                           | 3.B.3     | 3.B.4     | 3.G.1                 | 3.C                                  | 4.B, C, F                                 | -                     | Contract 2015  |
| Envoy formally American Eagle (Envoy)  | 11                                      | Yes            | 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  |



# Contractual Work Rules

THE GRID

|  | Min Days off<br>(Line/Reserve)            | Pay<br>Protection | Max<br>Scheduled<br>Duty | Number of<br>pages in<br>Contract | Min Day<br>Credit      | Min Trip<br>Credit                            | Duty Rig | Trip Rig | Deadhead<br>Pay                        | Open time<br>pay       | Uniform<br>Reimbursement  | Headset<br>Reimbursement | Notes  |
|--|---|-------------------|--------------------------|-----------------------------------|------------------------|---|----------|----------|--|------------------------|---|--------------------------|--|
| 500 - 2,000 Pilots                     |   |                   |                          |                                   |                        |   |          |          |  |                        |   |                          |  |
| Endeavor Air<br>(Flagship)             | 11  | Yes               | 14                       | 501                               | 4                      | None  | None     | None     | 100%                                   | 150%<br>200%**         | New hires pay<br>50%, all others<br>get \$240 per year*                         | None                     | *Starts 1/1/2015, **200% at company<br>discretion.   |
|  | 3.R.4                                     | 3.N.1             | 12.H.1                   | -                                 | 3.H.1                  | -   | -        | -        | 8.A                                    | 3.M.3                  | 18.C, 18.H  | 26.A.1                   | Contract 2013 as amended   |
| PSA Airlines<br>(Bluestreak)           | 11  | Yes*              | 13, 14.5 on<br>CDO       | 195                               | 3.5**                  | None  | None     | None     | 50%**                                  | 125% or<br>150%***     | \$400****   | None                     | *For line holders only with exceptions<br>to open time pick ups; **with<br>exceptions see contract section;<br>***Critical Coverage Pay per<br>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<br>(Air Shuttle)         | 11  | Yes*              | FAA Part 117             | 205                               | None                   | None  | None     | None     | 50%                                    | 100% or<br>200%**      | Company pays<br>half of blazer and<br>pants only                                | None                     | *To line guarantee, **200% for junior<br>manning and improper<br>reassignments.  |
|  | 12.B                                      | 3.G               | 12                       | -                                 | -                      | -   | -        | -        | 6.A                                    | 3.H.1                  | 5.E.2   | -                        | Contract 2008 as amended   |
| Air Wisconsin<br>(Wisconsin)           | 12/12                                     | Yes*              | 12, 14 or 13**           | 294                               | 3 hours or<br>Duty Rig | See Trip<br>Rig                               | 2:1      | 4:1      | 100%                                   | 150%                   | \$260 / yr***   | \$50*                    | *Once trip is awarded or assigned for<br>all pilots **Based on start time.<br>***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<br>(Horizon Air)           | 13*                                       | Yes               | FAA Part 117             | 239                               | 4**                    | See Trip<br>Rig                               | 50%***   | 25****   | 100%                                   | 150% or<br>200*****    | \$200   | None                     | *Bid period is 35 Days **4 hours for<br>any trip that has one duty period,<br>***50% of the duty time, ****25% of<br>trip time away from base. *****200%<br>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<br>(Compass)          | 11 or 12*                                 | Yes**             | FAA Part 117             | 392                               | 4                      | None  | None     | None     | 80% air***<br>75% ground               | 100%****               | Company pays<br>1/2 of initial<br>uniform, \$20/mo<br>allowance                 | None                     | *12 days off during 31 day bid<br>periods. **May be reassigned,***85%<br>after 5/1/17 ****150% premium pay<br>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<br>(Lindbergh)          | 11/10*                                    | No*               | 14                       | 97                                | 4**                    | None  | None     | None     | 50%                                    | 150%                   | \$25 / Month  | None                     | *If company gets 98% completion<br>factor, pilot gets greater of 100% of<br>line value or actual, **Applies to<br>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<br>(Line/Reserve)            | Pay<br>Protection | Max<br>Scheduled<br>Duty | Number of<br>pages in<br>Contract | Min Day<br>Credit      | Min Trip<br>Credit                            | Duty Rig | Trip Rig | Deadhead<br>Pay                        | Open time<br>pay       | Uniform<br>Reimbursement  | Headset<br>Reimbursement | Notes  |
| Under 500 Pilots                       |   |                   |                          |                                   |                        |   |          |          |  |                        |   |                          |  |
| Piedmont Airlines<br>(Piedmont)        | 11  | Yes               | 14                       | 185                               | 4                      | 4 per<br>day*                                 | None     | None     | 75% air; 50%<br>ground                 | 100%**                 | \$25 / month  | None                     | *See examples in referenced contract<br>section, **Unless available for<br>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<br>Airlines (Waterski)     | 12 line holders<br>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-<br>07        | -   | -        | -        | 3.H.1                                  | 3.E.2                  | 5.F.3   | -                        | Contract 2011 as amended   |
| Cape Air<br>(Kap)                      | 10  | Yes               | 14                       | 170                               | 5                      | None*   | None*    | None*    | 100% for 135<br>50% for 121            | 100% or<br>150%**      | Paid in full by<br>company, no set<br>amount per year.<br>Reasonable<br>amount. | Yes as needed            | *Pilots are paid per duty hour not<br>flight hour. **Paid above minimum, if it<br>is over 40 hours per week, then it will<br>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<br>(Silverwings)        | 11  | Yes*              | 14                       | 161                               | 3, 4 on<br>lost day    | Greater of<br>min day,<br>credit,<br>duty rig | 2:1      | None     | 50% for first 5<br>hours, then<br>100% | 100%                   | \$150 / yr**  | None                     | *Greater of line value or actual flown<br>except for named storms, then 50%;<br>**For replacement only.  |
|  | 6.D.3 & 4                                 | 6.H.8.a           | 8.A.1                    | -                                 | 3.H                    | 3.B.1   | 3.B.1.c  | -        | 7.D.1                                  | 3.D                    | 5.J   | -                        | Contract 2011 as amended   |
| Ameriflight, LLC<br>(AMFlight)         | Fly 4-5 days per<br>week                  | Yes               | FAA 135                  | NA                                | NA                     | NA  | NA       | NA       | 100%                                   | 100%                   | None  | None                     |  |
| CommutAir<br>(CommutAir)               | 12/11                                     | Yes & No*         | 14.5**                   | 192                               | 3.75                   | None  | None     | None     | 75%                                    | 100% or 3.75<br>Hrs*** | \$17.50 per<br>month  | None                     | *There are exception to cancellation<br>pay, see referenced contract section.<br>**Aloud 1 hour more to dead head to<br>base. ***Additionally incentive offered<br>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 2015 as amended   |
| Great Lakes<br>Airlines<br>(Lakes Air) | 10  | No                | 14 or 15*                | 59                                | 3.75                   | None  | None     | None     | 50%                                    | 100%                   | Paid by company<br>after 2 YOS**  | None                     | *For continuous duty overnights,<br>**and every two years thereafter,  |
|  | 3.C.2                                     | -                 | 18.C.1                   | -                                 | 18.B.5                 | -   | -        | -        | 3.C.4                                  | 18.J.1.b               | 19.D  | -                        | Contract 2014 as amended   |
| Peninsula Airways<br>(Peninsula)       | 5 on 2 off                                |                   |                          |                                   |                        |   |          |          |  |                        |   |                          |  |
| Seaborne Airlines<br>(Seaborne)        | 13  |                   |                          |                                   |                        |   |          |          |  |                        |   |                          |  |
| Corvus Airlines<br>(Raven Flight)      | 10  | No                | FAA Part 117             | NA                                | 2.4                    | 0   | 0        | 0        | 30%                                    | 100%                   | New Hire Paid by<br>Company then<br>\$80 per year                               | No                       |  |
| Island Air<br>(Moku)                   | 11/12* Line<br>Holder, 11/10**<br>Reserve | Yes***            | FAA Part 117             | 123                               | 3.8                    | None  | None     | None     | 100%                                   | 150%                   | Company issues 3<br>shirts, pants,<br>replaces as worn                          | None                     | *12 days off during 31 day months,<br>**Reserves have 3 options, Standard<br>(20 days on), Min (17) & Max (23);<br>***Average pay, can be reassigned                                       |
|  | 10.C.1.d;<br>10.C.1.e.(4)                 | 4.E.1             | 10.B                     |                                   | 4.B                    | -   | -        | -        | 4.F.1                                  | 4.A.4                  | 15.AA   | -                        | Contract 2009 as amended   |
|  | Min Days off<br>(Line/Reserve)            | Pay<br>Protection | Max<br>Scheduled<br>Duty | Number of<br>pages in<br>Contract | Min Day<br>Credit      | Min Trip<br>Credit                            | Duty Rig | Trip Rig | Deadhead<br>Pay                        | Open time<br>pay       | Uniform<br>Reimbursement  | Headset<br>Reimbursement | Notes  |

