I Want to be a Pilot, Too!
MESA AIRLINES PROVIDES...

❖ Upgrade to Captain in as Little as 14 Months

❖ $50,000 Sign on Bonus*
   *please visit the website for details

❖ Your Choice of Airplane (E175 or CRJ)

❖ $22,500 + $20,000 + $2,500 + $5,000
   
   After the Completion of Training*
   After the Completion of Year 3*
   For pilots who choose the CRJ and currently hold a CL-65 Type Rating*
   For pilots who currently have 500 hours of part 121 flight time in a CRJ, EMB145, or EMB175*

American Eagle

United Express

FOR MORE INFORMATION VISIT
WWW.MESA-AIR.COM/PILOTS
Pilot-in-Command of your Career

There has never been a better time to join the largest provider of regional service for American Airlines.

• Up to $22,100 sign-on bonus
• $60,000 first year pay ($37.90/hour)
• $20,000 retention bonus
• Convenient bases in Chicago, Dallas/Fort Worth, New York LaGuardia and Miami
• Free personal travel on the world’s largest network

Find out more on envoyair.com/pilots
Also Featuring:

Letter from the Publisher 8
RADAR (Aviator Bulletins) 10
Pilot Perspectives 16
Million Air 18
Health (Fitness Corner) 22
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.

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
Join our Team!
www.airwis.com/pilots

Happy Holidays from all of us at Air Wisconsin Airlines

UP TO $57,000 IN SIGN-ON BONUSES

Trip and Duty Rigs
Commuter Friendly Policy
150-200% Premium Pay
Minimum days off 12

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.

THE WORLD'S LARGEST NETWORK OF LGBT AVIATORS AND ENTHUSIASTS
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
Dear readers,

With this issue, I am pleased to announce the new look for Aero Crew News. This redesign is owed to the talents of Jason Fouts, whom we enthusiastically welcome to our team as Layout and Graphics Designer. We are excited about the experience and expertise he will bring to our magazine. We think you’ll notice the fresh look is clean and energetic.

Jason began his graphic design career 11 years ago. He has had responsibility for the layouts of several magazines and publications throughout his career. Among his stellar credits are the 2012 tourism publication for Guatemala, and Atlantic City’s 2017 marketing campaign, DO AC. As a photographer, Jason has worked with Infiniti and BMW as events and automotive photographer.

Jason reports that his favorite view from a plane is the approach into Anchorage during summer, where the sun never quite sets but peeks from behind the range of volcanoes that span southward.

We invite your comments about our new look!

I wish everyone happy holidays and a prosperous and fulfilling new year.

Tailwinds,

Craig D. Pieper

Craig Pieper, Publisher

About the Publisher

Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a Captain for a regional airline with a type rating in the Embraer 145 and has logged over 6,000 hours of flying time since his introductory flight on November 14th, 1992.
November 2017


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

© 2017 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.
Envoy President and CEO, Pedro Fábregas, was chosen for the third year in a row as one of Dallas-Fort Worth’s top leaders in D CEO Magazine’s 2018 Dallas 500 special edition, honoring the most powerful business leaders in the DFW metroplex.

But this year, the award has a new meaning. His native Puerto Rico is suffering the aftermath of Hurricane María and he’s dedicating the honors to the people of Puerto Rico and the Caribbean.

“So many of our employees have been impacted by this year’s storms throughout the southern U.S. and the Caribbean,” said Fábregas. “Especially Puerto Rico, a place I call home and where I started my career. My experience leading teams throughout the islands helped prepare me for future success. I’d like to dedicate this award to all of our employees who are still dealing with adversity in the aftermath of these storms. I have to thank our parent company, American Airlines, for the great support they provided to our employees and their families.”

His leadership philosophy at Envoy is founded on providing safe, high-quality service at a competitive cost, while his work ethic follows strict standards of respect and dignity for all employees and colleagues.

In D CEO’s special edition, honorees shared business and life advice, toughest challenges they had to overcome in their careers, hobbies, thoughts for the future and other facts.

“I represent a team of employees who are motivated, engaged, inspired and energetic and who give it their all to maintain safe and reliable operation for the customers of American and American Eagle. This award is a testament to what they do every day. I’m incredibly proud of our team.”
Jet Linx Appoints Dan Pasque As Base President Of Local Tulsa Operations

Jet Linx, the private aviation company headquartered in Omaha, Neb. with 14 locally operated base locations nationwide, announces the appointment of Dan Pasque as Base President of its Tulsa Base, effective immediately. In his new role, Dan is responsible for ensuring and elevating Jet Linx Tulsa’s local market infiltration as well as identifying industry variations and maintaining client satisfaction.

“I am eager to apply my 18 years of leadership experience and knowledge of the Tulsa community to the local Jet Linx brand and the greater private aviation industry,” said Dan Pasque, Base President of Jet Linx Tulsa. “In my new role, I am focusing on supporting Jet Linx in exceeding goals on both a local and national scale.”

Through his experiences as a corporate executive, Dan has earned his esteemed reputation as a community leader in Tulsa, Oklahoma. Prior to Jet Linx, Dan was President of Boardwalk Distribution for three years where he was responsible for sales growth, orchestrating the purchase of wholesale liquor and for hiring and training all staff. Before that, Dan served as the Executive Vice President & General Manager of LDF Sales & Distributing in Tulsa for 15 years, responsible for managing all aspects of Oklahoma’s operations for a privately owned multi-state beer franchise operation. As EVP, Dan also oversaw revenue growth and developed and initiated broker business.

“We are thrilled to welcome Dan Pasque into his new role as the Base President of Jet Linx Tulsa,” said Jamie Walker, President & CEO of Jet Linx. “His experiences in customer satisfaction, team development and growth strategy are complemented by his passion and enthusiasm for the local Tulsa community.”
Flying to United Airlines via CommutAir

At CommutAir, we offer pilots the fastest route to a United Airlines Flight Deck. In 2016, after United acquired a 40% ownership interest in the company, we became the first United partner to offer United’s Career Path Program (CPP) as we began our transition to an all-jet fleet. While the CPP has now been extended to 2 other partners, it is on terms that are significantly less attractive, making CommutAir’s United Career Path Program twice as fast.

CommutAir pilots departed for United, under the CPP in our very first year United’s commitment is to accept a double-digit proportion of their new hires through the CommutAir CPP – which means almost every CommutAir pilot will get called up within a few months of fulfilling the CPP requirements! Today, our CPP graduates are flying everything from A320s to 737s across various bases.

In addition, our rapid growth (we will triple our fleet by 2019) will see our pilot rosters triple in size over the next two years – which means you will hold a line and earn your hours at CommutAir and depart for United quickly. Whether you find yourself stuck in a long “CPP” queue at another regional or are new to the industry we are confident the path we offer is something to consider. And if you needed further inducement – here are TWO:

• We have increased our sign-on bonus to $22,100, and pay for your ATP

• If you need a George Zimmer-like “guarantee” on your progression at CommutAir, we just announced that every incoming pilot will be guaranteed Captain pay after 1 year of line qualification. We are so confident that we will not have to pay you, because of our growth, that we are guaranteeing to pay you! How is that for twisted logic!

Talk to us about your goals, and we will help curate your success story. We can be reached at www.flycommutair.com/careers/pilots or 440-779-4588 ex 399. Or of course, you can flip that switch at www.airlinepilotcentral.com/airlines/regional/commutair
SkyWest, Inc. Announces Additional Order of 20 New Aircraft, New Flying Agreements

ST. GEORGE, Utah, October 2, 2017 -- SkyWest, Inc. (NASDAQ: SKYW) (“SkyWest”) today reported that it has entered into aircraft purchase agreements and capacity purchase agreements to acquire and fly 15 additional new aircraft with Delta Air Lines (“Delta”) and five additional new aircraft with Alaska Airlines (“Alaska”). Expected delivery dates for the 20 aircraft run from September 2017 through the end of 2018. These aircraft will be operated by SkyWest Airlines, Inc., a wholly owned subsidiary of SkyWest.

Of the 20 aircraft, 15 Embraer E175 SC aircraft will fly under an agreement with Delta in a 70-seat configuration. The E175 SC aircraft has an E175 airframe and can be retrofitted to 76 seats in the future. The agreement with Alaska includes five Embraer E175s, with a 76-seat configuration, similar to aircraft SkyWest has previously placed into service with Alaska.

Combined with last month’s announcement for 25 new aircraft, today’s announcement results in a cumulative order of 45 new aircraft. Similar structurally to SkyWest’s acquisition of 104 E175s, SkyWest expects to invest approximately $161 million in cash to acquire these 45 aircraft, and to finance the balance of the purchase price with debt. The expected delivery dates for the 45 aircraft run from September 2017 through the end of 2018, with the majority of the deliveries scheduled for mid-2018.

- Order includes 15 70-seat Embraer E175 SC aircraft expected to be delivered and placed into service with Delta Air Lines in 2018
- Order includes five 76-seat Embraer E175 aircraft expected to be delivered and placed into service with Alaska Airlines in late 2017 and early 2018
- Terms and economics similar to prior contracts with each partner
Endeavor Pilots Agree to Richest Hourly Rates in Regional Industry

With an 86 percent vote in favor, Endeavor Air pilots have agreed to ratify their contract to include the highest hourly rates in the regional airline industry for all pilots.

More than 82 percent of eligible pilots voted for the new Tentative Agreement, which amends the existing pilot contract to start pilot pay at $50.16 per hour – a more than $20 per hour increase – and raises hourly rates for all pilots, while extending the labor deal through the end of 2024.

“This deal was made possible because of years of excellent operational performance, a tireless commitment to safety, and by taking care of our customers better than any regional airline in the industry,” Ryan Gumm, CEO, Endeavor Air, said in a statement to employees shortly after the results of the ratification vote were announced.

“This agreement is a recognition of our people, first and foremost. Piece by piece, you all have contributed to casting the foundation by which our future growth and opportunities will be built. This agreement helps to solidify the path we’re on together here at Endeavor, and that’s something we should all be proud to be a part of.”

The new agreement goes into effect on January 1, 2018. To learn more or apply to join the Endeavor team, please visit www.EndeavorAir.com/pilots.
Enjoy the ride with us.

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

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

Contact our Pilot Recruitment team at pilotjobs@capeair.com or call 508-727-7883.
For as long as I can remember, I have heard people use “living the dream” in a joking manner. As a first-generation immigrant to the United States, the term was something I respected and focused on consistently. I’ve always been conscious that moving to the United States was a privilege afforded me and my family through the lottery system in the late ’90s. Growing up in New York City taught me to pursue my dreams and to never give up on my ultimate goals in life.

Throughout my training and professional life, I’ve heard many inspiring stories from aviator colleagues. Their stories must not be forgotten, and should be shared to truly understand what “living the dream” means for them. One of the more inspiring and memorable stories belongs to a colleague of mine, Michael Sikoutris.

Michael is a second-generation immigrant to the U.S. and he has been passionate about aviation since he was a little kid living in Brooklyn, N.Y. While growing up, his family was extremely supportive and his dad used to take him plane-spotting near the approach paths of LaGuardia and Kennedy airports. Michael says he even looked for cheap tickets so that he could go on round-trips within a day between Florida and New York to experience what it’s like to be on an airplane. He was the first aspiring pilot in his family which left him unaware of the path to fulfill his dream.

One of the most memorable days for Michael was during an assembly in his junior high school when
some Tuskegee Airmen spoke to the students. It was the first time he had seen someone with his skin color who had become an aviator and held such an honorable position. That day, Michael knew that he wanted to become an airline pilot.

September 11th, 2001 shattered the dreams for Michael in the most unimaginable way. His cousin was aboard American Airlines flight 77, which struck the Pentagon. His goal of becoming an airline pilot became seemingly impossible owed to waning support from family members spurred by the loss of his cousin. He wanted to attend an aviation university, but instead enrolled in CUNY Hunter College, earning a bachelor’s degree in physics and mathematics. Michael chose to study physics because he knew the subject matter would bring him closer to his true aspiration.

