

September 2016



AERO CREW NEWS

Your Source for Pilot Hiring Information and More...

**Contract Talks
Moving Benefits**

Exclusive Hiring Briefing



ISLANDAIR



Aviator Bulletins
**Upgraded Training Facilities,
Partnerships with Schools
CPP, internship and more!**

Fitness Corner
Calories in Your Drink, Beware

Make the **SMART** choice for your **FUTURE**

You deserve your dream job. ExpressJet offers everything that you're looking for when starting your career. Make the smart choice for your future and fly with the best at ExpressJet.



Great Pay

- o \$37-40/hr first year pay
- o Guaranteed profit sharing program
- o Leading healthcare benefits



Path to the Majors

- o United Career Path Program
- o JetBlue University and Advanced Gateways
- o More pilots hired by the majors each year than any other regional



Industry-leading Training

- o ATP CTP offered for free (always!) as part of paid training
- o In-house training tailored to each pilot gives you the best rate of success
- o Advanced Qualification Program (AQP)

Learn more about why ExpressJet is the smart choice for your future at flysmartchoice.com

Apply today at expressjet.com/apply



Aero Crew Solutions

Connecting People

What We Do

Aero Crew Solutions is dedicated to helping pilots achieve their career goals.

Aero Crew Solutions Launches New Website

Aero Crew Solutions is proud to announce the complete redesign of our website. Our goal is to continue the job fair experience online where applicants and recruiters can meet. Get the facts directly from a recruiter.

Some new features include:

- Adding a Corporate Directory and a Pilot Directory.
- A FREE Jobs Board site.
- Hiring Roundtables where applicants can ask questions and recruiters can give direct answers.

- The ability for companies to publish their latest news on our website.
- Read all the magazine issues of Aero Crew News.
- The ability for companies to publish their recruiting events on our master events calendar.

Our goal is to be the place online where pilots go and find out the latest news about available positions. Membership is FREE. Take a look at the new website, [@](http://www.AeroCrewSolutions.com)

Not yet a member? Join FOR FREE Now!

August 2016

SUN	MON	TUE	WED	THU	FRI	SAT
31 Emery Air Mesa Airlines	1	2	3	4	5	6
7	8	9	10 7:00 AM CRAP's 4th Annual Convention and Career Exposition	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

Event Categories

- Aero Crew Solutions
- Airline Recruiting Events
- Industry Conferences

Upcoming Events

- Mesa Air September 1
- Stop by at Air Races!
- Aero Crew Job Fair September 1
- Pilot Job I Casino in
- Aero Crew Fair November 1
- Pilot Job I Hotel Mia

Hiring Roundtable Rules - MUST READ
 Scott Rehn Member

Thank you for participating in the Hiring Roundtables. Each company will host their own Hiring Roundtable to answer questions from individuals about available positions.

The idea of the roundtable is to provide answers directly from a recruiter. This site will be different from other pilot forums. We will allow dissenting opinions but we will not turn a roundtable into a company bashing session. The recruiters are here to answer questions. All...

[see more](#)

Aero Crew Solutions Sample Hiring Roundtable
 Scott Rehn Member

If you have any questions about the available pilot position please let us know. We look forward to hearing from you.

☐ First Officer ☐ Application ☐ Resume

Mesa Airlines Hiring Roundtable
 Scott Rehn 2 Members

If you have a question about Mesa Airlines please let us know!

Actions

[Create a Roundtable](#)

Featured Roundtables

[Hiring Roundtable Rules - MUST READ](#)
 Scott Rehn Member

[Aero Crew Solutions Sample Hiring Roundtable](#)
 Scott Rehn Member

Tags

[Application](#)

[First Officer](#)

[Resume](#)

September 2016

Contents

Sections

Aviator Bulletins Latest Industry News	6
Fitness Corner Calories in Your Drink, Beware	14
Island Air Exclusive Hiring Briefing	16
Contract Talks Moving Benefits	22
The Mainline Grid Legacy, Major, Cargo & International Airlines General Information Work Rules Additional Compensation Details Captain Pay Comparison First Officer Pay Comparison Airline Base Map	26
The Regional Grid General Information Work Rules Additional Compensation Details Captain Pay Comparison First Officer Pay Comparison Airline Base Map	36
The Flight Attendant Grid General Information Work Rules Additional Compensation Details	46

Jump to each section above
by clicking on the section title.

Airlines in the Grid

Updated



Legacy Alaska Airlines FA American Airlines Delta Air Lines Hawaiian Airlines US Airways United Airlines Virgin America	FedEx Express Kalitta Air UPS
Major FA Allegiant Air Frontier Airlines JetBlue Airways Southwest Airlines Spirit Airlines Sun Country Airlines	Regional Air Wisconsin Cape Air Compass Airlines Corvus Airways CommutAir Endeavor Air Envoy FA ExpressJet Airlines GoJet Airlines Great Lakes Airlines Horizon Air Island Air Mesa Airlines Republic Airways Seaborne Airlines Skywest Airlines Silver Airways Trans States Airlines FA PSA Airlines Piedmont Airlines
International Qatar Airways	
Cargo ABX Air Ameriflight Atlas Air	

Coming Soon...

Major Eastern Air Lines Miami Air	Canadian Air Canada Air Transat Bearskin Calm Air Can Jet Canadian North First Air Jazz Aviation Kelowna Flightcraft Morningstar Air Express Sunwing Wasaya WestJet
Cargo Air Inuit Air Transport, Int. Evergreen World Airways	
Regional Peninsula Airways	
International Emirates IBEX Airlines	

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

Letter From the Editor



Dear Readers,

As the summer flying rush winds down and the weather starts to cool we are once again reminded of September 11th.

Never Forget!

Fly Safe,
Craig Pieper

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



Exclusive Hiring Briefings



Here's what you missed last month. Aero Crew News featured Sun Country and Skywest Airlines! Contract Talks is back to work and talks about Health Care. Fitness Corner discusses how to Hydrate Your Way to a Better Health. A pilot shares his story of getting struck by a laser. Plus more Aviator Bulletins, contracts, bonuses, new aircraft and more! To view this and previous issue visit our archive at www.aerocrewnews.us/issues.html

© 2016 Aero Crew News, All Rights Reserved. Aero Crew News reserves the right to all the data, articles and information contained in this magazine. Unauthorized use is strictly prohibited and prosecutors will be persecuted to the fullest extent of the law.



Editor in Chief
Craig Pieper

Aero Crew Solutions, CEO
Scott Rehn

Layout Design By
Craig Pieper

Additional Contributors
Candice McField, Scott Stahl
Janna Frash, Arleen Kamei

Aviator Bulletins
Provided by the companies listed

Photographs By
Island Air Corporate
Communications Department
Photographs used with permission
from Island Air

Craig Pieper

Additional Photographs
As noted

If you wish to advertise with us please email Craig.Pieper@AeroCrewSolutions.com
Don't have an ad? We work with a company that can produce an ad to your specifications.

Aviator Bulletins

The latest aviation industry hiring news and more.

United Airlines Reaches Milestone in Flight Training Center Consolidation



After transport on four oversize trucks across 1,026 miles, flight simulators are beginning to arrive from Houston at the United Flight Training Center in Denver.

Three full-flight simulators (FFSs) and two fixed training devices (FTDs) have completed the road trip from the flight training facility in Houston to Denver, marking a key milestone in United's ongoing flight training center consolidation and renovation project. United is consolidating their two current flight training centers in Houston and Denver into one, at the current 500,000-square-foot Denver facility.

"When all is said and done, we will have a world-class, industry-leading facility for our employees," Flight Training Center Relocation Project Managing Director Joel Booth said. "There is a tremendous amount of work yet to go, but

the arrival of these simulators is a major moment and has made us even more excited for the future."

The renovations began in March, and both employees and construction workers alike have been hammering away ever since. In addition to moving the simulators, the facility's classrooms and lobby area are getting facelifts. In the meantime, training continues at the Denver facility.

"Having our entire team in one location will improve our training efficiencies," Flight Training Managing Director Mike McCasky said. "Currently there are a number of duplicate items, such as tools, simulator parts and training development resources. The consolidation will clear that up. We will also have closer access to our partners in the FAA, since all of their people associated with training will be more readily accessible."

United expects the process to be complete by the end of 2017, and the completed United Flight Training Center will feature 32 FFS bays and 16 FTD bays. The structure's design, along with enhancements being made during the refurbishment, will allow United to leverage the latest advancements in training technology. @

Image provided by United Airlines





ExpressJet partners with Schools for Preferred School Program



ExpressJet Airlines is excited to announce a partnership agreement with several flight schools to offer qualified students a pathway to secure a first officer position at the airline.

This new partnership provides currently enrolled students or student instructors at smaller flight training programs the same incentives as their peers who attend traditional four-year universities. The goal is to advance flight training and promote aviation careers across the country.

Image provided by ExpressJet Airlines



Schools included:

- Aviation Academy of America
- DCT Aviation
- Nashville Flight Training
- Skybound Aviation
- SkyWarrior
- United Flight Systems

Agreement benefits include:

- Early interview and non-binding conditional job offer
- Enhanced student commitment
- Program visibility

For further information on ExpressJet's Preferred School Partner agreement, please visit www.expressjet.com/psp/. @

Aviator Bulletins

First 10 CommutAir CPP Pilots Awarded United Airlines Training Dates



Image provided by CommutAir

CommutAir is proud to announce that their first 10 CPP Pilot have been awarded United Training Dates. Joel Raymond, Chief Operating Office, acknowledged this accomplishment by saying, ““Today we say goodbye to a group of excellent aviators, with between 4 and 23 years of service, as they plan their move to United.” He continued, “CommutAir’s mission is to provide the best work environment for our CommutAir career-builders as well as our United spring-boarders, and we look forward to the CPP creating the same opportunities for many more CommutAir pilots, as we continue our quest to becoming

the highest growing and preferred United Express partner.”