## Additional Compensation Details

|  | Aircraft Types              | FO Top Out Pay (Hourly) | MMG         | Base Pay  | Top CA pay | Base Pay  | No. of Vacation weeks & accrual<br>Over 2,000 Pilots  | Sick Time Accrual  | 401(K) Matching (%)   | 401(K) DC  | Percentage of health care employee pays  | Notes   |
|--|-----------------------------|-------------------------|-------------|-----------|------------|-----------|---|--|---|--|--|---|
| ExpressJet (LXJT (Accey))              | EMB-145XR, EMB-145, EMB-135 | \$45.26                 | 75          | \$40,734  | \$98.18    | \$88,362  | < 1 = 7 Days**<br>2-6 = 14 Days<br>7-10 = 21 Days<br>+11 = 28 Days  | 5 H/M<br>Max 640<br>(110 above 640***)   | <5 = 4%<br>5<10 = 5%<br>10+ = 6%<br>Vesting*  | <5 = 2.5%<br>5<10 = 4%<br>10<15 = 5%<br>15<20 = 5.5%<br>20+ = 6% | 25%  | *Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once actual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property. Contract 2004 as amended, Currently in negotiations |
|  | 60-76 Seat A/C****          | \$49.98                 |             | \$44,982  | \$107.83   | \$97,047  |   |  |   |  |  |   |
| ExpressJet (LASA) (Accey)              | -                           | 3.A.1                   | 3.B.1       | HRxMMGx12 | 3.A.1      | HRxMMGx12 | 8.A.1   | 7.A  | 25.A.2  | 25.B.2   | LOA 9  |   |
|  | CRJ-200                     | \$46.44                 | 75          | \$41,796  | \$101.80   | \$91,620  | <1 = 14 Days**<br>1-5 = 14 Days<br>6-14 = 21 Days<br>+15 = 28 Days  | 0-4 = 2.75 H/M<br>4-7 = 3 H/M<br>7-10 3.25 H/M<br>+10 = 3.5 H/M<br>Max 500   | 1=20% of 6%<br>2=30% of 6%<br>3=40% of 6%<br>4-6=50%of6%<br>7=75% of 6%<br>10=75%of8% | None   | 30%  | **Vesting based on YOS, **1.2 Days per month of employment.   |
|  | CRJ-700, CRJ-900            | \$48.48                 |             | \$43,632  | \$109.33   | \$98,397  |   |  |   |  |  |   |
|  | -                           | 3.A                     | 4.A         | HRxMMGx12 | 3.A        | HRxMMGx12 | 7.A.1   | 14.A.1   | 27.A.1*   |  | 28.A.3   | Contract 2007 as amended, Currently in negotiations   |
| SkyWest Airlines (Skywest)             | EMB-120                     | \$37.15                 | 80          | \$35,664  | \$76.21    | \$73,162  | <6m = 30.8 Hrs<br>>5 = 36.96 Hrs<br>> 10 = 46 Hrs<br>> 15 = 49 Hrs<br>> 16 = 52 Hrs<br>>17 = 55 Hrs<br>>18 = 58 Hrs<br>>19 = 61 Hrs                                     | After 90 Days<br>0193 Per Hour<br>1.45 H/M***<br>After 2 Years<br>.027 Per Hour<br>2 H/M***<br>After 5 Years<br>0385 Per Hour<br>2.89 H/M***   | 1.2-6%****  | None   | 38%  | *MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.   |
|  | CRJ-200                     | \$45.77                 |             | \$41,193  | \$106.67   | \$96,003  |   |  |   |  |  |   |
|  | CRJ-700                     | \$48.52                 |             | \$43,668  | \$113.07   | \$101,763 |   |  |   |  |  |   |
|  | EMB-175                     | \$48.70                 |             | \$43,830  | \$113.20   | \$101,880 |   |  |   |  |  |   |
|  | CRJ-900                     | \$50.00                 |             | \$45,000  | \$117.00   | \$105,300 |   |  |   |  |  |   |
|  | -                           | 3027.2                  | 3008.5.A.3* | HRxMMGx12 | 3027.1     | HRxMMGx12 | 3011.1**  | 3012.1   |   | -  |  | Pilot Agreeemnt signed August 2015  |
| Republic Airways (Republic or Shuttle) | EMB-170 EMB-175             | \$50.42                 | 75          | \$45,378  | \$120.11   | \$108,099 | 1 = 12.6 days<br>2 = 13.65 days<br>3 = 14.7 days<br>4 = 15.75 days<br>5 = 16.8 days<br>6 = 17.85 days<br>7 = 18.9 days<br>8 = 22.05 days<br>9 = 23.1 days<br>10 = 24.15 | PDO*<br>1 Yr = 4.20 H/M<br>2 Yr = 4.55 H/M<br>3 Yr = 4.90 H/M<br>4 Yr = 5.25 H/M<br>5 Yr = 5.60 H/M<br>6 Yr = 5.95 H/M<br>7 Yr = 6.30 H/M<br>8 Yr = 7.35 H/M<br>9 Yr = 7.70 H/M<br>10 = 8.05 H/M<br>No Max | <6 = 2.5%<br>6-13 = 4%<br>13+ = 6%  | None   | 35% for Legacy PPO Medical Plan<br><br>25% for PHP Pilot Health Plan<br><br>35% for TPO Traditional PPO Plan | *Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4. Vacation is taken out of a PDO bank @ 4 hrs per day.  |
|  | -                           | 3-1                     | 3.K.1       | HRxMMGx12 | 3-1        | HRxMMGx12 | 8.A.1***  | 8.A.1  | 14.K  |  | 14.E   | Contract 2015   |
| Envoy formally American Eagle (Envoy)  | EMB-145, EMB-140            | \$39.78                 | 75          | \$35,802  | \$89.12    | \$80,208  | 1 = 7 days<br>2 = 14 days<br>7 = 21 days<br>+14 = 28 days   | PTO = 2.5 H/M<br>SSLB = 2.5 H/M<br>200 Max   | 1-4 = 3.5%<br>5-9 = 5.25%<br>10-14 = 6.4%<br>15-19 = 7%<br>20+ = 8%                   | None   | 31% to 35%<br>1% increases per year  | *CRJ-700 gone by Dec/16; **New-hires are capped at 12th year pay for CA and 4 years for FO. ***Max contribution from company shown.   |
|  | CRJ-700* EMB-175            |                         |             |           | \$93.90    | \$84,510  |   |  |   |  |  | Contract 2003 as amended, Currently in negotiations   |