After graduation, the city of New York granted Michael a scholarship to attend graduate school in physics provided he become a high school teacher in its public-school system. At the age of 21, he decided that he could not pass on the opportunity. Michael taught physics at Brooklyn Technical High School and worked toward his graduate degree from Pace University.

One day during one of his classes in the high school, Michael had a discussion with his students about what they wanted to do with their lives. Little did he know, that his students would ask him if he had always wanted to be a physics teacher. He shared with them his true passion, love, desire, and ultimate dream. Michael was inspired by his students and after three years of teaching, he packed his bags, and left to attend ATP flight school in Florida.

Having zero flight experience, Michael earned all his certificates and flight ratings in just seven months from ATP Flight Academy’s Airline Career Pilot Program. He worked tirelessly as a flight instructor for nearly 13 months to accumulate more than 1000 flight hours so that he could apply to and work as an airline pilot. ATP’s fast paced environment prepared him for the airline jet training. He flew his first flight in a single-engine Piper Archer in September 2014, and flew his first commercial airline flight in the Embraer 170/175 for Republic Airline, just two years later, in October 2016.

Michael Sikoutris said of his path, “This journey has shown my extraordinary capabilities, determined character and perseverance through many struggles. There were plenty of people who did not want to see me succeed, especially during the final stages of my airline jet training. My drive and continued faith made for such a rewarding outcome. I love what I do and I would hope I am a person many look up to and know ‘it can be done,’ just as my students looked to me as a role model.”

About the Author

Vesselin Slaveykov’s - dream of becoming a pilot became a reality when he earned his undergraduate degree in Aeronautical Science from ERAU in 2011. Read More...
It's hard to believe December is already here! While the year may be on its way out, there’s still time to make some smart financial planning moves before the end of the year. Being proactive is always better than being reactive, especially when it comes to your finances. To ensure you’re staying on course, take heed of these four financial planning tips.

Tip #1 – Squeeze a little more into retirement savings

With less than a month to go, it’s a good time to see if you can put some additional funds away for later in life. First, make sure you’re contributing enough to your company’s retirement plan to receive their match, if one is offered. Once you’re receiving the match, consider putting additional funds into either your retirement plan or an IRA. If you’re high-income (or among those in the higher tax brackets), using the traditional 401(k), IRA, or retirement savings option may be the best bet. If you find yourself in a lower-income year or in a lower tax bracket, seriously consider using the Roth option in your 401(k) or retirement plan, or contributing to a Roth IRA. Even if it’s a small amount extra, every bit counts and you will feel good about putting some more away and being disciplined.

Tip #2 – Estimate your taxes for the year (it’s easier than you think)

Estimating your taxes should be done in spring and fall. Between November and December is the perfect time of the year as the IRS has released the tax forms and most (if not all) changes have been announced for the year.

To estimate your taxes, you need to run a simple projection through either your accountant, financial planner, or by Web searching for a “1040 estimator.” (Try Dinkytown.net – silly name, but a great resource.) Simply complete the requested information and you’ll be delivered a rough estimate of the taxes you’re likely to owe.

Once you get your estimated tax bill, compare this to the federal taxes withheld to-date on your last paystub. If you’re in the ballpark, great! If it appears you haven’t withheld enough taxes, you may want to consider withholding more for the last few paychecks or increasing your retirement contributions (that are historically deductible). You can also look to increase other deductions, such as your Health Savings Account (if you have one) or charitable contributions.

If the amount you’ve already had withheld is close to, at, or over your projected tax bill, you may want to consider reducing your withholding amount for the remainder of the year. You can do this through your HR department by filing IRS form W-4. If you don’t want to change your withholding, plan to file your taxes early next year so you can get your refund sooner. Make sure you have earmarked your refund
for a productive use prior to receiving it! (Of course, it’s always best to check with a tax professional if there is ever anything of which you’re unsure).

**Tip #3 – Create a net worth statement**

A net worth statement is one of the easiest things to do and will have a major impact on your “financial situational awareness.” To create one, simply add up everything you own (your assets) and subtract everything you owe (your liabilities). The resulting number is your net worth. Your net worth is the single biggest determinant in your ability to reach your financial goals, and ultimately, financial independence. You should examine your net worth four times per year and make sure it’s increasing. How do you increase it? You save and invest more and/or pay down (and avoid increasing) debt. Increase your assets and decrease your liabilities. You save, invest, and pay down debt by increasing your cash flow.

**Tip #4 – Establish a budget and commit to increasing your cash flow**

The word “budget” often carries a negative connotation, but the reality is far different. A budget actually frees you (by reducing your attention) to focus on enjoying your work and play while knowing you’re on track for the future.

There are only two steps to creating a simple and effective budget: First, add up everything you have coming in (your income) and subtract everything you have going out (your expenses). The resulting number is your net cash flow. If it’s negative, you are spending more than you are making, and if it’s positive, you are making more than you are spending. The second step is going through and creating a target amount for each spending item. List what you would like to spend for all the different categories while ensuring there is at least something left over each month.

Once you have your budget in place, commit to sticking to it and saving 50% of your next pay increase. Doing so will increase your cash flow and allow you to save and invest more and accelerate your net worth.

**Final thoughts**

I always get excited as we approach a new year. A new year means a fresh start and the most financially successful people get a jump on it before it arrives. See if you can put a little more into your retirement plan, estimate your tax bill, create a net worth statement, establish a budget and commit to sticking to it, and saving your pay raises. Doing these things will put you on a stronger course to wealth and help keep you proactive. Remember, being proactive always pays more than being reactive! ACN

---

**About the Author**

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

Connecting people uniting the world

We fly right
We fly friendly
We fly together
We fly above and beyond

Learn about our Pilot Career Path Program at expressjet.com/cpp
TOP-TIER PILOT PAY, PLUS $30,000 IN SIGNING AND RETENTION BONUSES

$30,000 SIGNING & RETENTION BONUS
- $10,000 UPON COMPLETION OF IOE
- $12,000 AFTER YEAR ONE
- $8,000 AFTER YEAR TWO

$36,350 BASE ANNUAL PAY
- $22,000 YEAR ONE BONUSES
- $8,640 PER DIEM
- $4,771 BENEFITS*
- $3,600 HOTEL BENEFITS**

BREAKDOWN

YEAR ONE PAY
- By the Numbers

EARN AN ADDITIONAL $1,500 FOR EACH PILOT THAT YOU REFER TO THE COMPANY

THERE’S MORE
- 75 hour minimum monthly guarantee (our pilots average 82 hours per month)
- 100% cancellation and deadhead pay
- 150-200% premium pay
- Per diem at $1.80/hour
- Leg-by-leg pay protection
- 4 commuter hotels per month
- Performance bonuses

UP TO $75,000 MINIMUM YEAR ONE COMPENSATION PACKAGE

PILOTHIRING@TRANSSTATES.NET

*Value of company paid insurance benefits (medical, dental, life, AD & D, and long-term disability) and company 401(k) contributions for an individual pilot
**For eligible pilots living outside of their domicile

PROUD PARTNERS OF United Airlines

PILOTHIRING@TRANSSTATES.NET
We all deserve to work in a safe and healthy environment. Ours is not without many occupational health hazards, and raising our awareness is always the first step toward minimizing our risk.

This is a very relevant and sensitive topic but one that takes me out of my scope of pilot fitness and into aero-medicine, admittedly on which, I am not technically qualified. So, consider this an opening disclaimer. I want to address cabin fumes (and odors), which the FAA prefers to call Air Quality Events—you know, the dirty sweat-sock smell. At my airline, we recently had a series of reported cabin fume/odor events, some of which were substantiated, bringing this topic to the forefront for me. Many were triggered by the flight attendants. ALPA and my company have been great about getting important safety information out to us. I want to share some of those highlights to raise your awareness, which is always my primary goal. I will not however, be sharing any of the anecdotal stories provided to me by fellow pilots.

Cabin Fumes Background:
Cabin odor and fume events are not new, but for some reason, they seem to have gained more attention lately. For our purposes here, I’m using the information from both the ALPA and FAA websites (DOT/FAA/AM-15/20). We know that cabin air has always been contaminated with many particulates; dust, pollen spores, fibers, bacteria, viruses, ozone, skin scales, CO, CO2, de-icing fluid, insecticides, to name just a few. If this sounds disgusting and not fit to breathe, don’t worry. In our cabin air mix of 50% bleed-air with 50% recirculated cabin air, nearly all of the time, the combined concentration of all particulates is so low that the levels are harmless and comparable to what one would find in most office buildings. However, in the cabin, we are impacted by both low humidity and altitude, neither of which is generally an issue with office buildings. While the engine bleed-air is not filtered, the downstream mix of bleed-air and recirculated cabin air is filtered through HEPA filters within an airliner’s Environmental Control System, and these HEPA filters must trap particles of 0.3 micro-meters in diameter or larger, which accounts for most of the particulate matter. (Currently, the only jet airliner that does not use any engine bleed-air mixed into the cabin air is the Boeing 787.) So, if the HEPA filters are doing their job, then what is the problem? Fortunately, most of the time there are no health risks, even when we might catch a whiff of that “dirty sweat-sock smell,” especially as we descend into humid climates. But occasionally, when the engine or APU oil is over-serviced, or there is a worn seal, oil can heat up, vaporize, and then contaminate the engine bleed air, eventually polluting the cabin air.

The Culprit:
In most commercial jet oil there is an additive, tricresyl phosphate, or TCP, which is added to reduce engine wear and improve the thermal stability of the oil. It comprises approximately 3% of the oil volume. There
is a metabolite or isomer of TCP, called TOCP (tri-ortho-tricresyl phosphate), a known neuro-toxin that when heated, vaporized and bled into the cabin air, has led to injury (with fatalities) for some flight crews. TOCP is approximately 0.1% of the oil volume. What makes TOCP so mysterious and controversial is that it is not currently possible to perform a blood test for exposure. Further, because of the wide variety of symptoms experienced – how it may or may not effect each person, there is no way to establish a safe, or maximum level of exposure to TOCP. As I said, doctors cannot yet even measure it in laboratory blood tests, though there are some internet companies that claim to test for exposure levels using hair samples, a methodology not currently approved by the FAA.

Exposure to vaporized TOCP fumes is known to affect individuals differently. Some crew have reported no symptoms at all, while others on the same flight have experienced symptoms so severe that the pilots have had to divert. The most commonly reported symptoms are; irritation of the eyes, nose and throat, dizziness, weakness, confusion, headache, even euphoria. However, the most significant, long-term effects tend to manifest 48 hours later with central nervous system problems. Collectively, these symptoms are known as Aerotoxic Syndrome. TOCP is a neuro-toxin. This can also result in liver and kidney damage, memory loss and even death. TOCP cannot be measured or seen in the air, and there is no detection technology on-board to alert crew members to possible contamination. Almost ironically, the only red-flag warning we seem to have, is the anecdotal “dirty sweat-sock smell” which admittedly, is highly subjective. With five or more crewmembers, not to mention 150 or more passengers, not everyone will smell the same odor at once, or even describe it in the same way. This only adds to the confusion of whether and when to implement the non-normal/emergency “cabin smoke and fumes” procedure while airborne. Generally, the captain elects to execute the more conservative and safe decision and run the appropriate checklist, even when all the crew members are not reporting the smell.