Captain Bommarito summarized his experience by saying, ““There were many positive reasons why I chose to join CommutAir 4 years ago. However, when the Company announced the addition of 40 jets and the CPP with United that just added icing on the cake. With the rapid growth underway those joining behind me with the right qualifications can look forward to not only a great place to work with solid benefits and pay, but also having the real opportunity to progress to the next level of their career.”

Experiencing extraordinary growth, CommutAir his hiring pilots for additional 40 ERJ jets. The CPP is just one of many initiatives in a very competitive package of quality of life, compensation and career opportunities. To find out more, please call us at (440) 779-4588 ext. 399 or email us at pilotrecruiting@commutair.com.

CAREER PATH PROGRAM



YOUR PATHWAY TO SUCCESS

[Back to Contents](#)



Allegiant Air's New Training Facility To Help Accelerate to All Airbus Fleet

Allegiant Air broke ground on Aug. 4 on their US east coast training center in Sanford, FL, adjacent to Orlando Sanford International Airport (SFB).

The facility is expected to be completed and open for training flight crew members and mechanics by the first quarter of 2017.

The \$24 million, 43,000 square-foot facility will be operated by 30 full-time instructors and support staff and will have the capacity to train 150 pilots, 500 flight attendants and 100 mechanics annually via flight simulators, cabin trainers and classroom-teaching for operating Airbus A320 and MD80 aircraft.

Allegiant is accelerating the transition to an all-Airbus fleet by 2019. The 12 newly purchased A320ceo aircraft are expected to start entering into service beginning in May of 2017. The new A320ceos will bring Allegiant's total of Airbus aircraft to 77, either in service or committed for delivery.

Orlando Sanford International Airport (SFB) is Allegiant's major focus city airport. 71 cities fly Allegiant routes to SFB, more than the 58 cities that fly Allegiant routes to McCarran International Airport (LAS) in Las Vegas or the 50 cities the airline flies to St. Petersburg -Clearwater International Airport (PIE) near Tampa, FL.

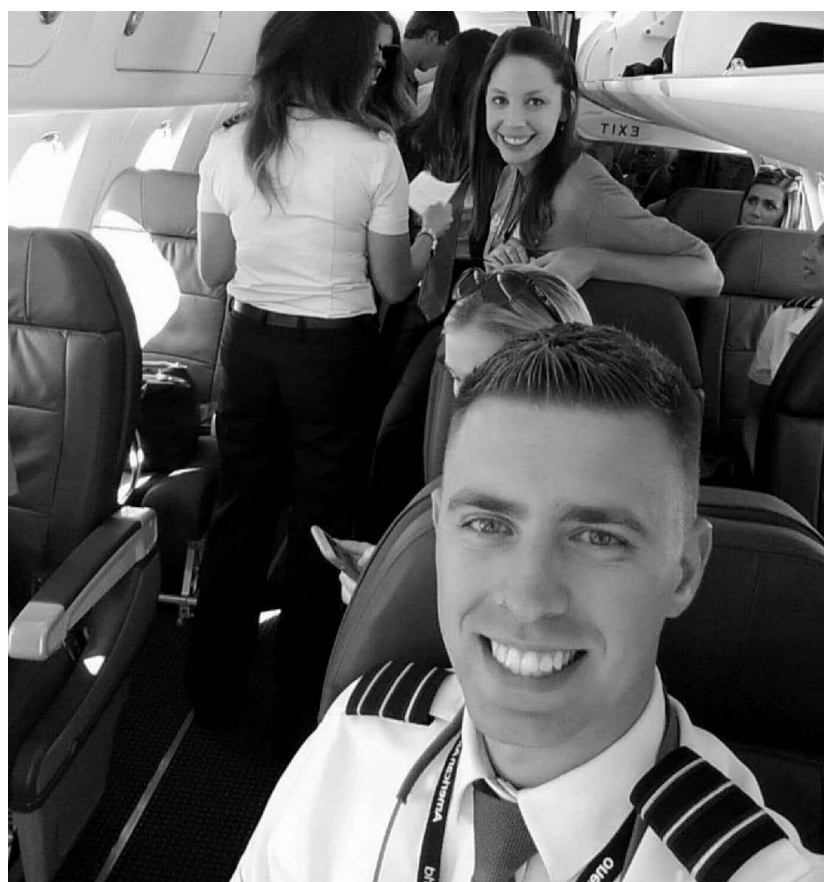
"Our partnership with Orlando Sanford International Airport, Airports Worldwide and the entire community has grown and thrived," Allegiant CEO and chairman Maury Gallagher said. "This ... facility will place Sanford at the center of training activity and the leading edge of technology for all our East Coast crew members." @

PSA Hosted First Career Take Off Event

July was an exciting month for PSA! We hosted our first Career Take Off event for students who are interested in a career in aviation. There is a short video at <https://youtu.be/HOK3cvUWni4>.

As part of PSA Airlines' Career Takeoff event, a group of students and pilot recruiters traveled on PSA's newest Bombardier CRJ900 from Charlotte to Dallas and back. Trivia, food, giveaways and a tour of the cockpit were part of the experience on the flight. PSA's cadet program was a focus with the students to educate them on the tuition reimbursement and opportunities it presents. The students got a behind-the-scenes tour of the American Airlines Maintenance Hangar and the C.R. Smith Museum. @

Image provided by PSA Airlines



PSA AIRLINES
CAREER TAKEOFF EVENT



Piedmont Announces School Visits for Industry Leading Cadet Program

SALISBURY, Maryland - Piedmont Airlines, a wholly owned subsidiary of the American Airlines Group Inc., is partnering with select colleges and flight schools across the country to provide students with the opportunity to pursue a career in commercial flying through Piedmont's industry leading cadet program.

Piedmont's cadet program helps students in partnering schools make a smooth transition from instructor, to Piedmont pilot, to American Airlines pilot. Once a pilot achieves Certified Flight Instructor (CFI) status with 500 hours, he or she will be eligible for the cadet program and can interview join Piedmont Airlines. The program offers tuition reimbursement, conditional employment and a guaranteed path to American Airlines.

Piedmont's current partner schools include: Aerosim Flight Academy, ATP Flight School, Averett University, California Aeronautical University, California Baptist

University, Community College of Beaver County, Infinity Flight Group, Inter American University of Puerto Rico, Liberty University, Middle Georgia State University, San Diego Christian College and University of North Dakota.

Piedmont will be visiting schools on the following dates:

- Sept. 23- Liberty University
- Sept. 28- University of North Dakota
- Oct. 4- California Baptist University
- Oct. 18- San Diego Christian
- Oct. 19- California Aeronautical University Oct. 21- Averett University
- Oct. 24- Middle Georgia State University

For additional information, please visit piedmont-airlines.com/Careers or contact Lynnette Darnell at Lynnette.Darnell@aa.com. @

Flight School USA now Offering In-House Financing for Pro Pilot Course

Lakeland, Florida August 24, 2016 Today, Flight School USA (FSUSA) began the first phase of In-House financing for the Professional Pilot Program. Rates and terms vary depending on individual circumstances; however qualified applicants are offered 70% or more of In-House financing of the total cost of the program.

The In-House finance program was designed in tandem with their accelerated course so the students can complete the training in as little as 6 months and begin their aviation career and repayment plan.

Owner and President, John Amundsen, stated "There seems to be no other source of funding for flight training other than the collegiate route and we wanted to design a program with realistic terms and rates. While we applaud



students for obtaining a degree, it is not required to fly commercially, therefore reducing the burden of long term debt."

About Flight School USA

Flight School USA is the answer to getting students into their desired career safely and quickly. The Pro Pilot Program offers Private, Commercial, Instrument, Multi Engine, Tailwheel Endorsement, CFI and CFII in as little as six (6) months and can be financed to suit just about any financial situation. @



Federal Aviation
Administration

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



To Avoid Action Against Your FAA Certificates:

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

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



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

FAA Security & Investigations Division (405) 954-4848

Aviator Bulletins



Air Wisconsin Launches Airmen Training Program

Air Wisconsin is offering not an internship, but the chance to become a part-time employee to those with the goal of becoming a professional Airline Pilot. Unlike other pathway programs which are designed as internships, at Air Wisconsin you will enjoy the unique benefits of this position immediately!

This position has been designed to help you make a smooth transition from the classroom to the cockpit from any location. With a reputable foundation and history, Air Wisconsin Airlines partners with American Airlines and continues to provide a solid and dependable partnership operating as American Eagle.

With a grounded focus on quality of life and high performing pilots, Air Wisconsin Airlines strives to deliver quality programs that will enhance our future pilots with focus on Safety, Superior Service and Smart Choices.

For additional information email pilotrecruiting@airwis.com or visit www.airwis.com/pilots.html.

Airman Trainee Job Duties

- Between the 1st and 10th of each month, you will complete a company check-in. The check-in involves:
 - Update Air Wisconsin's on-line Pilot Hours Calculator with the most recent flight hours.
 - You will make phone contact with an Air Wisconsin designated representative to discuss the completed calculator results.
- Between the 15th and 25th of each month, participate in an Air Wisconsin distance learning module
- Must comply with the terms of the Airman Trainee Program Agreement.