|  | -                           | LOA**                   | LOA         | HRxMMGx12 | LOA**      | HRxMMGx12 | 8   | 8.II.A   | 28.B***   | 28.B   | 28.A.3.b   |   |
|  | Aircraft Types              | FO Top Out Pay (Hourly) | MMG         | Base Pay  | Top CA pay | Base Pay  | No. of Vacation weeks & accrual<br>500-2,000 Pilots   | Sick Time Accrual  | 401(K) Matching (%)   | 401(K) DC  | Percentage of health care employee pays  | Notes   |
| Endeavor Air (Flagship)                | CRJ-200                     | \$38.49                 | 75          | \$34,641  | \$84.03    | \$75,627  | <1yr=<7 days***<br>1-2yrs=7 days<br>>2yrs=14days<br>>5yrs=21days<br>>16yrs=28days   | 2.5 H/M  | 50% Match:<br>1-5 = 6%<br>5-10 = 8%<br>10+ = 10%<br>Vesting**                         | None   | 32% for medical (35% 1/1/15), 25% dental   | *Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated   |
|  | CRJ-900                     | \$39.75                 |             | \$35,775  | \$89.96    | \$80,964  |   |  |   |  |  |   |
|  | -                           | 3.A.1                   | 4.A         | HRxMMGx12 | 3.A.1      | HRxMMGx12 | 7.A.3.b   | 14.A   | 28.B  | 28.B   | 27.A.2   | Contract 2013 as amended  |
| PSA Airlines (Bluestreak)              | CRJ-200                     | \$41.78                 | 75          | \$37,602  | \$98.37    | \$88,533  | < 1 = 7 days<br>> 2 = 14 days<br>> 7 = 21 days<br>>14 = 28 days   | 0-5 = 3.5 H/M<br>5+ = 4 H/M<br>485 Max   | 50% Match:<br>.5-5 = 2%<br>5-7 = 4%<br>7-10 = 8%<br>10+ = 8%*                         | -5-5 = 1.5%<br>5-7 = 2%<br>7-10 = 2.5%<br>10+ = 3.5%             | 27%  | *75% after 10 YOS, **Vesting after 3 YOS.   |
|  | CRJ-700 CRJ-900             | \$43.29                 |             | \$38,961  | \$106.67   | \$96,003  |   |  |   |  |  |   |
|  | -                           | 3.A.1                   | 4.A         | HRxMMGx12 | 3.A.1      | HRxMMGx12 | 7.A   | 14.A   | 28.C**  | 28.C   | 27.B.4   | Contract 2013 as amended  |
| Mesa Airlines (Air Shuttle)            | CRJ-200                     | \$37.96                 | 76          | \$34,620  | \$80.93    | \$73,808  | < 1 = 7 days<br>> 2 = 14 days<br>> 5 = 21 days<br>> 20 = 28 days  | 0-1 = 1.52 H/M<br>1-4 = 2.17 H/M<br>+4 = 3.0 H/M   | 2%*   | None   | Based on rates set by company and insurance provider   | *Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent  |
|  | CRJ-700, CRJ-900, EMB-175   |                         |             |           | \$93.76    | \$85,509  |   |  |   |  |  |   |
|  | -                           |                         |             |           |            |           |   |  |   |  |  |   |
| Air Wisconsin (Wisconsin)              | CRJ-200*                    | \$49.24                 | 75          | \$44,316  | \$107.67   | \$96,903  | < 1 = 7 days<br>> 2 = 14 days<br>> 5 = 21 days<br>> 10 = 28 days<br>> 19 = 35 days  | 3.75 H/M<br>Max 375  | 3-4% = 1%<br>5-8% = 2%<br>7% = 3%<br>8% = 4%<br>9% = 5%                               | 3%   | 25%  | *1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)  |
|  | -                           | 3.A.1                   | 4.A         | HRxMMGx12 | 3.A.1      | HRxMMGx12 | 7.B.2   | 14.A.1   | 28.B**  | 28.A   | 27.D.2.a   | Contract 2003 as amended  |
| Horizon Air (Horizon Air)              | Q-400                       | \$49.43                 | 80.5        | \$43,770  | \$119.19   | \$105,543 | < 5 = 14 days<br>> 5 = 28 days  | 3 H/M  | 6%  | None   | Company Discretion   | *MMG based on 35 day bid period   |
|  | -                           | App. A.D                | 5.B.1       | HRxMMGx12 | App. A.B   | HRxMMGx12 | 13.B  | 14.A.1   | 27.C  | 27.C   | 27.A   | Contract 2012 as amended  |
| Compass Airlines (Compass)             | E-170, E-175                | \$45.80                 | 75          | \$41,220  | \$111.24   | \$100,116 | < 1 = 7 days<br>> 1 = 14 days<br>> 5 = 21 days<br>> 15 = 28 days  | 0-2 = 3 H/M<br>2-5 = 3.25 H/M<br>5+ = 3.5 H/M<br>Max 450   | 50% Match:<br>9m-4 = 4%<br>3-5 = 6%<br>6+ = 8%  | None   | 29% Employee, 34% Family   | *Contract is based on months of service for vacation accrual, converted to years for comparison, first year is prorated;  |
|  | -                           | 3.D                     | 4.A.1       | HRxMMGx12 | 3.D        | HRxMMGx12 | 7.A.2**   | 14.A   | 28.B.2  | -  | 27.B.2   | Contract 2014 as amended  |
| GoJet Airlines (Lindbergh)             | CRJ-700                     | \$37.70                 | 74          | \$33,478  | \$96.97    | \$86,109  | > 1 = 7 days<br>> 2 = 14 days<br>> 7 = 21 days<br>> 15 = 28 days  | 0-2 = 2 H/M<br>+2 = 3 H/M<br>Max 300   | 1%<br>Veste 100% after 3 YOS  | 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 | ?          | HRxMMGx12 | 13.A.1  | 14.A   | 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 | Base Pay  | No. of Vacation weeks & accrual   | Sick Time Accrual  | 401(K) Matching (%)   | 401(K) DC  | Percentage of health care employee pays  | Notes   |