Air Quality/Cabin Fume Event Protocol:

The FAA, ALPA and the airlines have continued research to investigate cabin fumes, namely TOCP, and have established some procedures and protocols should there be a cabin fume, air quality or suspected TOCP exposure event. In fact, in 2012 because passengers have also been victims, Public Law Mandate, Directive 112-95 was established. It orders the FAA to address bleed-air quality on the full range of commercial aircraft operating in the United States. Should you suspect that you are experiencing cabin fumes/TOCP exposure, owed to irritations or the “dirty sweat-sock smell,” the first step would be to follow your carrier’s “smoke and fumes” procedure found in the Quick Reference checklist. Upon landing, if you are still fit enough to do so, you would enter the event in the log book, followed by, of course, going to your health care provider, or if severe enough, going to a hospital emergency room. Time permitting, call ALPA Aeromedical office at (303) 341-4435. There is also a Smoke and Fumes Reporting Form 1 ATA on the FAA and ALPA websites. There is also a very useful Quick Reference Guide for Health Care Providers Form, on the ALPA site, that will tell your doctor exactly what happened to you, what to screen you for - specifically what lab tests to run, and how to document it all. The airlines are also taking many steps to ensure they no longer over-service the engine or APU oil (so it won’t leak into the bleed-air), and they are more thoroughly inspecting the environmental systems for worn seals, oil residue, as well as using deep steam cleaning during regular maintenance C-checks. The easiest fix of all, it would seem, is to simply stop adding TCP, a known neuro-toxin, into jet oil in the first place.
In the United States, airline pilots work under an agreed-upon contract that establishes the conditions for protecting the airline and the pilots during regular and unforeseen operations. At any given moment, most airlines are either embroiled in contract negotiations, either entering, leaving, or mediating the process. Although every airline pilot in the country has felt the ripple of these contract discussions, many are not aware of the details surrounding exactly what goes into these talks, mediations, and eventually, the agreements between both parties. The following hopes to shed light on what exactly goes into the long, and often draining, process of contract negotiations.

In 1926, The Railway Labor Act (RLA) was created to ensure the protection of workers on railways against potential unfair labor practices. It was the first of its kind, and in 1936, the RLA expanded to include airline pilots. This ensured that the labor negotiations between pilots and airlines are not just for the railroad.
and the airline would be carried out under the rules of the RLA, and with specific steps to follow when these talks begin. Any contract created under the umbrella of the Railway Labor Act does not ever actually expire, but instead, is continuously amended. When those contracts reach their amendable date, management and labor can enter into the process of negotiations, often referred to as Section 6, the part of the RLA specifically related to contract talks. If talks are begun before the amendable date, it is called an “early opener.”

Because of the intensely tedious process, there are no established time limitations on when agreements must be reached. Although rarely succinct, there are some negotiations that can span months or even years. In the beginning, there are only two parties involved: the company (management), and the union representation for the employees (labor). It is often in the first talks that the two parties agree to some main staples of the contract, such as Missing/Internment/POW, Physical Standards, System Board of Adjustment, and General. These items are usually inexpensive and are quickly agreed upon by both parties. Before reaching a final agreement, the parties come to a Tentative Agreement, or a TA. It is at this time that the more detailed and difficult parts of the labor relation process is tackled and an outside mediator may be brought in to help continue the negotiations.

Once one or both parties petition for a mediator, the National Mediation Board will assign someone to the process. The NMB is an association of three people who survey the contract negotiations to ensure the rules and regulations are followed according to the Railway Labor Act. This mediator is also present to give unbiased and neutral advice in order to help both parties reach a complete agreement. The meetings typically take place face-to-face, once a month. Outside of these meetings however, the parties do engage in email exchanges concerning any proposals/counter-proposals until the end of negotiations is reached. Again, there is no set timeframe for mediation, but it is unlikely to be quickly resolved and often lasts from many weeks to years.

Though it is the job of the mediator to speed things along, there are often factors that cause bumps in the road, mainly related to the two parties and their individual requests during negotiations. When this happens, the mediator can use different strategies to keep the process running smoothly; insisting that upper-level management attend the face-to-face meetings, making meetings last longer, scheduling meetings more frequently, or simply stopping the negotiations for a set time. This is often referred to as putting negotiations “on ice.” However, it is not always possible to reach an agreement even with a mediator, and the two parties come to an impasse. In such cases, the mediator petitions the NMB with a Proffer of Arbitration, and the three-body NMB will decide if an arbitrator is necessary (though most often they heed the request of the mediator).

If arbitration is required, a decision will be made by a neutral arbitrator and a binding ruling will be issued over the contract in dispute. Sometimes both parties will accept the ruling and finish the proceedings, but it is much more common for one (or both) of the parties to reject the ruling. When this happens, the NMB will stop negotiations and give both parties a period of thirty days in which to “cool off.” At the end of that thirty-day period, the parties may participate in what is called Self Help. This may be manifested with a complete pilot strike (but there are other ways to get the point across). The company has the power to change pay rates, “lock out” the pilots, or reassign new pilots to cover their flights. If a complete strike does not happen, then the pilots may go...
on partial strikes in order to harm the airline financially but not cause it to shut down completely. Because of the possibility of what could happen during the Self Help period, there is much more pressure during the thirty-day cooling period to close negotiations and come to an agreement. There is however, a way to postpone Self Help – the appointment of a Presidential Emergency Board. The President of the United States has discretion to create an emergency board after being notified by NMB that a dispute will “threaten substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service.” Under an emergency board, another thirty days is added to the cooling off period. One stipulation is that the status-quo must be maintained during the extended thirty-day period. Negotiations can continue wherein the Emergency Board will aid in the process of reaching a final agreement.

Although these negotiations will have an impact on the pilots of any airline in contract talks, and often the process can be frustrating and exhausting, it is important that the status quo remain in place. It is inadvisable for pilots to “take matters into their own hands” with tactics like calling in sick all at the same time, known as a “sick-out.” Doing so could result in negative legal ramifications. There are however, legal and acceptable ways to fight the system in the form of informational picketing and ad campaigns. It is of utmost importance that pilots follow the advice of their union leadership, as this is the best way that individual pilots can help aid the process of negotiation.

About the Author

Meredith Edwards is an eleven-year flight attendant with Southwest Airlines and has a BA in English. Read More...
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

Watch your dreams soar with a degree from CCU.

100% Online Courses
Up to 42 Credits for FAA Commercial Pilot Training
Ask About Our Corporate Educational Partnerships and Save 10% on Tuition
Affordable • Interest-Free • Accredited

Accelerate Your Potential
Call 1.888.228.8648 • Visit calcoast.edu/aerocrew
AFTER AN ACCIDENT - Part II

STORY: STEPHEN GLENN

(The facts of the following story have been altered slightly to protect confidentiality.)

Last month we discussed the incidents and accidents and what is reportable under NTSB 830. Many times pilots don’t realize that what they have just gone through is not a reportable event, and the government doesn’t need to be involved.

But what about those days when your luck is much worse?

The worst has happened. You are standing next to a crumpled airplane. You know that as PIC you have immediate responsibilities and duties to perform. Where do you start?

Immediate Items
Your first duty is to the safety of yourself and your passengers. This means moving people away from hazards and into shelter. First responders should be called to ensure everyone’s physical safety.

Your next responsibility is set out in NTSB 830.10. The aircraft operator is responsible for “preserving to the extent possible any aircraft wreckage, cargo and mail aboard the aircraft, and all records...pertaining to the operation and maintenance of the aircraft...” First responders might be in a hurry to move wreckage or otherwise tamper with accident evidence. You may want to point out that the NTSB is in charge of the scene.

If you have a cell phone or tablet you may want to take pictures of the site, the wreckage and current weather conditions. I handled an accident once where we needed to take soil samples to determine the presence of fuel in a crashed aircraft. Photos of the site before the wreckage was moved helped me to locate the relevant area.
You must also preserve relevant flight records. This includes documents such as your flight log, fuel receipts, weather printouts and/or passenger manifests. When you get home, you will need to collect maintenance and pilot records to send to the NTSB investigator.

**NTSB 830**

What about official notification? Once again we refer to the little section in the back of your FARs. NTSB 830 breaks down pilot duties into "initial notification" and "later reporting."

Initial notification is the responsibility of the aircraft operator, though prudence would dictate that the PIC become involved as well, as all reports made will be examined by the FAA. NTSB 830.5 states that "The operator of any civil aircraft...shall immediately, and by the most expeditious means available, notify the nearest National Transportation Safety Board (NTSB) office...." This is followed by both a website and two phone numbers to use.

The numbers connect you with the NTSB in Washington, D.C., and you will be asked a set of questions about the accident/incident. A list of these questions is provided in NTSB 830.6. They cover the basic details of the plane, the pilot, the flight and the accident/incident.

It is vitally important that you realize at this point that everything you say or write is on the record. I would recommend that you call an attorney before you contact the NTSB to make sure you are not digging yourself a hole through speculation or inaccurate statements. It is important to stick accurately to the facts that you know, and that you not assume anything. “Maybe I didn’t quite top-off the fuel,” or “Perhaps the winds were a little greater than reported,” are examples. Just the facts, please.

The "later reporting" you will perform will be on NTSB form 6120, available through the NTSB’s website. It is an interactive PDF file and is eleven pages long. It includes space for a narrative of the accident/incident. Once again, it is important to remember that everything you write is on the record, and you should only write the facts that you absolutely know. Form 6120 may be emailed in PDF form to the investigator assigned to your case. You may be asked to submit to an interview if the investigator needs more information. Once again, I highly recommend that you consult with an attorney before this interview takes place.

One other thing: expect to undergo a “709 Ride” at the direction of the nearest FSDO. A 709 ride (so-called because it is authorized by U.S. Code Section 44709) is a reexamination of your competency. These 709 rides are to be expected when an accident or incident occurs and the pilot’s competency may have been a contributing cause. The examination will be straight out of the relevant Practical Test Standards, and should only include the areas concerning the incident or accident.

**CONCLUSION**

Hopefully you will never be involved in an incident or accident, but if you are, remember that you have duties under NTSB that must be performed promptly. The best strategy is to contact an aviation attorney as soon as possible.

---

**About the Author**

**Stephen Glenn** is an aviation attorney, a pilot, an accident investigator, and an aerospace engineer. [Read More...](#)
In previous articles, we have talked about the various programs that exist on the safety side to help prevent accidents from occurring. Of course, it goes without saying that this is the ultimate goal of a successful aviation safety program, but the real question is how to achieve that.

Thus far, we have talked a lot about the theory behind preventing accidents, and we have discussed how some programs that require aircrew participation (such as ASAP) gather data to be processed by the safety departments at air carriers world-wide. We have also talked about how data is collected from the airplanes using FOQA data, and how it is applied to monitor trends and exceedances. We also talked about how the data from these programs can be gathered and shared industry-wide by various regulators in the interest of promoting safety worldwide.

In addition to ASAP, one of the main tools an air crew will directly see and touch is Line Oriented Safety Audit, or LOSA. The main distinction of this program is that its use is voluntary on the part of the air carrier. While it is a way to improve safety data collection and feedback, neither is it required to report the to the regulator. This internally collected data can serve as a means to provide additional insight and context into mistakes and the circumstances under which they happen.

For instance, if it is observed that a particular error is occurring frequently as a result of a poorly timed checklist item, then it can be re-evaluated and assessed for inclusion in subsequent revisions of procedures. Alternately, if it is found that there is a general company culture that is increasing the threat level of a particular operation (e.g. fast taxi speeds, or continuing an unstabilized approach beyond the limit to save time), then that cultural problem can be addressed through modified procedures, training, cultural education and risk assessment/mitigation techniques with aircrews.
It should be noted that LOSA is distinctly different, but complementary to FOQA and ASAP, both of which rely on outcome data to trigger an event, meaning they are reactive. In the case of FOQA, an exceedance must be recorded and in the case of ASAP, something egregious enough to warrant reporting by the crew must have happened. In contrast, LOSA looks at all parameters of the operating environment during a routine flight and uses them in consideration of the overall evaluation. This means that things that were done well and aligned with policy are evaluated equally with things that may not have gone exactly as they should have. This provides even more dynamic feedback to flight operations because they can see what is working and what isn’t working so well. Plus, it allows them to differentiate an occasional or unintended error from one that may be occurring more frequently or for a different reason.