Requirements

- Must be at least 19 years of age and not over 65 years of age
- Must possess a Commercial Certificate with Instrument Rating
- Must have a First Class Medical dated within the last 12 months

- Must have 500 hours unless from a partner school or university
- Must be legally eligible to work in the US
- Must be able to read, speak, and understand English
- Must have a valid Driver's License
- Must have a High School Diploma or equivalent
- May not have any DUI/DWI convictions within the previous 10 years
- Must have strong interpersonal skills

Benefits Include:

- Bi-monthly paychecks
- Travel privileges with our partner, American Airlines and dozens of other airlines
- 401K with company match
- Salaried bonus payouts
- In-house CTP Course
- Mentoring opportunities from current pilots & management staff
- Must be able to complete and pass a background check, drug screen, and fingerprinting @

Image provided by Air Wisconsin Airlines Corporation





GoJet Airlines Now Hiring Direct Entry Captains

This unique program allows experienced pilots join GoJet as a Captain, rather than a First Officer. This program is ideal for First Officers at other regionals who meet Captain requirements, but are facing long upgrade times. Starting pay for Direct Entry Captains is \$67.39 per flight hour. Learn more at www.gojetairlines.com @

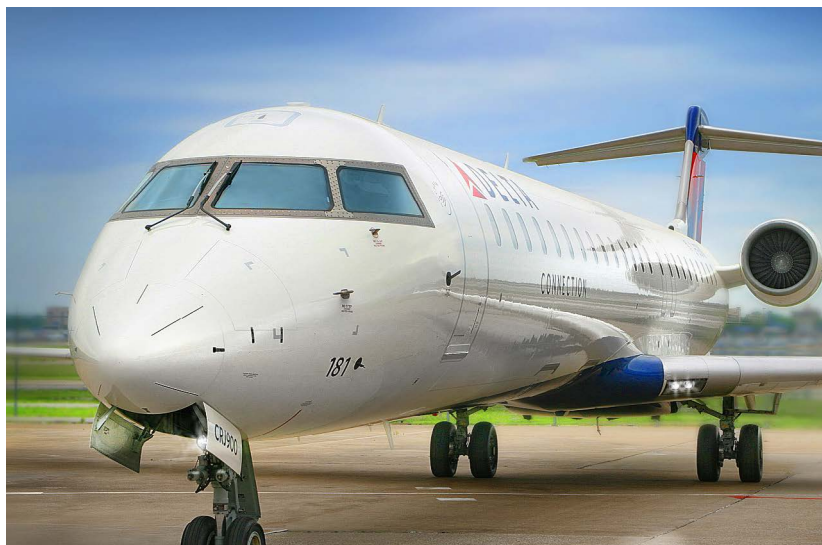


Image provided by GoJet Airlines

Trans States Airlines Launches Seniority Reservation Program

This program allows new hire pilots to come to training for two day, and then leave for up to 90 days to complete other commitments. When pilots return to training, they already have up to 90 days of seniority.



Seniority determines everything for pilots, including schedule, base assignment, and upgrade time. Pilots are more likely to get their preferred base assignment right out of training with three months of seniority backing their bid. Plus, that extra seniority means that pilots in this program may never sit reserve as a First Officer. Apply online at www.transstates.net. @

Image provided by Trans States Airlines



**You may never sit reserve
as a First Officer.**

Calories in Your Drink, Beware



Last month I discussed why daily hydration is important, why you need to read labels carefully plus recommended you avoid brands that contain artificial flavors, colors, sugars, and salts.

This month I will help you make specific decisions as life keeps you on the road and on the go. In the table on the

next page are 17 common drinks with the amount of calories and sugar per serving listed for each. Being informed is a fundamental step to unlocking optimal performance. Next time you are on the road, keep in mind the hidden calories and sugars that may be in your favorite drink!

Exercise of the Month

Side Bridge Crunch

Primary Muscle Targeted: Abdominals

Secondary Muscles: Shoulders

1. Prop your body up off the floor on your forearm with your legs straight out on top of one another with your top hand to the side of your head.
2. Lower your top elbow down towards the floor, twisting your torso to this side.
- Twist your torso and raise your elbow back up to the start position and repeat.
- Complete all reps on one side before switching to the other side.



Side Bridge Crunch



Candice McField is an ACE Certified Health Coach, WNBF Pro Figure competitor, and avid global traveler. She serves a client base of on-the-go professionals; providing personalized tools to train anytime, anywhere. Questions or comments? Send them directly to me at crewfit@candicemcfield.com. I would love to hear from you. *Arise!*® @

CALORIES IN YOUR DRINK



Beverage	Serving Size	Calories	Grams of Sugar	Teaspoons of Sugar or Other
Soda (Coke)	12 ounces	140	39	9.2
Diet soda	12 ounces	0	Artificial sugars	
Sweet tea	12 ounces	105	26	6.2
Brewed tea, unsweet	12 ounces	3	0	
Orange juice	12 ounces	165	31	#oranges
Apple juice, unsweetened	12 ounces	170	36	#apples
Whole Milk	12 ounces	220	18	Natural from lactose / 12 grams fat
Nonfat milk	12 ounces	135	18	Natural from lactose / 1 gram fat
Coffee, black	12 ounces	0	0	0
Caffe Latte, whole milk (Starbucks)	12 ounces	180	13	3
Caffe Latte, nonfat (Starbucks)	12 ounces	100	14	3.3
Mocha light Frappuccino (Starbucks)	12 ounces	110	21	5
Sports drink (like Gatorade)	12 ounces	80	21	5
Energy drink (like Red Bull)	12 ounces	155	36	8.6
Beer	12 ounces	150	0	
Red or white wine	5 ounces	120	1	0.25
Hard liquor (vodka, rum, whiskey, gin; 80 proof)	1.5 ounces	100	0	



Fly the Island Way

Ahhh...Hawai'i! Golden sun. Trade winds. Clear blue ocean. Hiking adventures. Water sports. Hula. Beautiful sunsets. Hawaiian culture. What more could you ask for?

Now imagine working in this beautiful state for Hawai'i's value leading airline. We can and you should too!

It all started 36 years ago when Princeville Airways began offering personalized transportation to guests staying at the Princeville Resort on Kaua'i with service between Honolulu and Princeville airports on two DHC-6 Twin Otter aircraft. Service was extended to other smaller community destinations, and by early 1987 the fleet had grown to eight planes.

In May 1987, Aloha Airlines' parent company, Aloha Airgroup, purchased Princeville Airways and renamed it Aloha Island Air. More flights were added to meet the growing

demand for air service to Hawai'i's resort destinations and in 1995 Island Air took delivery of its first 37-seat Dash 8, ushering in a new era of service.

In May 2004, Aloha Airgroup sold the airline to Gavarnie Holding, LLC, making Island Air Hawai'i's third independent airline. Larger aircraft were acquired in March 2006 and Island Air expanded its routes to all six of Hawai'i's major airports, with direct and nonstop service between five Hawaiian Islands – Kaua'i, O'ahu, Maui, Moloka'i and Hawai'i Island.

In February 2013, Island Air was certified to fly its fleet of ATR-72s. The same year, the company was purchased by Oracle founder Larry Ellison's company, Ohana Airline Holdings, LLC.

In January 2016, Larry Ellison's Ohana Airline Holdings, LLC sold a controlling interest in Island Air to PaCap Aviation Finance, LLC and Malama Investments, LLC, two investment companies managed by local investment firm, PacifiCap.

Today, Island Air is the value leader in the Hawaiian Islands, offering over 230 convenient flights each week between O'ahu, Maui, Kaua'i and Hawai'i Island. The affordable alternative for interisland travel, Island Air's 64-seat ATR-72 aircraft are able to provide captivating aerial views of Hawai'i's remarkable landscapes.

Under the direction of President and CEO, David Uchiyama, Island Air and its employees are committed to providing a safe, enjoyable and reliable travel experience for locals and visitors alike. With 329 employees, servicing four islands and looking to grow and expand service, Island Air is always looking for exceptional employees.

Employment in Hawai'i? Yes! Join us at Island Air. Here's how!

- Island Air has both represented and non-represented positions available. Current open positions, descriptions and requirements are posted on the Island Air website at www.islandair.com/employment. There is continuous recruitment for pilots, mechanics, flight attendants, customer service and ramp agents. Applicants may submit a resume to recruitment@islandair.com.
- Minimum requirements for most positions are a high school diploma or equivalent, a valid driver's license, the ability to obtain an Airport Operational Area badge and successfully completing a background check and pre-employment drug test. Successful employees must possess a high desire to provide outstanding customer service.





- Island Air offers excellent benefits! Full-time positions include medical, dental, vision and drug coverage; paid vacation, sick leave and holiday pay; group life insurance, long-term disability insurance, and 401(k) plans that provide the opportunity for our employees to contribute to their retirement as well as eligibility to receive a company match.
- The best benefit that almost every employee enjoys is the interisland and inter-line flight benefits. This benefit extends to the employee's eligible dependents as well. Employees may also earn inter-island buddy passes that are issued in recognition for their years of service and perfect attendance.
- Pilots can also earn a \$12,000 hiring bonus, a \$5,000 relocation package, and a Financial Assistance Training Program to obtain required ATP written, multi-engine flying hours or contract commitments. Competitive compensation packages for both first-year Captains and First Officers are also offered.

Hopping over to Hawai'i and looking for deals? Island Air's got that too.

- Island Air makes it easy for Hawai'i's oldest and youngest travelers to stay connected with its Kupuna (grandparent) and Keiki (child) Saver Fare. Residents

and visitors 62 years or older or 12 years or younger can travel between the Islands starting at \$62 one way.

- For the long-term visitor or part-time resident, Island Air also offers Island Travel Paks. For leisure travelers, the Holoholo package provides six one-way coupons for \$429 and for business travelers, the Ka 'Elele package provides 20 one-way coupons for \$1,499. These make great stocking stuffers too, because Island Miles members who purchase Travel Paks can give the gift of an interisland trip to family and friends.
- Friends or family attending college in Hawai'i? Students enrolled at Brigham Young University-Hawaii, Chaminade University of Honolulu, Hawaii Pacific University or any of the universities or community colleges in the University of Hawai'i system, can take advantage of the college student standby program for the wallet-friendly price of just \$45 each way.