# Additional Compensation Details

THE GRID

|                                  | Aircraft Types        | FO Top Out Pay (Hourly) | MMG              | Base Pay  | Top CA pay | Base Pay  | No. of Vacation weeks & accrual<br>Under 500 Pilots                                 | Sick Time Accrual                                   | 401(K) Matching (%)  | 401(K) DC  | Percentage of health care employee pays                               | Notes   |
|----------------------------------|-----------------------|-------------------------|------------------|-----------|------------|-----------|---|---|--|--|---|---|
| Piedmont Airlines (Piedmont)     | Q-100, Q-300          | \$40.33                 | 75               | \$36,297  | \$89.98    | \$80,982  | > 1 = 5 days***<br>< 1 = 5 days<br>2-7 = 10 days<br>7-13 = 15 days<br>+14 = 20 days | 4 H/M   | 50% Match:<br><4 = 6%<br>4-9 = 9%<br>10-14 = 10%<br>15-19 = 11%<br>20+ = 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        | HRxMMGx12 | 7.A.4   | 14.A.1  | 28.B.2   | 28.B.3   | 27.B.2  | Contract 2013 as amended  |
|                                  | ERJ-145               | \$43.68                 | 75               | \$39,312  | \$101.43   | \$91,287  | < 1 = 7 days**<br>2-5 = 14 days<br>6-13 = 21 days<br>+14 = 28 days                  | 0-2 = 2 H/M<br>3-5 = 3 H/M<br>+6 = 4 H/M<br>300 Max | 1-4 = 4%**<br>+4 = 6%**<br>50% Match   | None   | 38% Employee, 50% Family  | *First year is prorated. **50% matching based on YOS.   |
| Cape Air (Kap)                   | -                     | 3                       | 3.C.1            | HRxMMGx12 | 3          | HRxMMGx12 | 7.A.1   | 14.A  | 28.D   | -  | 27.C.2  | Contract 2011 as amended  |
|                                  | ATR-42, C402, BN2     | \$12.72                 | 40               | \$26,458  | \$30.02    | \$62,442  | 1 = 7 Days<br>2 = 14 Days<br>5 = 21 Days<br>+10 = 35 Days                           |   | up to 4%**   | None   | 50%   | *Pay is per duty hour and minimum pay per week is 40 hours; **25% matching                        |
|                                  | -                     |                         | Per week*        | HRxMMGx52 |            | HRxMMGx52 | 8.A.1   |   | 5.G.1  | -  | 5.A & B   | Need contract   |
| Silver Airways (Silverwings)     | Saab 340b             | \$39.03                 | 75               | \$35,127  | \$83.07    | \$74,763  | < 1 = 7 days**<br>2-6 = 14 days<br>7-10 = 21 days<br>+11 = 28 days                  | 4 H/M<br>160 Max                                    | 4%*  | None   | 40% for employee, 75% for family                                      | *25% matching, **First year prorated  |
|                                  | B1900D                | \$30.21                 | 75               | \$27,189  | \$66.26    | \$59,634  |   |   |  |  |   |   |
|                                  | -                     | 3.L                     | 3.G              | HRxMMGx12 | 3.L        | HRxMMGx12 | 11.A.1  | 13.A.1  | 24.F   | 24.F   | 24.B.1  | Contract 2011 as amended  |
| Ameriflight, LLC (AMFlight)      | All                   | Salary                  | 160 Units of Pay | \$31,000  | Salary     | \$89,650  | 1.16 Days per month   |   | 5%   | None   | \$198 per month   |   |
| CommutAir (CommutAir)            | Q-200, Q-300, ERJ-145 | \$45.63                 | 75               | \$41,067  | \$106.37   | \$95,733  | < 1 = 7 days**<br>2-5 = 14 days<br>+6 = 21 days                                     | 2.5 H/M   | up to 6%**   | None   | 35% Employee 65% Family   | *FO max out at 6 years, CA max out at 20 years ERJ. **First year is prorated. ***50% based on YOS |
|                                  | -                     | LOA 8.V                 | 3.D.1.a*         | HRxMMGx12 | LOA 8.V*   | HRxMMGx12 | 7.A.1   | 14.A.2  | 28.C   | 28   | 27.D  | Contract 2015 as amended  |
| Great Lakes Airlines (Lakes Air) | B1900D, EMB-120       | \$33.52                 | 75               | \$30,168  | \$56.67    | \$51,003  | 0-3 = 7 Days<br>4-5 = 14 Days<br>+6 = 21 Days                                       | .94* or 1.56 H/M                                    | Equal to other employees   | None   | Equal to other employees  | *From zero to 3 years,  |
|                                  | -                     | 3.A                     | 3.C.1            | HRxMMGx12 | 3.A        | HRxMMGx12 | 5.A   | 6.B.1   | 20.B   | -  | 20.A  | Contract 2014 as amended  |
| Peninsula Airways (Peninsula)    | Saab 340A, Saab 340B* |                         |                  |           |            |           |   |   |  |  |   |   |
|                                  | -                     |                         |                  |           |            |           |   |   |  |  |   | Need contract   |
| Seaborne Airlines (Seaborne)     | DHC-6-300             | \$44.00                 | 75               | \$39,600  | \$93.00    | \$83,700  |   |   | Yes*   |  |   | *Based on profitability   |
|                                  | S340                  | \$40.00                 |                  | \$36,000  | \$69.00    | \$62,100  |   |   |  |  |   |   |
|                                  | -                     |                         |                  | HRxMMGx12 |            | HRxMMGx12 |   |   |  |  |   | Need contract   |
| Corvus Airlines (Raven Flight)   | B1900C, B1900DD, DH-8 | \$64.00                 | 60               | \$37,440  | \$117.00   | \$84,240  | 2.9 Hours Per Week  | 2 Days Per Year                                     | 2%   | None   | \$450-\$500 / Mo. \$750-\$800 / Mo.                                   |   |
|                                  | -                     |                         |                  | HRxMMGx12 |            | HRxMMGx12 |   |   |  |  |   | Need contract   |
| Island Air (Moku)                | Q-100                 | \$38.57                 | 80               | \$37,027  | \$79.83    | \$76,637  | < 1 = 15 days<br>+3 = 19 days<br>+5 = 23 days                                       | 7.6 H/M<br>480 Max<br>720 Max*                      | 1-3 = 1%<br>3-6 = 5%<br>6-8 = 3%<br>8-10 = 2%<br>10-12 = 1%<br>12+ = 0%      | 1-3 = 1%<br>3-4 = 3%<br>4-5 = 4%<br>5-6 = 5%<br>6-8 = 7%<br>8-10 = 8%<br>10-12 = 9%<br>12+ = 10% | 0% for employee, full cost for family, after 3rd year then 0% for all | *After 5 YOS.   |
|                                  | 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        | HRxMMGx12 | 5.A   | 12.A.1  | LOA 2  | LOA 2  | 14.A  | Contract 2009 as amended  |
|                                  | Aircraft Types        | FO Top Out Pay (Hourly) | MMG              | Base Pay  | Top CA pay | Base Pay  | No. of Vacation weeks & accrual   | Sick Time Accrual                                   | 401(K) Matching (%)  | 401(K) DC  | Percentage of health care employee pays                               | Notes   |