Also in contrast to the FOQA or ASAP programs, which are continuous and aggregate data daily, a LOSA is recommended by the FAA every 3 years or so. Of course, at the carrier’s election, they could be ongoing, but typically they are not. The powerful part of LOSA is that it can use aggregated data from the other data collection methods to focus in on specific issues that the airline may be having. For instance, if ASAP indicates that there is a large number of altitude exceedances on a particular arrival, then LOSA can be tailored to include that particular airport or arrival for increased observation as a way to get better insight into what is causing the exceedances. Once the LOSA program has observed the areas of high exceedances (un-stabilized approaches, for example) then the data and procedure changes can be fed back into the FOQA or ASAP databases to monitor whether the changes have been successful in reducing the number of incidents of that particular type. Of course, in order for this process to be successful, it is not as simple as just saying, “We need to go observe flights.” There is actually a very well developed process for making sure that LOSA activities are as productive as possible.

The first thing that happens is that the LOSA Steering Committee, individuals responsible for ensuring the safe operation of the company, looks at aggregate data to determine any specific areas on which to focus. They decide which issues are most pressing, how many to include, what kind of data is to be included, how to gather it, and how many data points they need. The committee then develops the LOSA plan of action while recruiting and training people who would be qualified to observe operations and gather the data. Of course, these observers are trained on specific techniques to use, what to look for, how to detect it, how to record it and what parameters are being measured, whether the crew does them correctly or incorrectly. This group
will usually be comprised of type-qualified pilots in the airplane, and they use a very specific task sheet to ensure the data is impartial and consistently gathered.

The observers are then sent to the line for the purpose of observing and data gathering on the individual flights. The results are then delivered to safety for further processing. It is the processing and collection of this data that gives the safety and operations departments what they need to evaluate the specific areas of study. The data is then used to update policies, procedures, guidance and operational material to be disseminated to the crews.

At this point, we can start to see how a system is developed that is able to constantly track, monitor, observe and evaluate the effectiveness of policies and procedures. Policy change and becomes data-and results-driven, not random or developed without foundation. With the understanding that this process continuously provides data and feedback, it is possible to see how the system is one of continual improvement and refinement, no matter how small the detail. It also becomes more clear that none of these data gathering methods are designed to target individual crews or pilots because the process is focused on the larger picture of monitoring a large sample of crews.

Had they been available at the time, the safety system and the tools we take for granted today, may have averted any number of major catastrophes of the past. This perspective allows us to see that the massive increase in safety that global aviation has seen over the last few decades is the result of developments in a system where constant monitoring and improvement allows operators to mitigate risk, ever and ever lower. Increasing safety and performance in a system is the entire reason for proactive safety, which is immeasurably more effective than having to wait for an accident and then ask the question, “How could this happen?”

In the next article, we will discuss one of the main tools actually used by flight crews to maximize CRM in daily operations. Known as Threat and Error Management or TEM, it is simply a framework to guide behavior and decision making. Remember all those Aeronautical Decision Making models that we all, no doubt, learned during our initial flight training? ACN

About the Author

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

As always, feedbacks and submissions are welcomed at Scott.Stahl@aerocrewnews.com.
HIRING JET PILOTS

CAPTAIN PAY 1 YEAR AFTER INITIAL TRAINING

$22,100 SIGN-ON BONUS

RAPID PIC UPGRADES

FASTEST CAREER PATH PROGRAM (CPP) TO UNITED AIRLINES

UP TO $74,000 FIRST YEAR COMPENSATION

www.flycommutair.com
pilotrecruiting@commutair.com
440-779-4588 x399
I Want to be a Pilot, Too!

What to tell aspiring pilots

STORY: CRAIG PIEPER/DEBORAH BANDY • PHOTOS: MELODY HOOD
Because our readership is largely pilots, you are likely an influencer – someone to whom hopefuls turn for information about our profession. What do you tell the high school students (or even younger dreamers) when they ask you about the best path to becoming a pilot?

From a really young age, I knew exactly what I wanted to be when I grew up, an airline pilot. Call it my dream, a passion, or the bug, whatever it was, it grew inside me every time I was near an airplane. As the son of an airline pilot, I knew that my dream was possible and my heart was set on it.

Though I ran into a few speed bumps the way, I stuck with it and eventually, I realized my dream, I’m living the passion and I’ve cured my bug. We often have the opportunity to reach out to the kids who look up at the sky every time they hear an airplane, the dreamers who gaze at the flashing lights from passing airplanes on clear nights, and the youth who know in their hearts they want to fly.

Each of us has our own story, but there are facts that we should share when asked how to do what we do. So, what should we tell them when they ask:

**Why did you want to fly?**

This is what they ask when they are looking for affirmation of their own reasons. This is when we should share our reasons and let them know there are many. We should tell them about compensation, benefits, lifestyle, the opportunity to travel around the world, and pure passion – the love for aviation. Each individual surely has their own specific reasons for choosing a career in aviation.

The financial gain is very appealing. Captains with major airlines can make upward of $320 an hour! That equates to over $300,000 a year. Two months ago, I met a captain who told me he had grossed $50,000 during the month of August. There are times when airlines offer generous incentives to work on days off. These incentives vary from 150% to 300% pay, earning an extra day off, or both. On the corporate side of aviation, I know an individual who grosses over $220,000 and only flies about 320 hours over the entire year.

Beyond the ordinary benefits, like retirement contributions, health insurance, profit sharing, etc., there is the allure of the travel benefits you can extend to your family. Raising your children to be citizens of the world because their education has included travel is an immeasurably valuable gift. I don’t know of anyone who came into our profession for this reason, but I know many who rank it high on their list of assets.

The lifestyle of a pilot is also appealing – traveling around the world, often in a different city every working night. There is the lure of visiting places over the course of a month that most individuals won’t see within their entire lifetime. There are also thrills; navigating through complex arrival and departure procedures or taking off and landing in say, heavy fog then walking away from the passengers (or cargo) while wondering how you made that safe landing at all.
With just a little over 584,000 total licensed pilots (private to ATP) and over 326 million people in the USA (according to the Census Bureau estimation), one in every 550 people in the United States is a licensed pilot. In 2016, the FAA estimated that of that total, 157,894 are active Airline Transport (ATP) rated pilots, which equals one ATP per 2,067 people. Aero Crew News estimates that approximately 80,000 of these ATP pilots work for U.S. commercial airlines, which comes out to be one commercial airline pilot per 4,079 Americans. The airlines transported over 823 million passengers in 2016. Using these figures, each commercial pilot transported 10,287 air passengers last year. Thinking it these terms, it becomes an even greater honor to realize that we are part of a relatively small group that has a tremendous impact upon the travel economy in the United States and the world.

You've likely heard the reports that over the next ten years it is estimated that due to retirements alone, the major airlines in the United States will need to replace over 26,000 pilots. This fact means that this is an opportune time to enter the profession. For the first time since 2006, enrollment numbers are up at universities offering aviation programs. Just in the nine colleges we surveyed this past month, over 5,000 students are enrolled in an aviation degree.

Why are so many pilots retiring soon?

For over two decades now, there has been talk of an alleged pilot shortage because the baby boomer generation of airline pilots will be forced to retire at the age of 65.

While there is a dispute over when the baby boomer generation began, it is generally accepted that it was spurred by the end of World War II. The U.S. Census Bureau cites that babies born between 1946 and 1964 are part of this generation. Currently a large majority of the pilots at the mainline carriers are part of this generation. Evidence supports that the number of airline pilots who will retire between now until 2029 is over 31,000 pilots; approximately 48% of the mainline pilot force of the United States’ airlines. Data collected on twelve airlines
(Alaska, Virgin American, American, Delta, Southwest, United, UPS, FedEx, Spirit, Frontier, Allegiant and JetBlue) indicate that of the 64,070 active airline pilots, 37,130 will retire by 2029. These numbers are derived from company reports, individual contributors or AirlinePilotCentral.com. Though 2029 will see the last of the baby boomers’ pilot careers, there will still be another ±10,000 pilots slated to retire between 2030 and 2033.

On December 17th, 2007, President George W. Bush signed into law the Fair Treatment of Experienced Pilots Act, which changed the mandatory age of retirement from 60 to 65 that became immediately effective. The 60-year old baby boomers had already started to retire in 2006 and on December 17, 2007 all movement and hiring came to a complete halt. With the new mandatory age of retirement, the previously eligible group postponed retirement until after December, 2012. According to our pilot retirement chart, we are on the front end of these retirements, Delta Air Lines and American Airlines peak in 2022 and 2023 respectively; United Airlines and Southwest Airlines peak five years later in 2028.

What does it take to be an airline pilot?

A good place to start with the facts is with the physical and medical requirements of the FAA. One must pass a First Class Medical Exam by an Aviation Medical Examiner (AME). Individuals must meet requirements set forth by the FAA (14 CFR Part 67). Obviously, we can refer anyone to the websites, but it helps to be able to cite the basics.

We need to emphasize that if one doesn’t meet these requirements it doesn’t fully exclude the applicant. The FAA has a process where one can demonstrate certain abilities that would be required as a pilot, and the FAA grants a special exemption. The FAA calls this a “Statement of Demonstrated Ability” or a SODA. A Federal Air Surgeon grants a SODA after seeing the individual performing the duties required of pilots, establish through a flight test, a practical test or a medical evaluation.

I wouldn’t want to have someone self-select out of the profession based on my summary of the requirements, so I tell every aspirant that they should consult with an AME to find out more about getting the first class medical. Anyone can locate a local AME on the FAA’s website; designee.faa.gov. Under “Select Designee Type,” choose “AME” in the dropdown box. Another resource is flightphysical.com. It’s also worth sharing that a first class medical is not required for training, but in my opinion, it’s better to ensure that one can qualify before going through the training and later discovering that there is a condition that precludes pursuing the career.

Is it hard to become a pilot?

My usual response to this question is, “Hard? If I can do it, anyone can.” There are dozens of colleges
and universities across the United States that offer degrees in aeronautics with flight training, and thousands of flight schools that offer the training without the academics. Be sure to let the aspiring pilot know that a college degree is required by the airlines though it need not be in an aviation field. (Have you shared a flight with a history major at your side?) Electing one's training option is a highly personal one that requires research and evaluation. Flight training is expensive and could potentially run into the $250,000 neighborhood! The good news for aspiring pilots is that proper planning and diligent execution of training could potentially save thousands, if not tens of thousands, of dollars. In the May 2016 issue of Aero Crew News, ExpressJet Airlines published an article titled, Paying for Flight Training. I recommend this to anyone interested in help to reduce training costs.

Another option is having the government pay for flight training by joining the military. When you cite this option, you should always mention that the military's physical requirements are much more stringent than the FAA's. And, there are never guarantees with the military. Becoming a pilot in the military is never promised. Young people should be directed to talk to an ROTC representative at a college or university about this possibility.

There are varied paths that any individual can take to becoming a pilot, I always recommend finding a pilot-mentor to help. The national organization Professional Pilots of Tomorrow has established a network of pilots who are available to help and mentor. www.theppot.org.