For more information about Island Air or to make a reservation, visit www.islandair.com or call (800) 652-6541. Stay connected by liking Island Air on Facebook at www.facebook.com/islandairhawaii, or follow @IslandAirHawaii on Twitter and @IslandAir_Hawaii on Instagram. @



ISLANDAIR[®]



ISLANDAIR[®]

Headquarters: Honolulu, Hawaii

Year Founded: 1980

Number of employees: 329

Number of Aircraft: 5

Number of Pilots: 42

Number of Cities served: 4

Website: www.islandair.com

Phone: 1-808-840-2400



Interview with Arleen Kamei, Director, Human Resources, Island Air

Pre Interview:

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

Arleen: Resumes received are reviewed by Human Resources for minimum qualifications. Flight Operations management will then conduct the initial pre-screen to determine further qualifications. Thereafter, interviews are conducted.

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

A: It is best to view our website and apply for a position directly at recruitment@islandair.com

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

A: View our website and general information about our company. If relocating to Hawaii, be well informed on the cost of living, housing, schools, etc. that are relevant to your personal situation.

Written test:

C: Is there a written or computer test?

A: Yes there is a brief written general ATP test.

C: What can you recommend applicants study for that test?

A: Candidates do not need to prepare for either ATP or SIMS test.

C: At what point is this test taken?

A: It can be administered at any point in the hiring/initial process.

Simulator Evaluation:

C: Do you have a simulator ride?

A: Yes there is a brief desk top SIMS exam.

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

A: General flying capability skills.

Post Interview:

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

A: Candidates are informed of the next class date during the interview.

General:

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

A: Yes, pilots are eligible to earn a \$12,000 new hire bonus. It is paid out in segments upon completing designated milestones.

C: Does Island Air have a pilot referral program?

A: Yes, upon a new hire pilot or A&P Mechanic naming an employee who has referred them, the employee referring the hire will be eligible to earn a \$2500 referral bonus.

Do your dreams have Wings?

Membership can give your dreams Wings – by saving you money and simplifying your life.

Free Checking with cash-back Signature Rewards.

Surcharge-Free ATMs, over 60,000 coast-to-coast.

Industry-Leading Rates on savings, vehicle loans, mortgages and home equity loans.

Mobile Apps with Mobile Deposit.

Convenient Online Applications for membership and loans.

Join today!

wingsfinancial.com/aerocrewnews

Federally insured by NCUA.



Wings
FINANCIAL
CREDIT UNION

@AERO CREW NEWS

Your Source for Pilot Hiring Information and More...

Take your company to new Flight Levels, advertise with us.

Download our advertisement contract at AeroCrewNews.com

Moving Benefits

Very few industries have the expansive geography of the airline industry and more specifically few industries have the ability to span large sums of geography in short time like the airline industry. In addition to moving massive quantities of people worldwide, the dynamics of business dictate the shape of the business, and the companies that conduct it, can change drastically in a short span of time. This means that crew bases can shrink or expand or even open and close frequently.

So what is a crew member to do who is living in Denver or Philadelphia when their company closes a base and needs to move them to Los Angeles or Orlando?

Not only can the airline not stop flying to allow time for large quantities of employees (sometimes in the hundreds or even thousands) to move, but the companies need to have them up and running in their new designated base as quickly as possible.

This obviously becomes a major logistical challenge in terms of getting employees and their families where they need to be when they need to be there, and various airlines deal with it in various ways, depending on what was agreed upon through the collective bargaining process.

One of the benefits that almost every airline provides for employees are moving days. Moving days are essentially days blocked off for the employee by the company that are free of duty, allowing the employee to return home, pack and then relocate them to the new base. In many cases, these days can be requested by the pilot for this purpose. The number of days and scheduling of those days will vary from company to company. For instance, Airline A may allow 4 moving to be requested by the pilot, and provided within a certain number of months after the new base opens or the old base closes. Airline B may only allow 48 hours for moving and may only allow them within a certain timeframe such as 30 days within relocation. Some airlines may not provide for moving day at all, in which case the move would have to be completed on the employee's days off before their assignment starts in the next base.

Another benefit that may be provided on a case by case basis are moving benefits. There are several types of these benefits, but essentially, they all allow some form of moving equipment that the employee can use to relocate their belongings.

The most common of these would be moving reimbursement. In the case of moving reimbursement, the company may allow a certain amount of money to be given back to the pilot to offset the cost of moving trucks, overnight stays, and possibly food. Again, there may be stipulations on what the company allows to be reimburse, so it is important for employees to consider these requirements prior to actually starting the move.



Another form of moving benefits would be moving services. These could include allowances for full hire of a moving company, packing services, or both. The company may allow the employee to hire the service or may provide the service for the employee. These benefits may be offered instead of, or in addition to moving expense reimbursement, which would give the employee further flexibility in determining the best way to move their belongings from one location to another. If the pilot would need more than the allotted days, can't get everything moved by themselves, or has other life obligations such as kids in school, working spouse, or the need to find a new house then moving service benefits can be a tremendous asset to the employee.

As an example of these benefits, assume that Airline A doesn't provide any moving days, but does provide some reimbursement for moving expense (\$900 moving truck allowance plus fuel allowance). In this case, the employee would be responsible for renting the truck and getting the move done on their allotted days off. Any expenses for the truck above and beyond \$900 would be the employee's responsibility.

Assume that Airline B provides 3 moving days, to be used within 60 days of base relocation and some moving expense reimbursement (\$1,000 moving truck allowance plus fuel expenses). In this example, an employee could schedule the 3 days (possibly following or preceding normal days off) to

Wondering what else is out there?

Find us at these Industry/Career Expos to find a position you can LOVE!



LAS

The Tuscany
Suites and Casino
Las Vegas, NV.

Sept. 23, 2016.



University of
North Dakota
Grand Forks, ND.

Sept. 28, 2016

GFK



PRC

Embry-Riddle
Aeronautical University

Prescott, AZ

Sept. 29, 2016



Apply Online
www.FlyGreatLakes.com
pilotjobs@flygreatlakes.com



Call us to discuss your career
opportunities! (307) 432-7117

Great Lakes is operating under Part 121 & 135 providing opportunities to all experience levels.
So if you are: Just starting out, just getting out or in-between, look us up!

Moving Benefits cont...

allow a larger block of time for the employee to move their belongings. It would also make it more likely that the employee isn't responsible for their own moving costs, as a result of the greater truck rental reimbursement. This is obviously a benefit or compensation to the employee because it makes it easier and more convenient for them to relocate if it becomes necessary.

Finally, let's say that Airline C allows up to four days off for moving and the option for either moving expense reimbursement (\$1500 truck allowance plus fuel and reasonable food costs) or the option to have the company handle all moving needs where a moving company is contacted, and professional movers arrive at the employee's residence, pack the belongings, insure them, deliver them and unpack them for the employee at the new residence, with a requirement that they be used within one year of starting in the new base. This could be a huge additional benefit to the employee because if they choose to have the movers relocate for them, they are relieved of having to pack, travel, unpack and be ready to go in the new base prior their next assignment. This allows both greater flexibility and less stress for the employee. In this case, if the employee has kids in school, or a significant other with a job, or any other factor that would prevent them from being able to move immediately or in a very short time, they still

get the company's help with relocation. Also, if it is suitable or preferable to them, they can move themselves and still be reimbursed the moving expenses.

In all cases above, the benefit may not be readily thought about by a prospective employee and may not occur very often, but can be of huge benefit during a time that would otherwise be very time compressed and stressful. It is important that with the dynamics of an industry that is always in a state of change, that secondary benefits such as moving benefits be considered carefully by any prospective employees. @



Scott Stahl is a contributor to Aero Crew news, with articles focusing on technical aviation subjects. Scott obtained a Bachelor's in Aeronautical Sciences from Embry-Riddle Aeronautical University's Arizona campus, with a minor in Business Administration. He also obtained his Master of Sciences in Safety Sciences from Embry-Riddle Aeronautical University's Arizona Campus. Scott is currently a First Officer at a Regional Airline and has over 4,000 hours of flight time and is an active CFI with FAA Gold Seal.

PILOTS AGAINST LASERS STRIKES^{LLC}



PALs is a non-profit volunteer organization dedicated to reducing the number of laser strikes on America's flight decks.

We are seeking volunteers to help us grow and educate the public on the dangers of pointing a laser at an aircraft. We are also seeking donations to help support our mission.

Visit our web site for more information: www.PilotsAgainstLaserStrikes.org



PROFESSIONAL PILOTS OF TOMORROW

Free mentor program • Unbiased info • Connect to a growing network

Professional Pilots of Tomorrow is a mentor program comprised of volunteers and designed to assist up-and-coming pilots make informed decisions regarding which regional airline will best suit their needs.

Our aim is to provide confidential, insightful, and unbiased mentoring to pilots by more experience and seasoned professional pilots from the airlines throughout the aviation industry.

We've created an environment where aspiring pilots are well prepared to make the critical early career and lifestyle choices unique to the aviation industry.



JOIN US!

Visit our website, and fill out the "interested pilot" form

www.theppot.org info@theppot.org

THE WORLD'S
LARGEST NETWORK
OF LGBT AVIATORS
AND ENTHUSIASTS

25 YEARS

There's still a lot of progress to make, and we're ready for the challenge.

The NGPA is a leader in helping aviators, whether it's through career enhancement, advocating for civil rights, or having killer networking and social events. We've given away over \$255,000 to aspiring aviators to further their education. We welcome everyone, gay or straight, to join us and

SEE WHAT WE CAN ACHIEVE TOGETHER.