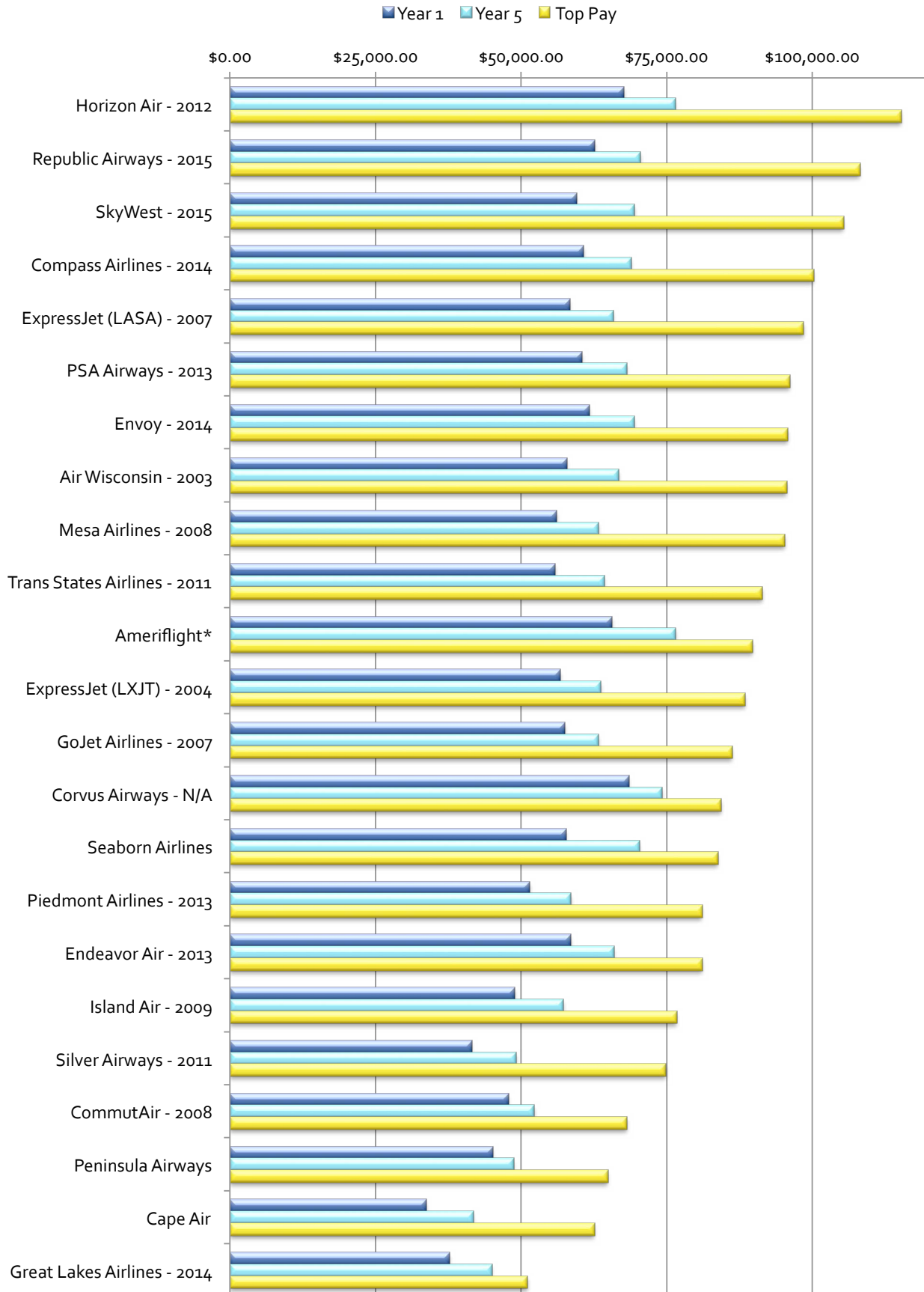


Disclaimer: Gray blocks contain contract sections or date acquired. Data with contract sections may be abbreviated and/or inaccurate, please consult the most current contract section for specific contractual language. Data that does not have a contract section reference number, was obtained on-line in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