When I was attending Embry-Riddle Aeronautical University I worked in the Office of Admissions and the counselors always recommended that applicants for the
### Pilot Hiring Statistics, 2017-2018

<table>
<thead>
<tr>
<th>Charter Companies</th>
<th>Hired in 2017</th>
<th>2018 Hiring Projection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Shuttle</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>XOJet</td>
<td>46</td>
<td>50</td>
</tr>
<tr>
<td>TMC, Inc</td>
<td>55</td>
<td>50</td>
</tr>
<tr>
<td>Boutique Air</td>
<td>100</td>
<td>60</td>
</tr>
<tr>
<td><strong>Mainline Airlines</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allegiant Air</td>
<td>153</td>
<td>Pilots Transitioning to Airbus; Limited number of classes</td>
</tr>
<tr>
<td>Frontier Airlines</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>Southwest Airlines</td>
<td>902</td>
<td>750</td>
</tr>
<tr>
<td>United Airlines</td>
<td>290</td>
<td>Significant</td>
</tr>
<tr>
<td>UPS</td>
<td>300</td>
<td>274</td>
</tr>
<tr>
<td>Spirit Airlines, Inc.</td>
<td>426</td>
<td>480</td>
</tr>
<tr>
<td><strong>Regional Airlines</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mesa Airlines</td>
<td>500</td>
<td>600</td>
</tr>
<tr>
<td>Envoy Air</td>
<td>828</td>
<td>800</td>
</tr>
<tr>
<td>Endeavor</td>
<td>625</td>
<td>600</td>
</tr>
<tr>
<td>Air Wisconsin Airlines Corp.</td>
<td>250</td>
<td></td>
</tr>
</tbody>
</table>

### Flight Attendant Hiring Statistics, 2017-2018

<table>
<thead>
<tr>
<th>Mainline Airlines</th>
<th>Hired in 2017</th>
<th>2018 Hiring Projection</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allegiant Air</td>
<td>209</td>
<td>155</td>
</tr>
<tr>
<td>Southwest Airlines</td>
<td>1,271</td>
<td>1,500</td>
</tr>
<tr>
<td>United Airlines</td>
<td>500</td>
<td></td>
</tr>
<tr>
<td><strong>Regional Airlines</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Envoy Air</td>
<td>1,398</td>
<td>300</td>
</tr>
<tr>
<td>Endeavor</td>
<td>280</td>
<td>450</td>
</tr>
<tr>
<td>PSA Airlines, Inc.</td>
<td>400</td>
<td></td>
</tr>
</tbody>
</table>

Aeronautical Science degree (which includes the flight training component) take an observer flight in a light aircraft before enrolling. Believe it or not, there are those who had all the desire to be pilots but couldn’t handle (i.e. became airsick) flying in a light aircraft. Overcoming that is crucial because, as we know, they are not going to train in an airliner. EAA chapters all over the country offer Young Eagles® flights. A free observer flight might even be found with a willing recreational pilot at a local FBO.
What is the job outlook for aspiring pilots?

There is nothing but good news for the future of aviation professionals. Over the next fifteen years and beyond, airlines in the United States will need more than 37,000 pilots. The expansion of domestic and international travel is not likely to diminish and for every job in the sky, it is estimated that there are 40 on the ground. So, even if one doesn’t aspire to be an airline pilot, ours is about the coolest industry out there (I say with some bias) and the opportunities are growing.

When we wear our uniforms we are ambassadors for aviation. Merited or not, we inspire awe in the eyes of those who aspire to be like us. Channel your mentor if you had one, and if you didn’t start the cycle in your life. It’s almost as amazing as your first solo.

---


Editor’s Note: Our investigation into how the industry will address the pilot shortage issue continues. We are currently collecting data to better understand the new pilot pipeline. Please stay tuned to this space for further information in future issues.
NOW OFFERING A $12,000 SIGNING BONUS

EARN AN ADDITIONAL $3,000 TRAINING BONUS WITH A CL-65 OR ERJ-170 TYPE RATING

- $1.85 PER DIEM
- 100% CANCELLATION PAY
- 100% TRAINING PAY
- SINGLE OCCUPANCY HOTELS
- FULL BENEFITS PACKAGE

- TOP-TIER PAY
- MINIMAL RESERVE TME
- FAST CAPTAIN UPGRADES
- $3,000 TYPE RATING BONUS
- GENEROUS COMMUTER POLICY

CREW BASES
- Chicago
- Denver
- Detroit
- Raleigh-Durham
- St. Louis

MAINLINE PARTNERS
- Delta
- United

GET IN TOUCH! pilotjobs@gojetairlines.com or gojetairlines.com/careers
Quality of Life

“Living the Dream” as an Airline Pilot - Part II

STORY: MARC HIMELHOCH

When you talk to your friends and co-workers who have made the transition from a military cockpit to an airline flight deck, there is one phrase that is sure to come up in conversation – that phrase is “quality of life” (QOL). In last month’s article, I began a discussion of what QOL means to me. I have come up with five factors that really nail QOL in my mind: time off, schedule flexibility, location, job satisfaction, and pay/benefits. In Part 1, we discussed the first two factors, time off and schedule flexibility. This month, we will discuss the remaining factors and compare military pilot QOL with airline pilot QOL.

Keep in mind that there is no “one size fits all” when it comes to discussing QOL. The information presented here is my opinion based in my situation. You may have particular factors that are important to you and your family, and your airline situation may be vastly different from mine. That’s one of the things I love about the airline industry; for the most part, you are free to define your QOL based on the decisions you make (e.g. airline, domicile, aircraft type, location, etc.). For those of you still trying to rack and stack your airline dream sheet to decide which airline is the best fit for you, the Cockpit to Cockpit Support Package, available at www.cockpit2cockpit.com, includes a unique airline comparison spreadsheet that allows you to derive a rank-ordered list of airline choices weighted toward the factors you consider most important.
Location

Imagine the freedom to choose to live in any city in the country (or even overseas). The airline industry affords you that freedom. Due to the nature of military service, you’re tied to living within reasonable driving distance of your duty location, and you usually don’t have much say as to where you’ll be assigned. There’s also a huge lack of stability because, on average, you PCS (Permanent Change of Station), i.e. move, every three years. I had eight PCS moves in my twenty-year Air Force career, and I feel like my number is relatively low compared to the average. I have read various sources reporting that somewhere between 50% to as high as 80% of airline employees commute to work (i.e. they don’t live within driving distance of the city where they are domiciled with their airline and have to fly space-available to get to work). In Part 1 of this article we discussed how being a commuter may detract from your QOL. However, the freedom to choose where you live can also add a lot to your QOL dependent upon your reasons for choosing to commute. Maybe you want or need to live close to your extended family, or maybe you want to live as far away as possible from your in-laws. Many former military pilots choose to stay in their last duty location to finally provide some stability for their kids to finish school and graduate with their friends. I know several pilots who chose a city just because they like the lifestyle choices associated with the area (e.g. outdoor opportunities, cost of living, lack of traffic, etc.). The great thing is, it’s a choice.

Many pilots separate from active duty to start their airline career while continuing to serve with the Guard/Reserve component. If you decide to go this route, you’ll want to make your logistical situation as simple as possible. The best possible solution is to get hired at a Guard/Reserve unit where you live and also be able to drive to your airline domicile. The next best choice is to live within driving distance of either your airline domicile or your military unit (choosing the job at which you will likely spend the most time) having to commute to the other. The worst possible situation is the double-commute – living in a different place and having to commute to both jobs. Avoid that situation if you can help it. Double commutes are tough, but sometimes we do what we have to do for family or for professional reasons.

Another thing to factor into your location decision that most pilots don’t think about; living in domicile provides the opportunity to make some extra money. Because every airline and aircraft type is different, I will simply use my situation as an example. My airline provides a lot of opportunity to pick up extra flying (called “open-time”) at either straight pay (the amount I normally get paid per hour) or premium pay (1.5X). Most airlines have a similar system. Normal open-time is awarded to bidders based on pilot seniority number, but Short Notice Open Time (affectionately referred to as SNOT) is awarded to bidders on a first-come, first-served basis. I am relatively junior at my airline, however because I live so close to my domicile, I have been able to pick up, on average, an extra 15-20 block hours of credit each month. That usually equates to working an extra 2-3 days per month. I usually try to pick single-day “turns” so I’m back sleeping in my own bed each night. I work an average of sixteen days a month including the extra 2-3 days of open time.

Most pilots who don’t live in domicile usually don’t have the desire to pick up open-time because of their commute situation. If they only get two or three full days at home between trips it becomes less desirable to pick up any extra days at work. Additionally, they don’t live close enough to take advantage of SNOT. I estimate that I make an extra 20-30% more per year due to living in domicile.

Job Satisfaction

When you talk to airline pilots about their job, the conversation often revolves around pay, 401K benefits, and profit sharing, but there is far more to QOL than money. You can make all the money in the world, but if your QOL suffers it won’t matter how much you make. That’s why I recommend that all pilots take a hard look at why they want to be an airline pilot before choosing to leave the military.

In the realm of personal job-satisfaction, you should consider how very different being an airline pilot is from being a military pilot. Airline flying is never going to compare with military flying from the perspective of mission. It’s hard to replace the sense of pride that comes with putting bombs on target, delivering critical war-fighting materials to the fight, gathering
intelligence to help the battle-space commanders make the right decisions, providing air superiority, or air-refueling the aircraft that make all those missions (and others) possible. Therefore, I give the edge to military (by a long shot) when it comes to the pure flying comparison of military vs. airlines.

Although your airline mission may not be as critical as those military missions, it’s still very important to your passengers, so changing your paradigm may help you find increased job satisfaction as an airline pilot. It may be just another day at the office for you, but each flight has importance to those paying passengers in the back. Some of them are on their way to an important job interview, a business meeting, a family reunion, a funeral, a wedding, a family vacation, or trying to get to a loved one’s bedside before they pass away. I’ve flown many Make-A-Wish Foundation’s terminally ill children to Disney World to have their wishes fulfilled. I take pride in connecting people to all the things that are important in their lives and this provides my job satisfaction.

You may also miss the squadron camaraderie and built-in social network of the military. That gets left behind when you take off the flight suit and go to the airlines. There are no roll calls, naming ceremonies, First Fridays, etc. The best you can hope for is a lively push to the hotel bar at the end of the day by the dozen or so crews that are staying at that hotel on any given night. The company hosts a couple of functions a year for employees and families, but it’s not the same.

The great flying, patriotic missions, and built-in social network of military life come with a price with which we military pilots are all too familiar: deployments, long hours, additional duties, and a seemingly never-ending supply of queep (defined as any additional duty that pulls you away from the flying mission). As I think back on my Air Force career, hour to hour was about a 1:12 ratio as a conservative estimate. For every hour I spent flying, I spent about twelve hours doing all sorts of non-flying work. While some of that work was important and directly related to accomplishing the mission, the sad fact is, a lot of it wasn’t.

As an airline pilot, when I land and shut down the engines at the end of the day, there is no email to check, no performance reports to write, no computer-
“The company hosts a couple functions a year... ...but it’s not the same.”
based annual training requirement squares to fill. You get the point. I just go to work and get paid to fly people from point A to point B. In my opinion, the lack of queep and being paid to just be a professional pilot is where airline job satisfaction blows military job satisfaction out of the water. I will even go one step further and say, excessive queep is likely one of the main reasons pilots leave the military for the airlines.

Another contributor to job satisfaction as an airline pilot involves the type of flying you desire. Do you want to haul cargo or passengers? Do you want to fly mostly narrow-body domestic and near-international, or wide-body long haul international? Each of these options comes with its own pros and cons. In general, if you choose cargo, you will fly either wide-body long haul international or domestic on the back-side of the clock. Both can be tough on the body. If you choose passenger wide-body, you will stay junior for much longer which equals more time on reserve with a longer time to upgrade. The reverse can be said for domestic narrow body. Your seniority will grow faster and your time to the left seat will be less. These are all choices that will define your job-satisfaction and overall QOL, so I encourage you to do your homework by interviewing people from each community before you make your choice.

Pay and Benefits
This is a topic that could truly be its own book, and who knows, maybe someday I will write that book. However, for the purposes of this article I'm going to look at it from the FL300 perspective because there are too many variables to consider when it comes to pay and benefits. The military pay and benefits are quite different from the airlines, therefore they are difficult to compare – apples to apples. While total compensation (pay and benefits) is an important part of QOL, I always encourage pilots to look beyond the pay scales and look at the complete QOL picture when rank ordering their airline choices. My discussion in this section will focus on active duty pilots who either retire or separate with no Guard/Reserve commitment. Continuing to serve part-time alters the discussion because you would be blending pay/benefits of both the military and airline systems, therefore it won’t be considered here.