NGPA

JOIN THE GLOBAL LGBT AVIATION COMMUNITY AT NGPA.ORG

UPCOMING EVENTS

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

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



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

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.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K)
American Airlines (American)	Group I	\$104.93		\$90,659.52	\$133,255	\$132,754	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	Group II	\$160.28		\$138,481.92	\$234.67	\$202,755				
	Group II	\$170.27	72	\$147,113.28	\$249.30	\$215,395				
	Group IV	\$200.20		\$172,972.80	\$293.11	\$253,247				
	Group V	\$210.20		\$181,612.80	\$307.76	\$265,905				
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
	B737	\$143.32	75	\$128,988	\$213.26	\$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
Delta Airlines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
	747, 777	\$184.59		\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-19 = 28 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170	0%	15
	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	72	\$128,676	\$216.92	\$187,419				

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** \$2.75 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,236	9,987	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16 ***Includes AA & USAir
			6.D.1.d	7.A.5		Oct/2015	Jul/2015	***				Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	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., \$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* \$2.50 Int.		600		ALPA		HNL	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*	2006	12,523	7,765	ALPA	iPad	IAH, EWR, CLE, DEN, ORD , IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A	Oct/2015	May/2016					Contract 2012 as amended
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	70 Hours	Single Occupancy, Paid for by company*	\$1.00	6 Months	530		IBT	None	BLI, FLL, HNL, IWA, LAS , 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	3,225	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Feb/2015	May/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. \$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	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	\$2,500 per month	None	\$2.00	July 2010	660	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	
			10.J.1	3.B.e	10.I.1	Jan/2016	Jan/2016	Jan/2016				Rule book 2014
	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes

	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.	May 2015	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	May/2016						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 2016 as amended
Total Pilots							63,305	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 (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Major Airlines													
Allegiant Air (Allegiant)	11/10	Yes	FAA 117	N/A	3.5				\$20 / hour*	120% of 85 Hours	\$100 / Year	None	*Except for heavy crew
	2				2				2		10		
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	407	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depeding on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.1.2		4.1.1	4.1.3	4.L	4.S.5	2.A.4		Contract 2014, as amended
Spirit Airlines (Spirit Wings)	13/12	Yes	14 hours or 11.5 hours	222	4 or 4.5**			1:4.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule thereafter	None	*Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	6.A.1 & 2	3.C.3	5.F.3		Contract 2010, as amended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs.
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Cargo Airlines													
Atlas Air		Yes	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332					100% Biz Class or better or \$300 comp	100%	Provided by the company		
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	Yes		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$150 / year		*Days off based on TAFB, 4 wk or 5 wk bid period.
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as amended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

	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
Legacy Airlines												
American Airlines (American)	Group I	\$104.93	72	\$90,659.52	\$153.65	\$132,754	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		16%		*Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. **January 1st sick accrual either goes to long term or gets paid out to the pilot. See section 10.B for more information.
	Group II	\$160.28		\$138,481.92	\$234.67	\$202,755						
	Group II	\$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			Supplement F(6),6		Contract 2015, as amended
Alaska Airlines (Alaska)	B737	\$143.32	75	\$128,988	\$213.26	\$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yrs - 8% 5-10 Yrs - 9% 10-15 Yrs - 10% + 15 Yrs - 11%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	\$184.59	72	\$159,486	\$270.25	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	\$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, CRJ-900	\$95.21		\$82,261	\$139.42	\$120,459						
		3.B.2.d		4.B.1.b*	HRxMMGx12	3.B.2.d						
Hawaiian Airlines (Hawaiian)	B717	\$121.53	75	\$109,376	\$174.11	\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017, **No max after pilots 59th birthday.
	B767 A330	\$144.58		\$130,119	\$207.13	\$186,417						
	A350*											
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
	B747, B777 B787 B767-400	\$208.59	70	\$175,216	\$305.39	\$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16**%	20%	
	B757-300	\$173.96		\$146,126	\$254.70	\$213,948						
	B737-900, A321	\$167.89		\$141,028	\$245.80	\$206,472						
	A319	\$161.02		\$135,257	\$235.76	\$198,038						
	3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended	
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	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.

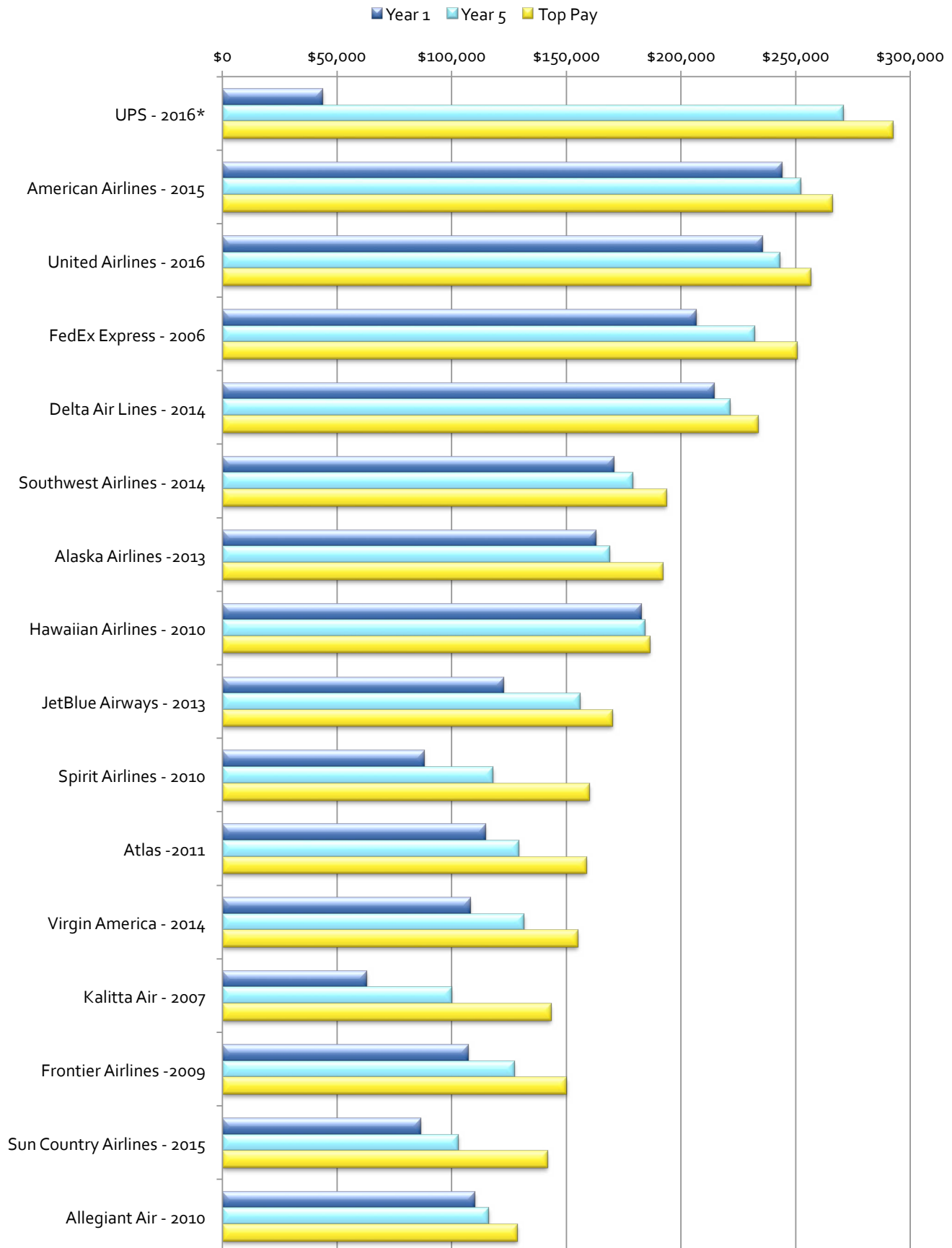
Additional Compensation Details

THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	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 7-12M=17.31 H 1 = 17.31 H 2-3 = 34.62 H 4-6 = 45 H +7 = 51.92 H**	MMG of 70 Hours is paid or flight time which ever is greater.	3% 100% Match 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 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
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 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information
	E190	\$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 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 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 A320 A321	\$109.27	72	\$94,409	\$185.32	\$160,116	> 1 = 7 Days* 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	4 H/M Max 400	9%		EE = \$143.90 EE+1 = \$305.66 EE+1 C = \$322.33 EE+2 C = \$454.73 Family = \$454.73*	*2010 insurance rates subject to annual increases.
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	\$112.93	70	\$94,861	\$168.55	\$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	\$0 to \$300 depending on plan and single, single +1 or family	
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 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic.
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014
Cargo Airlines												
Atlas Air	B747	\$149.33	62	\$111,102	\$213.32	\$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%**		Health 14-25% Dental 20-30%	*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 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month 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* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M	None, Pension plan(s) available		Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
	Narrow Body	\$153.22		\$156,284	\$211.75	\$215,985						
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 5+ = 21 Days	7 Days on first day; After 1st year, 58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs \$20/\$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per mo nth)
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	\$212.69	75	\$207,373	\$300.00	\$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	\$50 to \$410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	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.