# Captain Yearly Pay Comparison

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

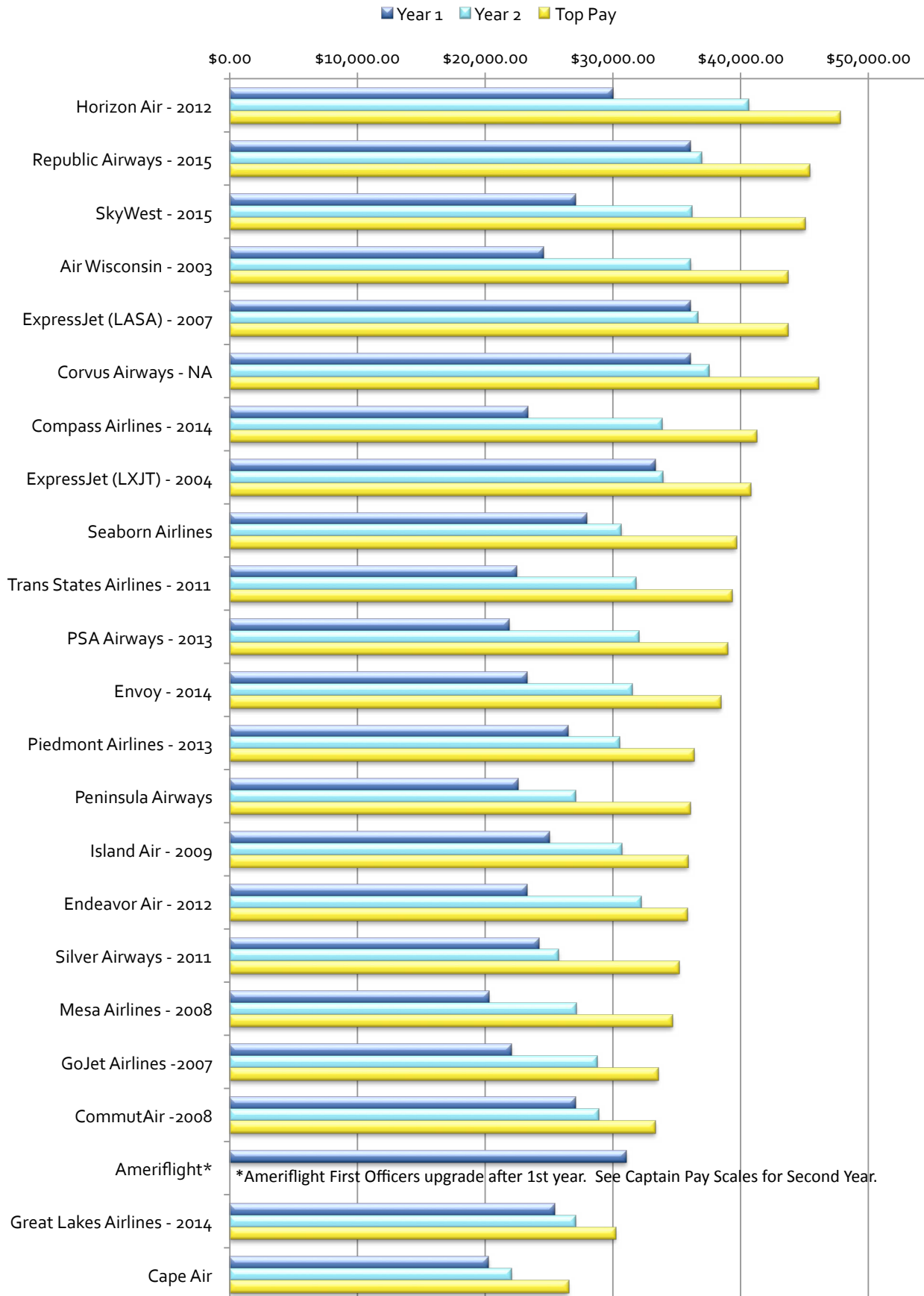


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.  
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. \*Ameriflight is based on salary.

# First Officer Yearly Pay Comparison

THE GRID

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.  
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract.