When comparing straight pay, you should be prepared to take a slight hit in annual pay for your first year with the airlines, and possibly for several years, depending upon your rank/longevity at the point you separate, the airline you work for, and the airframe you choose (or get stuck with). However, even when you add in military flight pay, aviation retention bonuses, and other special military pay (housing allowance, food allowance, etc.), you will quickly outpace your military pay after a few years with the airlines. This is especially true if you choose an airline with quick captain upgrades. Look at any airline pay scale on www.airlinepilotcentral.com and you will quickly see that captains make the big bucks. Due to the large number of retirements facing the legacy airlines and the current hiring wave, many pilots are finding themselves eligible to upgrade to captain in about 1-2 years in the smaller, older, single-aisle airframes (MD-88, B-717, E-190, etc.) at the legacy carriers. A good rule of thumb when looking at airline pay scales is to multiply the hourly block rate x 1000 to determine annual salary. To give you an idea of what I’m talking about, I retired as an O-5 in 2014. In my second year with the airline, I surpassed the annual salary I was making as an O-5 in the Air Force.

With respect to retirement benefits, a full military retirement is hard to beat. The check-of-the-month club plus full medical benefits is pretty awesome. On
INCREASED PILOT SIGNING BONUS
NOW STARTING AT $15,000

SUBMIT YOUR APPLICATION:
WWW.RJETCAREERS.JOBS

@RepublicAirline
paper, you can make more money by getting out of the military at the earliest opportunity and starting an airline pilot career, but in my opinion the big-picture difference in money is negligible and shouldn’t be your deciding factor. I’m not educated enough to speak to the new Blended Retirement System (BRS) that some military pilots will be eligible for starting in 2018, but I can speak to the traditional 20-year military active-duty retirement. If you separate early and go traditional Guard/Reserve, you will still be able to join the check-of-the-month club, but you won’t see the first check until age 62. From a QOL perspective, the biggest difference between military and airline retirement systems is not “how much” but “how secure.” Once you have earned military retirement benefits, they continue for life. That’s not the case with retirement from an airline.

That said, the airline retirement benefits are nothing to sneeze at either. Most major airlines offer a 401K plan with direct contributions between 14-16% of eligible earnings depending on the airline. That means the company contributes 14-16% of your monthly earnings to your 401K without you having to lift a finger. In most cases, pilots can also contribute up to 50% of each paycheck into their 401K in addition to the company’s direct contribution (up to the maximum annual limit set by the IRS). Many airlines also have profit sharing plans. Some airlines pay profit sharing as a bonus check to pilots, and other airlines add it as a contribution to the 401K plan. These profit sharing contributions in the past couple years have been equivalent to two to three months’ pay for the average pilot and are based on how much you fly. So the more you fly, the larger the profit sharing check. However, there is no guarantee that a company will remain profitable every year – no profit = no profit sharing.

As mentioned earlier, from a QOL perspective, the biggest difference between military and airline retirement benefits is about income security. In the military, as long as you earn retirement eligibility, you will have those benefits every month for life, but they don’t kick-in until you’re retired (or age 62 for traditional Guard/Reserves). In the airlines, your benefits are received every month that you are actively flying, starting from day-one, but they cease after you retire or if you lose your job. The good news is, the 401K goes with you for whatever reason when you leave, but at that point, you’re no longer earning any new benefits (i.e. 401K and profit sharing contributions). Additionally, some airline profit sharing plans are tied to the company’s success. In other words, if the company declares bankruptcy, creditors can lay claim to your profit sharing accounts in the settlement. I don’t think I need to tell you the “roller coaster” history of the airline industry for you to realize that although times are good right now, history shows that the good times don’t tend to last forever in this industry.

Therefore, I find that the “guarantee factor” of a military retirement provides a better QOL component than an airline retirement despite the airline retirement having the potential to grow a bigger nest egg. Then again, I’m a conservative investor and everyone’s circumstances are different. You may come to a different conclusion. As I said earlier, the beautiful thing about the airline industry is that you get to define what QOL means to you. Also, it doesn’t have to be a choice of either/or – you can choose both!

Medical benefits are something else to be considered with respect to QOL. This can be especially important if you or a family member experiences a serious medical condition like cancer, disease, or injury. As a retired military pilot who still uses retiree health care benefits, I think it boils down to this; military health care is generally less expensive but you get what you pay for. In other words, if you want free health care then you need to live near a military facility and accept that you and your family are not their highest priority anymore (we were very spoiled by having access to the flight medicine clinic on active duty). If you’re willing to make co-pays, you can use civilian health care, but in my experience, the good doctors and facilities that accept TRICARE are few and far between.

On the civilian side, most major airlines offer comprehensive plans from well established and widely accepted insurance companies. The premiums will give you a little sticker-shock initially, especially on first-year pay, but after a few years you probably won’t even feel them. If you’re retired military, you have the option to stay with TRICARE rather than choose the airline plan or do a blend of the two by adding airline dental and vision plans on top of your military-provided health care.
Probably your biggest threat to financial security as an airline pilot is losing your FAA Class I medical on either a short term or long term basis. For that reason, I highly recommend you research and take advantage of the Loss of License (LOL), Short Term Disability (STD), and Long Term Disability (LTD) plans offered by your airline and/or union. Hopefully you’ll never need them, but should something happen, the peace of mind knowing you’re covered, is well worth the premiums you’ll pay.

Summary

There are a lot of pros and cons to both a military and an airline aviation career. I feel blessed to have served my country as an Air Force officer and pilot and I would never want to change the path I chose. I think every military officer and most military members in general, understand that serving our great nation in uniform involves sacrifice. Unfortunately, in many circumstances one thing that is sacrificed is quality of life. That just goes hand-in-hand with the unique nature of military service.

A second flying career as an airline pilot provides an opportunity to reclaim a large part of the quality of life sacrificed during your time in uniform. Continued service as a traditional Guard/Reserve pilot allows you to live the best of both worlds, although you may lose some QOL in the short term to maximize your long term QOL. The airline industry is also unique in that it offers choices, and those choices essentially allow you to define your own QOL. In this two-part article, I’ve defined what QOL means to me and given you examples of my QOL. I encourage you to perform your own QOL assessment and carefully consider the factors that are most important to you. Your QOL assessment should help guide your decisions when choosing if/when to make an airline transition, your preferred airline choice, an airframe type, where to live, and many other decisions that will impact your QOL. Also, don’t forget that for the most part, these are not static choices. If you find that a choice was not the best or that circumstances are altered, then you can make a change to make it right. You’ll have that freedom as an airline pilot and if you choose to exercise it, you and your family should have a phenomenal quality of life! ACN

About the Author

LT COL Marc Himelhoch, USAF (Ret), is a Southwest Airlines pilot with over 5,000 hours of flight time. He graduated with honors from ERAU in Daytona Beach, Florida, earning a masters degree in aeronautical science. Read More...
Mainline Airlines

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

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

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots</th>
<th>Pilot Retirements 2018-2033</th>
<th>Union</th>
<th>EFBs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Airlines (American)</td>
<td>B778, B777, B776, B775, B737, A350, A330, A321, A320, A319, MD82/83, E190</td>
<td>AA MALV 72-84 or 88*</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.30 Dom* $2.80 Int.**</td>
<td>AA May/1999 US East Aug/2014 US West Sep/2014</td>
<td>14,736</td>
<td>10,538</td>
<td>APA</td>
<td>iPad</td>
<td>BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, IAH, PHX, STL</td>
<td>Monthly Average Line Value depends on pay group, **$0.05 increase 1/1/16</td>
</tr>
<tr>
<td>Alaska Airlines (Alaska)</td>
<td>B737</td>
<td>AS</td>
<td>85 Hours plus per diem</td>
<td>No Hotel During Initial Training</td>
<td>$2.15</td>
<td>2012</td>
<td>1,897</td>
<td>921</td>
<td>ALPA</td>
<td>iPad Air</td>
<td>SEA, ANC, LAX, PDX</td>
</tr>
<tr>
<td>Delta Air Lines (Delta)</td>
<td>B747, B787, B777, B767, B737, B717, A350, A330, A321, A320, A319, MD88, MD90</td>
<td>DL</td>
<td>3,888.29 / Month</td>
<td>Single Occupancy, Paid for the first 8 days in class only.</td>
<td>$2.20 Dom, $2.70 Int.</td>
<td>February 2014</td>
<td>13,003</td>
<td>9,436</td>
<td>ALPA</td>
<td>Surface</td>
<td>ATL, CVG, DTW, LAX, MSP, NYC, SE, SLC</td>
</tr>
<tr>
<td>Hawaiian Airlines (Hawaiian)</td>
<td>A330, A350 B717, B767</td>
<td>HA</td>
<td>3 Hours per day, plus per diem</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00* $2.50 Int.</td>
<td></td>
<td>600</td>
<td></td>
<td>ALPA</td>
<td></td>
<td>HNL</td>
</tr>
<tr>
<td>United Airlines (United)</td>
<td>A350, B777, B787, B776, B737, A330, A319</td>
<td>UA</td>
<td>3 Hours per day, plus per diem</td>
<td>Single Occupancy, Paid for company</td>
<td>$2.55 Dom* $2.70 Int.*</td>
<td>2006</td>
<td>11,240</td>
<td>8,786</td>
<td>ALPA</td>
<td>iPad</td>
<td>IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots</th>
<th>Pilot Retirements 2018-2033</th>
<th>Union</th>
<th>EFBs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allegiant Air (Allegiant)</td>
<td>B757, MD-80, A319, A320</td>
<td>G4</td>
<td>MMG</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00</td>
<td>November 2017</td>
<td>873</td>
<td>73</td>
<td>IET</td>
<td>iPad</td>
<td>BLI, FLL, HNL, IWA, LAS, OAK, PDX, PIE, SFB, AVL</td>
</tr>
<tr>
<td>Frontier Airlines (Frontier)</td>
<td>A319, A320, A321</td>
<td>F9</td>
<td>MMG</td>
<td>No</td>
<td>$1.90</td>
<td>November 2014</td>
<td>1180</td>
<td>180</td>
<td>FAPA</td>
<td></td>
<td>DEN, ORD, MCO</td>
</tr>
<tr>
<td>JetBlue Airways (JetBlue)</td>
<td>A321, A320, A319, E190</td>
<td>B6</td>
<td>$2,500 per month</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00</td>
<td>E:11/2013 A:12/2013</td>
<td>3,582</td>
<td>840</td>
<td>ALPA</td>
<td>Yes</td>
<td>JFK, BOS, FLL, MCO, LGB</td>
</tr>
<tr>
<td>Southwest Airlines (Southwest)</td>
<td>B737</td>
<td>WN</td>
<td>89, 87 or 85 TFP*</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.30 Dom, $2.80 Int.</td>
<td>August 2006</td>
<td>9,074</td>
<td>3,374</td>
<td>SWAPA</td>
<td>iPad</td>
<td>ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI</td>
</tr>
<tr>
<td>Spirit Airlines (Spirit Wings)</td>
<td>A319, A320, A321</td>
<td>NK</td>
<td>$1,750*mo</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.20</td>
<td>March 2015</td>
<td>1,821</td>
<td></td>
<td>ALPA</td>
<td></td>
<td>ACY, DFW, DTW, FLL, LAS, ORD</td>
</tr>
<tr>
<td>Sun Country Airlines (Sun Country)</td>
<td>B737NG</td>
<td>SY</td>
<td>MMG</td>
<td>None</td>
<td>1/24th the IRS CONUS &amp; Int. airline daily rate</td>
<td>289</td>
<td></td>
<td>ALPA</td>
<td>iPad</td>
<td>MSP</td>
<td></td>
</tr>
<tr>
<td>Virgin America (Redwood)</td>
<td>A319, A320</td>
<td>VX</td>
<td>$2,500 per month</td>
<td>None</td>
<td>$2.00</td>
<td>2012</td>
<td>820</td>
<td>157</td>
<td>ALPA</td>
<td>Nexis EFB</td>
<td>SFO, LAX, JFK, EWR, LGA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots</th>
<th>Pilot Retirements 2018-2033</th>
<th>Union</th>
<th>EFBs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaska Airlines (Alaska)</td>
<td>B737</td>
<td>AS</td>
<td>85 Hours plus per diem</td>
<td>No Hotel During Initial Training</td>
<td>$2.15</td>
<td>2012</td>
<td>1,897</td>
<td>921</td>
<td>ALPA</td>
<td>iPad Air</td>
<td>SEA, ANC, LAX, PDX</td>
</tr>
<tr>
<td>Delta Air Lines (Delta)</td>
<td>B747, B787, B777, B767, B737, B717, A350, A330, A321, A320, A319, MD88, MD90</td>
<td>DL</td>
<td>3,888.29 / Month</td>
<td>Single Occupancy, Paid for the first 8 days in class only.</td>
<td>$2.20 Dom, $2.70 Int.</td>
<td>February 2014</td>
<td>13,003</td>
<td>9,436</td>
<td>ALPA</td>
<td>Surface</td>
<td>ATL, CVG, DTW, LAX, MSP, NYC, SE, SLC</td>
</tr>
<tr>
<td>Hawaiian Airlines (Hawaiian)</td>
<td>A330, A350 B717, B767</td>
<td>HA</td>
<td>3 Hours per day, plus per diem</td>
<td>Single Occupancy, Paid for by company</td>
<td>$2.00* $2.50 Int.</td>
<td></td>
<td>600</td>
<td></td>
<td>ALPA</td>
<td></td>
<td>HNL</td>
</tr>
<tr>
<td>United Airlines (United)</td>
<td>A350, B777, B787, B776, B737, A330, A319</td>
<td>UA</td>
<td>3 Hours per day, plus per diem</td>
<td>Single Occupancy, Paid for company</td>
<td>$2.55 Dom* $2.70 Int.*</td>
<td>2006</td>
<td>11,240</td>
<td>8,786</td>
<td>ALPA</td>
<td>iPad</td>
<td>IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX</td>
</tr>
</tbody>
</table>
### General Information