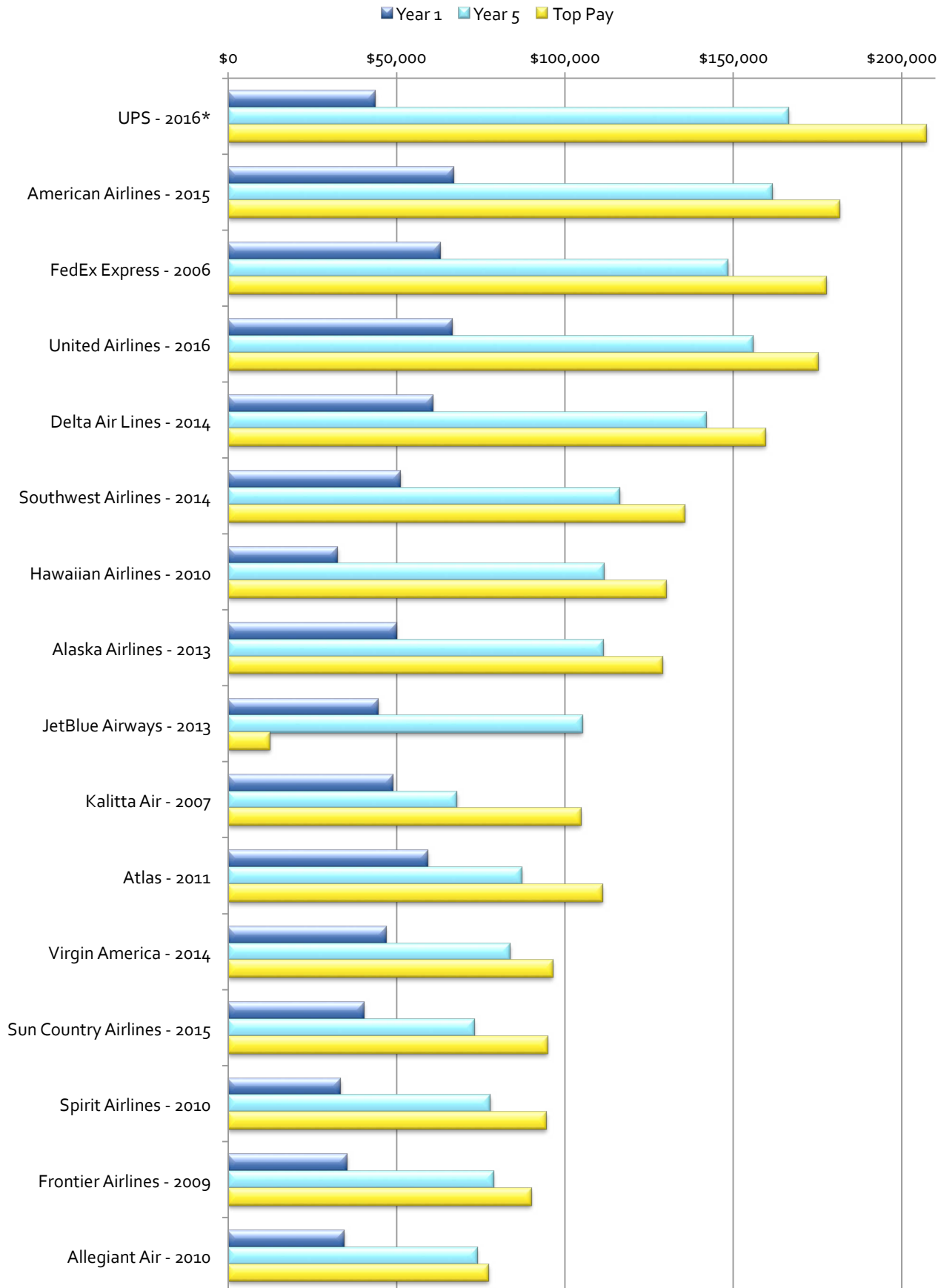


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing. Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. *UPS has 13 bid periods per year.

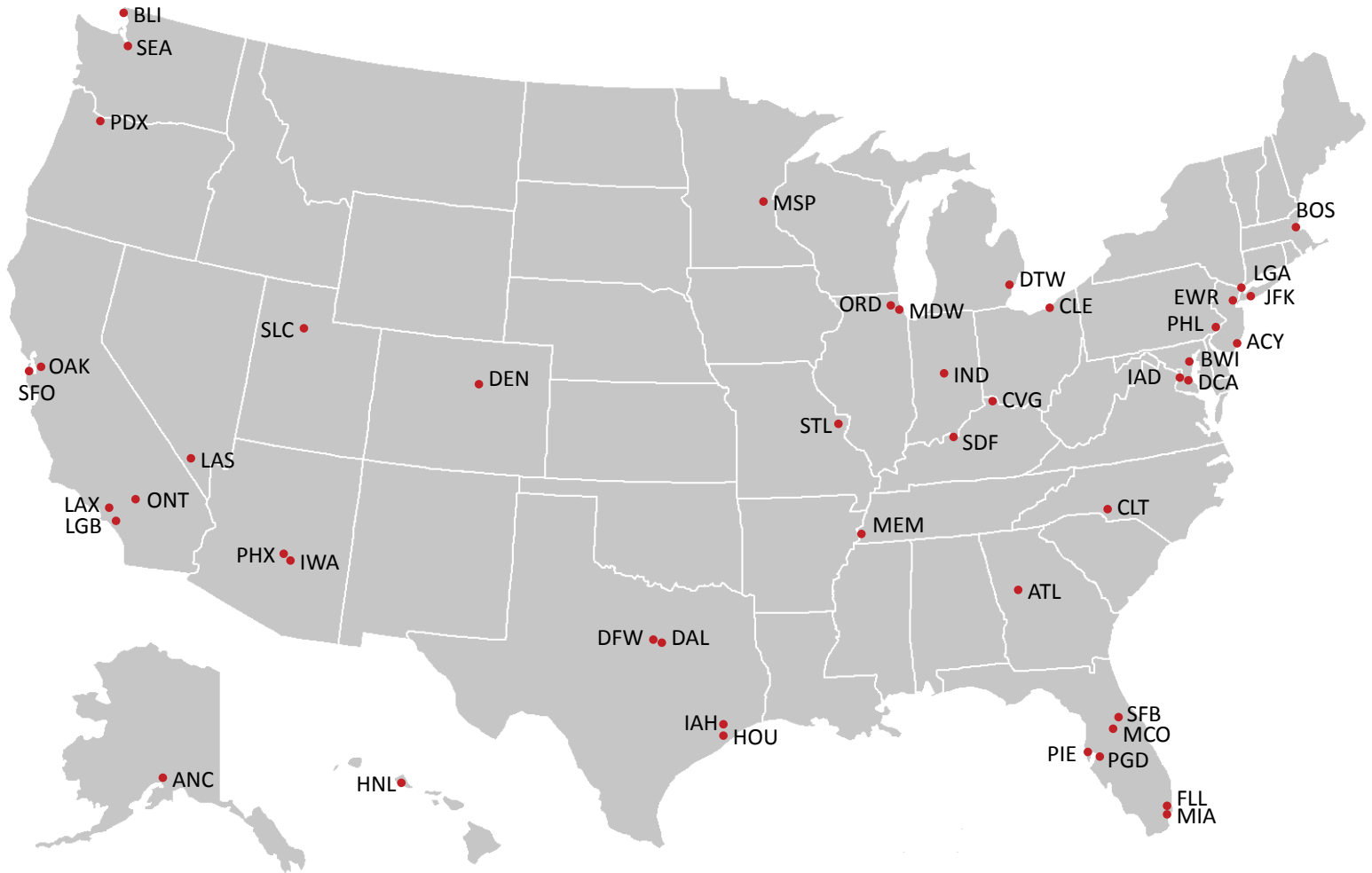
First Officer Yearly Pay Comparison

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.