## THE GRID



**ABQ** Albuquerque, NM  
Ameriflight, LLC

**ACK** Nantucket, MA  
Cape Air

**ALB** Albany, NY  
Cape Air

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

**ATL** Atlanta, GA  
ExpressJet Airlines  
Silver Airways

**AUG** Augusta, ME  
Cape Air

**BFI** Seattle, WA  
Ameriflight, LLC

**BIL** Billings, MT  
Cape Air

**BOI** Boise, ID  
Horizon Air

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

**BQN** Aguadilla, PR  
Ameriflight, LLC

**BUF** Buffalo, NY  
Ameriflight, LLC

**BUR** Burbank, CA  
Ameriflight, LLC

**CGI** Cape Girardeau, MO  
Cape Air

**CHO** Charlottesville, VA  
Piedmont Airlines

**CLE** Cleveland, OH  
ExpressJet Airlines

**CLT** Charlotte, NC  
PSA Airlines



|            |   |            |   |            |   |            |   |
|------------|---|------------|---|------------|---|------------|---|
| <b>CMH</b> | <b>Columbus, OH</b><br>Republic Airways   | <b>HPN</b> | <b>White Plains, NY</b><br>Cape Air   | <b>MSS</b> | <b>Massena, NY</b><br>Cape Air  | <b>ROA</b> | <b>Roanoke, VA</b><br>Piedmont Airlines                                 |
| <b>CVG</b> | <b>Cincinnati, OH</b><br>Ameriflight, LLC   | <b>HVR</b> | <b>Havre, MT</b><br>Cape Air  | <b>MOV</b> | <b>Martha's Vineyard, MA</b><br>Cape Air  | <b>RUT</b> | <b>Rutland, VT</b><br>Cape Air  |
| <b>DAY</b> | <b>Dayton, OH</b><br>PSA Airlines   | <b>HYA</b> | <b>Hyannis, MA</b><br>Cape Air  | <b>MWA</b> | <b>Marion, IL</b><br>Cape Air   | <b>SAT</b> | <b>San Antonio, TX</b><br>Ameriflight, LLC                              |
| <b>DCA</b> | <b>Washington, DC</b><br>Republic Airways<br>Air Wisconsin                                    | <b>IAD</b> | <b>Washington, DC</b><br>Mesa Airlines<br>Trans States Airlines               | <b>OGS</b> | <b>Ogdebsburg, NY</b><br>Cape Air   | <b>SBY</b> | <b>Salisbury, MD</b><br>Piedmont Airlines                               |
| <b>DEN</b> | <b>Denver, CO</b><br>Skywest Airlines<br>GoJet Airlines<br>Great Lakes Airlines               | <b>IAH</b> | <b>Houston, TX</b><br>ExpressJet Airlines<br>Skywest Airlines                 | <b>OLF</b> | <b>Wolf Point, MT</b><br>Cape Air   | <b>SDF</b> | <b>Louisville, KY</b><br>Ameriflight, LLC                               |
| <b>DFW</b> | <b>Dallas, TX</b><br>ExpressJet Airlines<br>Envoy<br>Ameriflight, LLC                         | <b>IND</b> | <b>Indianapolis, IN</b><br>Republic Airways                                   | <b>OMA</b> | <b>Omaha, NE</b><br>Ameriflight, LLC  | <b>SDY</b> | <b>Sidney, MT</b><br>Cape Air   |
| <b>DTW</b> | <b>Detroit, MI</b><br>ExpressJet Airlines<br>Endeavor Air<br>Compass Airlines                 | <b>IRK</b> | <b>Kirksville, MO</b><br>Cape Air   | <b>ONT</b> | <b>Ontario, CA</b><br>Ameriflight, LLC  | <b>SEA</b> | <b>Seattle, WA</b><br>Skywest Airlines<br>Horizon Air                   |
| <b>EIS</b> | <b>Tortola, BVI</b><br>Cape Air   | <b>JFK</b> | <b>New York City, NY</b><br>Republic Airways<br>Endeavor Air                  | <b>ORD</b> | <b>Chicago, IL</b><br>ExpressJet Airlines<br>Skywest Airlines<br>Republic Airways<br>Envoy<br>GoJet Airlines<br>Trans States Airlines | <b>SFO</b> | <b>San Francisco, CA</b><br>Skywest Airlines<br>Ameriflight, LLC        |
| <b>EWB</b> | <b>New Bedford, MA</b><br>Cape Air  | <b>LAN</b> | <b>Lansing, MI</b><br>Ameriflight, LLC  | <b>ORF</b> | <b>Norfolk, VA</b><br>Air Wisconsin   | <b>SJU</b> | <b>San Juan, PR</b><br>Ameriflight, LLC<br>Seaborne Airways<br>Cape Air |