#### Aircraft Types
- **Atlas Air (Giant)**
  - B747
  - B767
  - 2Y
  - $1,600 per month
  - Single Occupancy, Paid for by company
  - $2.40
  - Dec/2011
  - 1,486
  - IBD
  - iPad
  - JFK, MIA, ORD, CVG, HSV, LAX, PAA, ANC

- **ABX Air (ABEX)**
  - B767
  - GB
  - $52.75 Dom.
  - $79.75 NPR
  - IBD

- **FedEx Express (FedEx)**
  - B777, B767, B757, MD11, DC10, A300
  - FX
  - $4,000 / mo
  - Single Occupancy, Paid for by company
  - $2.25 Dom.
  - $2.25 Int.
  - May 2015
  - 4,763
  - 2,281
  - 20.1

- **Kalitta Air (Coinia)**
  - B747
  - K4
  - $600 / week until OE
  - Single Occupancy, Paid for by company
  - $2.00 Dom.
  - $2.00 Int.
  - Sept 2015
  - 1,486
  - 2,450
  - 3.1

### Total Pilots
- Total Pilots: 65,741
- NAV: 35,854

### Contractual Work Rules

#### Legacy Airlines
- **American Airlines (American)**
  - 10/12 or 13
  - Yes
  - FAA 117
  - 488
  - 5:10
  - 2.1
  - 100%
  - 100% or 150%
  - Initial paid by company
  - None

- **Alaska Airlines (Alaska)**
  - Yes
  - 12.20 or 10.60
  - 430
  - 5
  - 1.3.5
  - 50% air & ground
  - 150%
  - None

- **Delta Air Lines (Delta)**
  - 12, 13, 14 Reserve
  - FAA 117
  - 559
  - 2
  - 100%
  - 100% or 150%
  - Initial paid by company
  - None

- **Hawaiian Airlines (Hawaiian)**
  - 12 N.2
  - FAA 117
  - 12
  - 4.1.2
  - 12.1.2
  - 1.2
  - 1.7
  - 25.2
  - 26.2
  - 26.3

- **United Airlines (United)**
  - 12 or 13
  - Yes
  - FAA 117
  - 508
  - 4.6.1
  - 50%
  - 100%
  - Initial paid by company
  - None

#### Notes
- **Min Days off (Line/Reserve)**
- **Max Scheduled Duty**
- **Pay Protection**
- **Open Time Pay**
- **Uniform Reimbursement**
- **Unions Reimbursement**
- **Notes**

### Additional Notes
- **Pacific Rim Flights**
- **Domestic Flights**
- **International Flights**
- **Reserve Flights**
- **Single Crew Flights**
- **Multi Crew Flights**
- **Cabin Crew Flights**
- **Ground Crew Flights**
### Allegiant Air (Allegiant)
- **Min Days off** (Line/Reserve): 12 or 11* 12 or 10*
- **Pay Protection**: Yes
- **FAA**: FAA 117
- **Max Scheduled Duty**: 195
- **Number of pages in Contract**: 4
- **Min Day Credit**: 4 for a PLN
- **Min Trip Credit**: 1.2
- **Duty Rig**: 50%
- **Deadhead Pay**: 2016, as amended
- **Open Time Pay**: 130%, 150% or 200%
- **Uniform Reimbursement**: Provided**
- **Headset Reimbursement**: None
- **Notes**: 1/4.95

### Frontier Airlines (Frontier)
- **Min Days off** (Line/Reserve): 12
- **Pay Protection**: Yes
- **Max Scheduled Duty**: 14 hours or FAA 117
- **Number of pages in Contract**: 66
- **Min Day Credit**: 1.3.75
- **Min Trip Credit**: 50%
- **Duty Rig**: $20/month
- **Deadhead Pay**: None
- **Open Time Pay**: None
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: FAA 117

### JetBlue Airways (Red Wood)
- **Min Days off** (Line/Reserve): 12
- **Pay Protection**: Yes
- **Max Scheduled Duty**: FAA 117
- **Number of pages in Contract**: 36
- **Min Day Credit**: Avg of 5 per day
- **Min Trip Credit**: 1.2 or 1.1.45*
- **Duty Rig**: 1.3.5
- **Deadhead Pay**: 150% over 78 Hrs
- **Open Time Pay**: $200 / year
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: Add. B.D. 3

### Southwest Airlines (Southwest)
- **Min Days off** (Line/Reserve): Max 15 Days on Per Month*
- **Pay Protection**: Yes
- **Max Scheduled Duty**: FAA 117
- **Number of pages in Contract**: 235
- **Min Day Credit**: 5**
- **Min Trip Credit**: .74:1
- **Duty Rig**: 1.3
- **Deadhead Pay**: 100% pay credit on company
- **Open Time Pay**: 100%
- **Uniform Reimbursement**: $30 / pay period
- **Headset Reimbursement**: None
- **Notes**: Add. B.D. 3

### Spirit Airlines (Spirit Wings)
- **Min Days off** (Line/Reserve): 13/12
- **Pay Protection**: Yes
- **Max Scheduled Duty**: 14 hours or 11.5 hours
- **Number of pages in Contract**: 222
- **Min Day Credit**: 4 or 4.5**
- **Min Trip Credit**: 1.4:2
- **Duty Rig**: 100% or 50%**
- **Deadhead Pay**: None
- **Open Time Pay**: None
- **Uniform Reimbursement**: Pilot pays for initial uniform, replacements per schedule thereafter
- **Headset Reimbursement**: None
- **Notes**: Contract 2016, as amended

### Sun Country Airlines
- **Min Days off** (Line/Reserve): 12 / 10 or 11* Yes**
- **Pay Protection**: FAA 117
- **Max Scheduled Duty**: 198
- **Number of pages in Contract**: 4
- **Min Day Credit**: 1.2
- **Min Trip Credit**: 1.4:2
- **Duty Rig**: 75%
- **Deadhead Pay**: 100%
- **Open Time Pay**: Supplied in AC
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: Contract 2016, as amended

### Virgin America (Red Wood)
- **Min Days off** (Line/Reserve): Yes*
- **Pay Protection**: 60 Mins < FAA FDP
- **Max Scheduled Duty**: 159
- **Number of pages in Contract**: 3.5
- **Min Day Credit**: None
- **Min Trip Credit**: -
- **Duty Rig**: -
- **Deadhead Pay**: 50% or 3.5 min
- **Open Time Pay**: 100%
- **Uniform Reimbursement**: Initial paid for by company. Then $230** per year
- **Headset Reimbursement**: None
- **Notes**: Contract 2016, as amended

### Atlas Air
- **Min Days off** (Line/Reserve): 13 in 30
- **Pay Protection**: None above minimum guarantee
- **Max Scheduled Duty**: 332
- **Number of pages in Contract**: None
- **Min Day Credit**: None
- **Min Trip Credit**: None
- **Duty Rig**: 1/4.95
- **Deadhead Pay**: 12.86 Biz Class or better or $300 comp
- **Open Time Pay**: 100%
- **Uniform Reimbursement**: Provided by the company
- **Headset Reimbursement**: None
- **Notes**: 1:1.25

### ABX Air
- **Min Days off** (Line/Reserve): 13 in 30
- **Pay Protection**: None
- **Max Scheduled Duty**: 280
- **Number of pages in Contract**: 4.5
- **Min Day Credit**: None
- **Min Trip Credit**: None
- **Duty Rig**: 100% Air* 50% Air** 50% Ground
- **Deadhead Pay**: None
- **Open Time Pay**: 100%
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: Contract 2006 as amended

### FedEx Express (FedEx)
- **Min Days off** (Line/Reserve): 13.4
- **Pay Protection**: Yes
- **Max Scheduled Duty**: 466
- **Number of pages in Contract**: 6, 4.75**
- **Min Day Credit**: 1.2
- **Min Trip Credit**: 1.1.92
- **Duty Rig**: 1.3.75
- **Deadhead Pay**: Initial paid by company. $200 / year
- **Open Time Pay**: None
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: Days off based on TAFB, 4 wk or 5 wk period. *Reserve pilots

### Kalitta Air
- **Min Days off** (Line/Reserve): 13 or 14*
- **Pay Protection**: Yes
- **Max Scheduled Duty**: 127
- **Number of pages in Contract**: 1 hr or 3.65 (on Day off)
- **Min Day Credit**: None
- **Min Trip Credit**: None
- **Duty Rig**: 50%
- **Deadhead Pay**: $200 after first year. Initial paid by crewmember.
- **Open Time Pay**: None
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: 13 days off in 31 day month, **Subject to reassignment

### UPS (UPS)
- **Min Days off** (Line/Reserve): 11
- **Pay Protection**: Yes
- **Max Scheduled Duty**: 410
- **Number of pages in Contract**: 4 or 6*
- **Min Day Credit**: 1.2
- **Min Trip Credit**: 1.3.75
- **Duty Rig**: 100%
- **Deadhead Pay**: None
- **Open Time Pay**: None
- **Uniform Reimbursement**: None
- **Headset Reimbursement**: None
- **Notes**: Contract 2016 as amended

---

### Major Airlines

<table>
<thead>
<tr>
<th>McDonnell Douglas (United)</th>
<th>Frontier (Frontier)</th>
<th>JetBlue Airways (Red Wood)</th>
<th>FedEX Express (FedEx)</th>
<th>Kalitta Air</th>
<th>UPS (UPS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Airlines</td>
<td>Frontier Airlines</td>
<td>JetBlue Airways</td>
<td>FedEX Express</td>
<td>Kalitta Air</td>
<td>UPS</td>
</tr>
<tr>
<td>United Airlines</td>
<td>Frontier Airlines</td>
<td>JetBlue Airways</td>
<td>FedEX Express</td>
<td>Kalitta Air</td>
<td>UPS</td>
</tr>
<tr>
<td>United Airlines</td>
<td>Frontier Airlines</td>
<td>JetBlue Airways</td>
<td>FedEX Express</td>
<td>Kalitta Air</td>
<td>UPS</td>
</tr>
<tr>
<td>United Airlines</td>
<td>Frontier Airlines</td>
<td>JetBlue Airways</td>
<td>FedEX Express</td>
<td>Kalitta Air</td>
<td>UPS</td>
</tr>
<tr>
<td>United Airlines</td>
<td>Frontier Airlines</td>
<td>JetBlue Airways</td>
<td>FedEX Express</td>
<td>Kalitta Air</td>
<td>UPS</td>
</tr>
</tbody>
</table>