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

Blue blocks indicate recent updates

Airline name and ATC call sign

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

Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)
Over 2,000 Pilots								
ExpressJet (LXJT) (Accey)	EMB-145XR, EMB-145, EMB-135	75	\$40,734	\$98.18	\$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5-10 = 5% 10+ = 6% Vesting*
	60-76 Seat C****		\$44,982	\$107.83	\$97,047			
ExpressJet (LASA) (Accey)	CRJ-200	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%
	CRJ-700, CRJ-900		\$43,632	\$109.33	\$98,397			
SkyWest Airlines (Skywest)	EMB-120	80	\$35,664	\$76.21	\$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6****
	CRJ-200		\$41,193	\$106.67	\$96,003			
	CRJ-700		\$43,668	\$113.07	\$101,763			
	EMB-175		\$43,830	\$113.20	\$101,880			
	CRJ-900		\$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 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
	Over 2,000 Pilots												
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	\$7,500 w/ ERJ type*, \$1,000 Referral	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.85/hr	May 2007**	1,905	United, American***	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE, DFW**	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **Will Reduce 11/2007 to 1/2011; ***AA flying out of DFW
			Online		Feb/15	4.C.2	Aug/2016	Aug/2016					Contract 2004 as amended, Currently in negotiations;
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral	\$300 / week	Paid for by company; single occupancy	\$1.85/hr	June 2007**	1,488	Delta, American	ALPA	Surface 3 LTE	ATL, DFW, DTW	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010
			Online	3.C.1		5.A.1	Mar/2016	Apr/2016					Contract 2007 as amended, Currently in negotiations;
	Total							3,393					
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	\$7,500*	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	1.85/hr (\$1.90/hr Eff. 1/1/2017)	2014	4,000	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS SGU**	*\$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Aug/2016	Aug/2016					Pilot Agreement signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	RW	EMB-145 \$12,500 EMB-170/5 \$7,500	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.95/hr Dom \$2.50/hr Int.*	3.5 Years	2,105	United, American, Delta	IBT	iPad	CMH, DCA, GSO, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR, JFK	\$1,000 to \$11,000 contract signing bonus, based on hire date. \$5,000 FO anniversary bonus, \$10,000 CA anniversary bonus. *International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Nov/2015	Apr/2016					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	\$15,000	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	\$1.85/hr + \$0.05 increase in 2018, 2021 & 2024	April 2008*	1,850	American	ALPA	iPad Air 2	DFW, ORD	*Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Aug/2016	Aug/2016					Contract 2003 as amended, Currently in negotiations
	500 - 2,000 Pilots												
Endeavor Air (Flagship)	CRJ-200 CRJ900	9E	\$23,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.70/hr	July 2007	1,587	Delta	ALPA		JFK, DTW, MSP, LGA	Pay based on DOS+2 years, 1% increases every year. *\$23,000 per year until Dec 2018.
			Online	3.D.1, 5.D.4		5.D.1	Dec/2015	Mar/2016					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	No - \$1000 Referral*	MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	Hiring Street CAs**	1,186	American	ALPA		CLT, DAY, TYS	*\$1000 referral bonus for employees if they refer a successful applicant, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time.
						5.A.1	Jul/2015	Dec/2015					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	None	76 Hours during training	Paid for by company; single occupancy	\$1.47/hr	4 Months	1,250	United, American	ALPA	iPad*	PHX, DFW, IAD, IAH	*Pilot must have an iPad, but there is a stipend for it.
				5.A.2	5.B.1	5.A.2	Feb/2016	Feb/2016					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	No Bonus, \$1000 or \$1250 Ref.*	2.5 hours per day	Paid for by company; single occupancy	\$1.60/hr dom \$1.90/hr int	2.5 - 3 Years	750	American	ALPA		DCA, LGA, ORF, PHL	Pilot hiring and attrition from 10/2013 to 10/2014, *\$1250 referral bonus if applicant has CRJ type rating
				4.C	5.A.1	5.D.1	Jul/2015	Apr/2016					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	December 2011	662	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	
				5.I.4	6.C	5.G.1	Dec/2015	Dec/2015					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	April 2015	710	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. \$1.70,
				3.H, 5.B	5.B.3	5.B.1	Dec/2015	Dec/2015					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	\$10,000	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	January 2015	555	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015.
			May/15	5.B.3	6.C	5.O	Dec/2015	Dec/2015					Contract 2007 as amended
	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	\$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	\$1.70/hr	1,000* Hrs 2,500 TT	420	American	ALPA		PHL, MDT, ROA, SBY	*1,000 Hours of Part 121 flight time. **\$5,000 pilot referral bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Jul/2016	Jul/2016					Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145	AX	\$7,500	\$35.81 @ 75 hrs	Paid for by company; Single occupancy	\$1.80/hr*	July 2015	600	United, American	ALPA	iPad	IAD, STL, ORD, DEN, RDU	*Increases to \$1.90 in 2017; Attendance Bonus 0 Sick Days Used \$1000, 1 Sick Day Used \$700, 2 Sick Days Used \$500, 3 Sick Days Used \$300
				3.C.1	5.A.1	5.C.1	Dec/2015	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	\$37/overnight	Upon Reaching ATP Mins	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	3M	\$12,000*	MMG & Per Diem	Paid for by company; single occupancy	\$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*\$3,000 after IOE, \$3,000 after 1 year, \$6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
Ameriflight, LLC (AMFlight)	EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31	AM	None	\$9 - \$12.50 per hour* \$35 / Day Per Diem	Paid for by company; Single occupancy	\$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	DFW, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommutAir (CommutAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to \$15,000*	MMG	Paid for by company; single occupancy	\$1.70/hr	Feb/2016	231	United	ALPA	None	EWR, IAD, BTW**	*With ATP/CTP: \$7,000; Without ATP/CTP: \$2,000 free ATP/CTP course; \$5/121 PIC qualifying hour up to \$9,000 **BTW is only HQ
			Online	3.G	5.A.8	5.B.3	Jun/2016	Jun/2016					Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	ZK	No	\$36/Day	Paid for by company; dual occupancy	\$1.50/hr	13 Months	100		UTU		DEN, PHX	15 Month, \$7,500 training contract required for ALL First Officers. Direct Entry Captains contract is prorated over the first 15 months of service.
						4.D	Jul/2015	Jul/2015					Contract 2014 as amended
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*	KS				\$50/day	2012	120		None		ANC, BOS	*\$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				\$30/dom, \$50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Corvus Airlines (Raven Flight)	B1900C B1900D* 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 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
Total Pilots				3.C.1	11.P.3	4.J.1	Oct/2014	20,205					Contract 2009 as amended

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	\$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	\$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and \$400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreement 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 formerly American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	50% except leather jacket 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 (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
500 - 2,000 Pilots													
Endeavor Air (Flagship)	11	Yes	14	501	4	None	None	None	100%	150% 200%**	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015. **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13, 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	\$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.I.1	12.A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	205	None	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-	-	-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as amended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150%	\$260 / yr***	\$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1	18.C.2	18.E	Contract 2003 as amended
Horizon Air (Horizon Air)	13*	Yes	FAA Part 117	239	4**	See Trip Rig	50%***	25****	100%	150% or 200*****	\$200	None	*Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discretion
	7.A.4.a	5.B.3	7.A.2.a	-	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.4.2.d	26.M.5.A	-	Contract 2012 as amended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, \$20/mo allowance	None	*12 days off during 31 day bid periods, **May be reassigned,***85% after 5/1/17 ****150% premium pay per company
	12.E	4.D	12.C.3	-	4.B.1	-	-	-	8.A	3.G	26.3	26.C.1	Contract 2014 as amended
GoJet Airlines (Lindbergh)	11/10*	No*	14	97	4**	None	None	None	50%	150%	\$25 / Month	None	*If company gets 98% completion factor, pilot gets greater of 100% of line value or actual, **Applies to reserves only per trip
	7.A.2.a	5.C	7.B.1	-	5.I.1	-	-	-	5.H	5.E	26.K.5.a	-	Contract 2007 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	\$25 / month	None	*See examples in referenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8.C.3	25.G	26.Y.4	-	Contract 2013 as amended
Tran States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	\$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011- 07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	\$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	\$17.50 per month (\$210 / yr)	None	*Additional incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	10	No	14 or 15*	59	3.75	None	None	None	50%	100%	\$200 per year after first year	None	*For continuous duty overnights, **and every two years thereafter
	3.C.2	-	18.C.1	-	18.B.5	-	-	-	3.C.4	18.J.1.b	19.D	-	Contract 2014 as amended
Peninsula Airways (Peninsula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Corvus Airlines (Raven Flight)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then \$80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2009 as amended

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Over 2,000 Pilots												
ExpressJet (LXJT (Accey))	EMB-145XR, EMB-145, EMB-135	\$45.26	75	\$40,734	\$98.18	\$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once accrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property.
	60-76 Seat A/C****	\$49.98		\$44,982	\$107.83	\$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	\$46.44	75	\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$48.48		\$43,632	\$109.33	\$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	\$45.77	75	\$41,193	\$106.67	\$96,003	<6m = 30.8 Hrs >5 = 36.96 Hrs >10 = 46 Hrs >15 = 49 Hrs >16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 3% 5-9 yrs, 5% 10 yrs, 7%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	\$48.52		\$43,668	\$113.07	\$101,763						
	EMB-175	\$48.70		\$43,830	\$113.20	\$101,880						
	CRJ-900	\$50.00		\$45,000	\$117.00	\$105,300						
Republic Airways (Republic or Shuttle)	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1	-	-	-	Pilot Agreeemnt signed August 2015
	EMB-170 EMB-175	\$50.42	75	\$45,378	\$120.11	\$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ = 6%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K	-	14.E	Contract 2015
Envoy formerly American Eagle (Envoy)	EMB-145	\$39.78	75	\$35,802	\$89.12	\$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >5yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*CRJ-700 gone by Dec/16; **New-hires are capped at 12th year pay for CA and 4 years for FO. ***<1 is prorated.
	CRJ-700* EMB-175				\$93.90	\$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA**	HRxMMGx12	8	9.A	28.B***	28.B	28.A.3.b	Contract 2003 as amended, Currently in negotiations
500-2,000 Pilots												
Endeavor Air (Flagship)	CRJ-200	\$38.49	75	\$34,641	\$84.03	\$75,627	<1yr=<7 dys*** 1 2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	2.5 H/M	50% Match: 1-5 = 6% 5-10 = 8% 10+ = 10% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS. ***>1 year prorated
	CRJ-900	\$39.75		\$35,775	\$89.96	\$80,964						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	\$41.78	75	\$37,602	\$98.37	\$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	.5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	\$43.29		\$38,961	\$106.67	\$96,003						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200	\$37.96	76	\$34,620	\$80.93	\$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	0-1 = 1.52 H/M 1-4 = 2.17 H/M +4 = 3.0 H/M	2%*	None	Based on rates set by company and insurance provider	*Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent
	CRJ-700, CRJ-900, EMB-175			\$93.76	\$85,509	\$85,509						
	-	3.A	4.A.1	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	\$49.24	75	\$44,316	\$107.67	\$96,903	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2. **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
	Q-400	\$49.43	80.5	\$41,383	\$119.19	\$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
Compass Airlines (Compass)	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
	E-170, E-175	\$45.80	75	\$41,220	\$111.24	\$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation 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 > 2 = 14 days > 7 = 21 days > 15 = 28 days	0-2 = 2 H/M +2 = 3 H/M Max 300	1% 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