| <b>EWN</b> | <b>New Bern, NC</b><br>Piedmont Airlines  | <b>LAX</b> | <b>Los Angeles, CA</b><br>Skywest Airlines<br>Compass Airlines                | <b>OWB</b> | <b>Owensboro, KY</b><br>Cape Air  | <b>SLC</b> | <b>Salt Lake City, UT</b><br>Skywest Airlines<br>Ameriflight, LLC       |
| <b>EWR</b> | <b>Newark, NJ</b><br>ExpressJet Airlines<br>Republic Airways<br>Ameriflight, LLC<br>CommutAir | <b>LEB</b> | <b>Lebanon, NH</b><br>Cape Air  | <b>PDX</b> | <b>Portland, OR</b><br>Skywest Airlines<br>Horizon Air<br>Ameriflight, LLC  | <b>SLK</b> | <b>Saranac Lake, NY</b><br>Cape Air                                     |
| <b>FAT</b> | <b>Fresno, CA</b><br>Skywest Airlines   | <b>LGA</b> | <b>New York City, NY</b><br>Republic Airways<br>Endeavor Air<br>Air Wisconsin | <b>PHL</b> | <b>Philadelphia, PA</b><br>Republic Airways<br>Air Wisconsin  | <b>STL</b> | <b>St. Louis, MO</b><br>GoJet Airlines<br>Trans States Airlines         |
| <b>FLL</b> | <b>Fort Lauderdale, FL</b><br>Silver Airways  | <b>MAZ</b> | <b>Mayaguez, PR</b><br>Cape Air   | <b>PHX</b> | <b>Phoenix, AZ</b><br>Skywest Airlines<br>Mesa Airlines<br>Ameriflight, LLC<br>Great Lakes Airlines                                   | <b>STT</b> | <b>St. Thomas, USVI</b><br>Cape Air                                     |
| <b>GDV</b> | <b>Glendive, MT</b><br>Cape Air   | <b>MCI</b> | <b>Kansas City, MO</b><br>Republic Airways                                    | <b>PIT</b> | <b>Pittsburgh, PA</b><br>Republic Airways   | <b>STX</b> | <b>St. Croix, USVI</b><br>Seaborne Airways<br>Cape Air                  |
| <b>GEG</b> | <b>Spokane, WA</b><br>Horizon Air   | <b>MDT</b> | <b>Harrisburg, PA</b><br>Piedmont Airlines                                    | <b>PSP</b> | <b>Palm Springs, CA</b><br>Skywest Airlines   | <b>TBN</b> | <b>Fort Leonard Wood, MO</b><br>Cape Air                                |
| <b>GGW</b> | <b>Glasgow, MT</b><br>Cape Air  | <b>MFR</b> | <b>Medford, OR</b><br>Horizon Air   | <b>PVC</b> | <b>Provincetown, MA</b><br>Cape Air   | <b>TPA</b> | <b>Tampa, FL</b><br>Silver Airways                                      |
| <b>GNV</b> | <b>Gainesville, FL</b><br>Silver Airways  | <b>MHT</b> | <b>Manchester, NH</b><br>Ameriflight, LLC                                     | <b>PVD</b> | <b>Providence, RI</b><br>Cape Air   | <b>TUS</b> | <b>Tucson, AZ</b><br>Skywest Airlines                                   |
| <b>GSO</b> | <b>Greensboro, NC</b><br>Republic Airways   | <b>MIA</b> | <b>Miami, FL</b><br>Republic Airways<br>Ameriflight, LLC                      | <b>RDU</b> | <b>Raleigh-Durham, NC</b><br>GoJet Airlines   | <b>TYS</b> | <b>Knoxville, TN</b><br>PSA Airlines                                    |
| <b>GUM</b> | <b>Guam</b><br>Cape Air   | <b>MSP</b> | <b>Minneapolis, MN</b><br>Skywest Airlines                                    | <b>RKD</b> | <b>Rockland, ME</b><br>Cape Air   | <b>UIN</b> | <b>Quincy, IL</b><br>Cape Air   |
| <b>HNL</b> | <b>Honolulu, HI</b><br>Island Air   |            | <b>Compass Airlines</b>   |            |   |            |   |

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

## **Upcoming Job Fairs**

### **Chicago Pilot Job Fair**

Date: Friday, May 6, 2016

Tickets available: March 28, 2016 @ Noon

### **Dallas / Fort Worth Pilot Job Fair**

Date: Friday, July 15, 2016

Tickets available: June 13, 2016 @ Noon

### **Las Vegas Pilot Job Fair**

Date: Friday, September 23, 2016

Tickets available: August 15, 2016 @ Noon

## **Career Services**

Application Review

Resume Critique

Career Consulting

Interview Prep