Additional Compensation Details

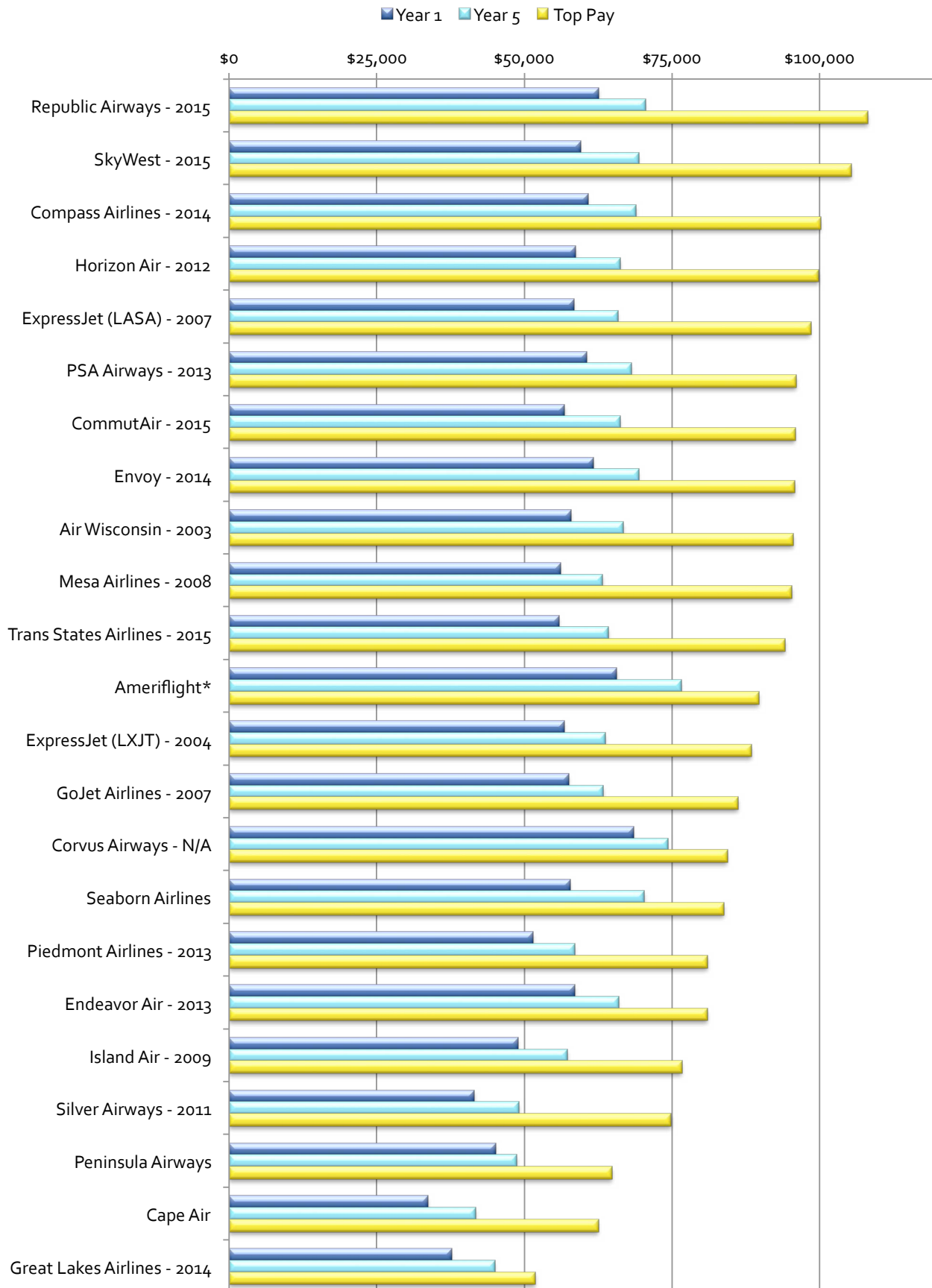
THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Under 500 Pilots												
Piedmont Airlines (Piedmont)	Q-100, Q-300	\$40.33	75	\$36,297	\$89.98	\$80,982	> 1 = 5 days*** < 1= 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11& 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS. **See chart at referenced contract section; ***First year is prorated.
	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145	\$44.99	75	\$40,491	\$104.51	\$94,059	< 1 = 7 days** 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
Cape Air (Kap)	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	\$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days + 10 = 35 Days		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	\$39.03	75	\$35,127	\$83.07	\$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	All	Salary	160 Units of Pay	\$31,000	Salary	\$89,650	1.16 Days per month		5%	None	\$198 per month	
CommuatAir (CommuatAir)	Q-200, Q-300, ERJ-145	\$45.62	75	\$41,058	\$106.36	\$95,724	1 = 7 days 1-5 =14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	35.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D, EMB-120	\$42.40	75	\$38,160	\$57.51	\$51,759	0-3 = 7 Days 4-5 = 14 Days +6 = 21 Days	.94* or 1.56 H/M	Equal to other employees	None	Equal to other employees	*From zero to 3 years, **\$3500 in yearly cash incentives for EMB 120 FO, \$5000 for BE 1900 PIC and \$7500 for EMB 120 PIC
	-	3.A	3.C.1	HRxMMGx12	3.A	HRxMMGx12	5.A	6.B.1	20.B	-	20.A	Contract 2014 as amended
Peninsula Airways (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						Need contract
Corvus Airlines (Raven Flight)	B1900C, B1900D, 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
Iceland Air (Moku)	Q-100	\$38.57	80	\$37,027	\$79.83	\$76,637	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1%	1-3 = 1%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
					3-4 = 3%	3-4 = 3%						
					4-5 = 4%	4-5 = 4%						
				5-6 = 5%	5-6 = 5%							
ATR-72	\$40.50	\$38,880	\$100.98	\$96,941	6-8 = 3%	6-8 = 7%	6-8 = 7%	8-10 = 2%	8-10 = 8%			
Q-400		\$0	\$100.98	\$82,400	10-12 = 1%	10-12 = 9%	10-12 = 9%	12+ = 0%	12+ = 10%			
-	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.

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.

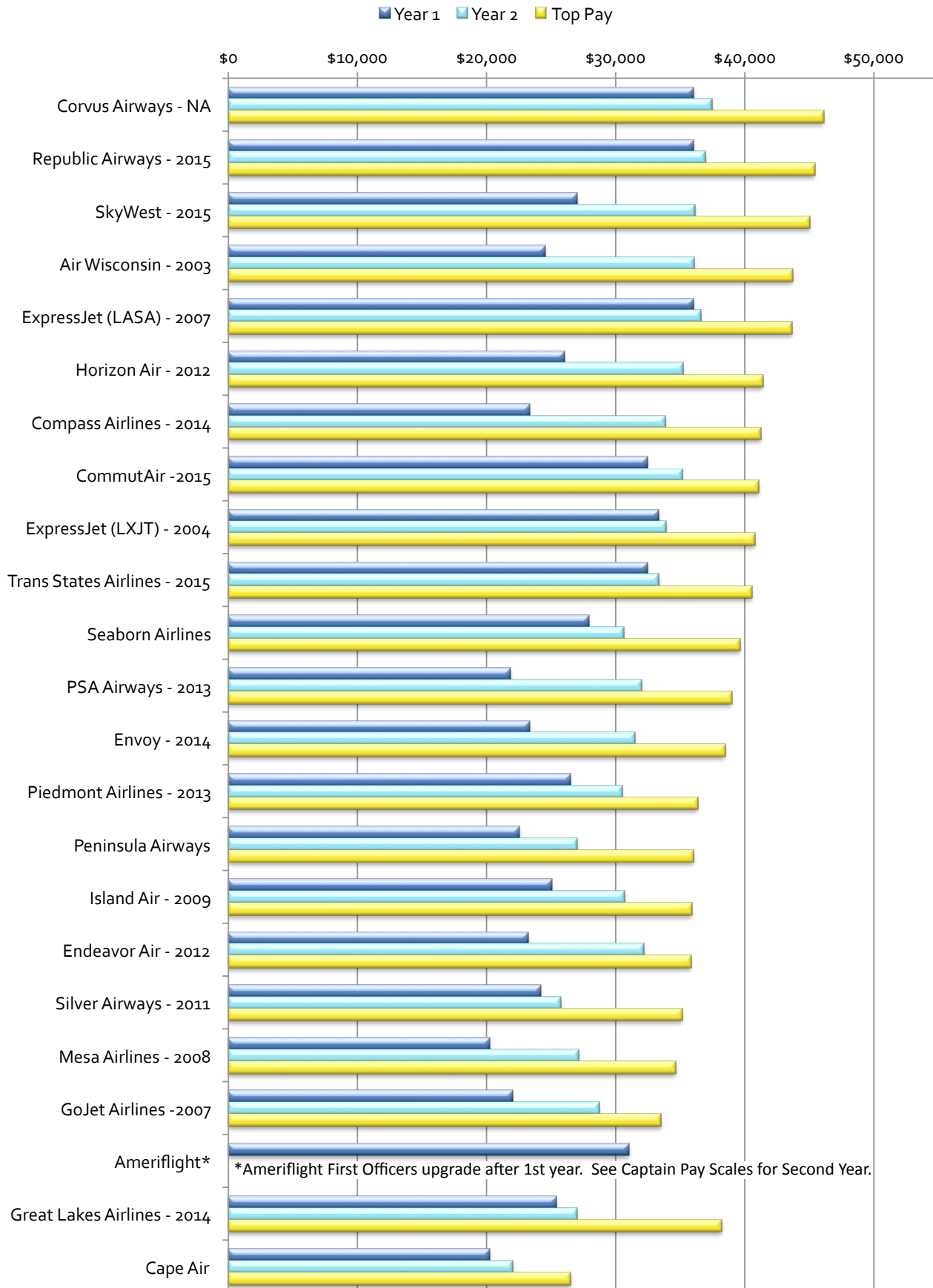


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. *Ameriflight is based on salary.

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

AUG Augusta, ME
Cape Air

BFI Seattle, WA
Ameriflight, LLC

BIL Billings, MT
Cape Air

BOI Boise, ID
Horizon Air

BOS Boston, MA
Peninsula Airways
Cape Air

BQN Aguadilla, PR
Ameriflight, LLC

BUF Buffalo, NY
Ameriflight, LLC

BUR Burbank, CA
Ameriflight, LLC

CGI Cape Girardeau, MO
Cape Air

CLE Cleveland, OH
ExpressJet Airlines

CLT Charlotte, NC
PSA Airlines

CMH Columbus, OH
Republic Airways

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

Mainline Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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

Regional Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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

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

Upcoming Job Fairs

Las Vegas Pilot Job Fair

Date: Friday, September 23, 2016

Tickets available: August 15, 2016 @ Noon

Miami Pilot Job Fair

Date: Friday, November 11, 2016

Tickets available: October 3, 2016 @ Noon

Career Services

Application Review

Career Consulting

Resume Critique

Interview Prep