### Additional Notes
- **Deadhead**: 150%
- **Schedule**: 1:3.5
- **Deadhead**: 1 for 1:45 between 0100 and 0500
- **FAA 117**: contract 2016, as amended
- **Deadhead**: 14 hours or ADG** = 1:2 or 1:3.5
- **Rule book 2014**: None
- **Reserve pilots**: 13 days off min
- **Open time**: 10:00**
- **Union**: Provided**
- **Uniform pay**: $30 / pay period
- **Pilots**: Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, **50% when deadheading to training
- **Max**: 15 Days
- **Min Days off**: 11 days off in 31 day months
- **Uniform pay**: **150% when premium pay offered
- **Deadhead**: 14, max 16
- **Open time**: 10:00**
- **Duty**: 1:1.75***
- **Open time**: 1:1.5
- **Duty**: 1:1.92,
- **Open time**: 1.1.5
- **Duty**: 1.1.75**
- **Open time**: 1:2 or 1:45*
- **Duty**: 1:1.75
- **Open time**: 1:1.92,
- **Duty**: 1.1.5
- **Open time**: 1:2 or 1:45*
- **Duty**: 1:1.75
- **Open time**: 1:1.92,
- **Duty**: 1.1.5
- **Open time**: 1:2 or 1:45*
<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>PO Top Out Pay (Hourly)</th>
<th>MNS</th>
<th>FO Base Pay</th>
<th>Top CA Pay</th>
<th>CA Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of Health care employee pays</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>American Airlines (American)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Group I</td>
<td>$116.38</td>
<td>72</td>
<td>$100,552.32</td>
<td>$176.42</td>
<td>$147,243</td>
<td>8-15 Days</td>
<td>5.5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>Group II</td>
<td>$175.48</td>
<td>72</td>
<td>$155,076.72</td>
<td>$262.77</td>
<td>$227,033</td>
<td>16-33 Days</td>
<td>5.5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>Group III</td>
<td>$188.85</td>
<td>72</td>
<td>$163,166.40</td>
<td>$278.50</td>
<td>$238,896</td>
<td>34-90 Days</td>
<td>5.5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>Group IV*</td>
<td>$220.65</td>
<td>72</td>
<td>$190,641.60</td>
<td>$325.04</td>
<td>$279,107</td>
<td>91-175 Days</td>
<td>5.5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>Alaska Airlines (Alaska)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B737, A319 A320</td>
<td>$168.68</td>
<td>75</td>
<td>$151,812</td>
<td>$251.00</td>
<td>$225,900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Delta Air Lines (Delta)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B747, 777</td>
<td>$219.07</td>
<td>72</td>
<td>$189,276</td>
<td>$320.71</td>
<td>$277,093</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>787</td>
<td>$209.85</td>
<td>72</td>
<td>$181,310</td>
<td>$307.24</td>
<td>$265,455</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>767-3, A330</td>
<td>$206.91</td>
<td>72</td>
<td>$178,770</td>
<td>$302.94</td>
<td>$261,740</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>767-3, 7, B757</td>
<td>$183.35</td>
<td>72</td>
<td>$158,414</td>
<td>$268.45</td>
<td>$231,941</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B737-6, 7</td>
<td>$175.82</td>
<td>75</td>
<td>$151,908</td>
<td>$257.42</td>
<td>$222,411</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 28 Days 19-35 = 35 Days 36-70 = 100 Days</td>
<td>5.5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>A320/319</td>
<td>$168.68</td>
<td>72</td>
<td>$146,286</td>
<td>$248.39</td>
<td>$214,609</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A321</td>
<td>$165.86</td>
<td>72</td>
<td>$145,980</td>
<td>$243.94</td>
<td>$210,764</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MD-88/90</td>
<td>$166.62</td>
<td>72</td>
<td>$150,900</td>
<td>$243.94</td>
<td>$210,764</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B717, DC9</td>
<td>$158.19</td>
<td>72</td>
<td>$136,676</td>
<td>$231.63</td>
<td>$200,128</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EMB-195</td>
<td>$132.84</td>
<td>72</td>
<td>$114,774</td>
<td>$194.48</td>
<td>$168,031</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EMB-195 CRJ-900</td>
<td>$112.99</td>
<td>72</td>
<td>$97,623</td>
<td>$165.46</td>
<td>$142,357</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hawaiian Airlines (Hawaiian)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B737</td>
<td>$121.53</td>
<td>72</td>
<td>$109,376</td>
<td>$174.11</td>
<td>$156,899</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 28 Days 19-35 = 35 Days 36-70 = 100 Days</td>
<td>5.5 HMI without a sick call.</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>B767 A330</td>
<td>$144.58</td>
<td>75</td>
<td>$130,119</td>
<td>$207.13</td>
<td>$186,417</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 27 Days 19-24 = 33 Days 25-30 = 35 Days</td>
<td>5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>A320*</td>
<td>$167.89</td>
<td>72</td>
<td>$141,028</td>
<td>$245.80</td>
<td>$206,472</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 27 Days 19-24 = 33 Days 25-30 = 35 Days</td>
<td>5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>United Airlines (United)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B747, 777 B787 B767-300</td>
<td>$208.59</td>
<td>70</td>
<td>$175,216</td>
<td>$305.39</td>
<td>$256,528</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 27 Days 19-24 = 33 Days 25-30 = 35 Days</td>
<td>5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>B787-200 B787-300</td>
<td>$175.06</td>
<td>70</td>
<td>$146,216</td>
<td>$254.70</td>
<td>$213,948</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 27 Days 19-24 = 33 Days 25-30 = 35 Days</td>
<td>5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>B787-300 A320</td>
<td>$167.89</td>
<td>72</td>
<td>$141,028</td>
<td>$245.80</td>
<td>$206,472</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 27 Days 19-24 = 33 Days 25-30 = 35 Days</td>
<td>5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>A319, B737-700</td>
<td>$161.02</td>
<td>72</td>
<td>$135,257</td>
<td>$235.76</td>
<td>$198,038</td>
<td>1-5 = 14 Days 6-11 = 21 Days 12-18 = 27 Days 19-24 = 33 Days 25-30 = 35 Days</td>
<td>5 HMI Max 100**</td>
<td>None</td>
<td>0%</td>
<td>15%</td>
<td>20%</td>
</tr>
</tbody>
</table>

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

### Allegiant Air

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>FO Top Out Pay (Hourly)</th>
<th>MMB</th>
<th>FO Base Pay</th>
<th>Top CA pay</th>
<th>CA Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of health care employee pays</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>B707, MD-80, A319, A320</td>
<td>$145.17</td>
<td>70</td>
<td>$121,943</td>
<td>$216.42</td>
<td>$181.793</td>
<td>1-7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days 4 HM Max 600 5% at 200+&quot; None</td>
<td>EE = $134, EE+Child = $177 EE+Spouse = $281 EE+Family = $304</td>
<td></td>
<td></td>
<td></td>
<td>The company will match 200% of what the pilot contributes up to 9%.</td>
</tr>
<tr>
<td>JetBlue Airways (JetBlue)</td>
<td>A319, A320, A321</td>
<td>$100.01</td>
<td>75</td>
<td>$90.009</td>
<td>$166.68</td>
<td>$150.012</td>
<td>1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days 4 HM Max 600 5% at 200+&quot; None</td>
<td>After 3 years 2.2% up to 8 years</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>UPS</td>
<td>4.3</td>
<td>HRI-MMGx12</td>
<td>4.3</td>
<td>HR-MMGx12</td>
<td>8.B</td>
<td>15.B 2.5</td>
<td>15.B 2.5</td>
<td>16.4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>JetBlue</td>
<td>A320 family</td>
<td>$148.71</td>
<td>70</td>
<td>$124,916</td>
<td></td>
<td>$183,674</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>E190</td>
<td>$133.82</td>
<td></td>
<td>$112,409</td>
<td></td>
<td>$165,853</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Southwest Airlines (Southwest)</td>
<td>B737</td>
<td>$157.36</td>
<td>85</td>
<td>$160,507</td>
<td>$242.80</td>
<td>$229,206</td>
<td>1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days 18+35 Days 12.7%</td>
<td>12.7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Virgin America (Redwood)</td>
<td>B737NG</td>
<td>$112.93</td>
<td>70</td>
<td>$94,861</td>
<td>$168.55</td>
<td>$141,852</td>
<td>0-8 = 15 Days 9-13 = 22 Days 14+30 Days 4 HM Max 400 9%</td>
<td>9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Virgin America (Redwood)</td>
<td>A320</td>
<td>$107.00</td>
<td>70</td>
<td>$89,880</td>
<td>$172.00</td>
<td>$144,480</td>
<td>0-1 = 5 Days 1-5 = 15 Days 5+20 Days 5 HM 80 and 480 Max**</td>
<td>125% of salary contributed</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Virgin America (Redwood)</td>
<td>A320</td>
<td>$107.00</td>
<td>70</td>
<td>$89,880</td>
<td>$172.00</td>
<td>$144,480</td>
<td>0-1 = 5 Days 1-5 = 15 Days 5+20 Days 5 HM 80 and 480 Max**</td>
<td>125% of salary contributed</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Atlas Air

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>FO Top Out Pay (Hourly)</th>
<th>MMB</th>
<th>FO Base Pay</th>
<th>Top CA pay</th>
<th>CA Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of health care employee pays</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>B747/B767*</td>
<td>$149.33</td>
<td>62</td>
<td>$111,102</td>
<td>$213.32</td>
<td>$158,710</td>
<td>35+ = 14 days 36+ = 21 Days 1 Day / Month Max 24 Days / Month*** No Max</td>
<td>10%***</td>
<td>Health 14-25% Death 30-50%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ABX Air</td>
<td>B-767</td>
<td>$153.03</td>
<td>68</td>
<td>$124,872.48</td>
<td>$218.61</td>
<td>$178,385.78</td>
<td>1-3 Days 4-14 Days 15-18 Days 19+20 Days 1 Day / Month No Max</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>FedEx Express (FedEx)</td>
<td>A380</td>
<td>$186.33</td>
<td></td>
<td>$190,057</td>
<td></td>
<td>$268,567</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kalitta Air</td>
<td>B747</td>
<td>$188.70</td>
<td>64</td>
<td>$128,562</td>
<td>$249.67</td>
<td>$191,747</td>
<td>1-4 = 14 Days 5+21 Days 7 Days on first day 1st 6 months Max 42 Days &gt;10.25% &lt;10.5% None</td>
<td>&gt;5 Yrs $2050 + $800 Plus Family</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>UPS (UPS)</td>
<td>B747, B767, A320, B747, MD-11</td>
<td>$213.69</td>
<td>75</td>
<td>$207,373</td>
<td></td>
<td>$262,560</td>
<td>1-4 = 14 Days 5-10 = 21 Days 11-19 Days 20+35 Days 5.5 Hours Per Pay Period No Max 12%</td>
<td>50 to $410* Per Month</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IATA</td>
<td>City, State, Country</td>
<td>Airlines</td>
<td>IATA</td>
<td>City, State, Country</td>
<td>Airlines</td>
<td>IATA</td>
<td>City, State, Country</td>
<td>Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-------------------</td>
<td>----------------</td>
<td>------</td>
<td>-------------------</td>
<td>----------------</td>
<td>------</td>
<td>-------------------</td>
<td>----------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACY</td>
<td>Atlantic City, NJ</td>
<td>Spirit Airlines</td>
<td>DTW</td>
<td>Detroit, MI</td>
<td>Delta Air Lines</td>
<td>LAS</td>
<td>Las Vegas, NV</td>
<td>Allegiant Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ANC</td>
<td>Anchorage, AK</td>
<td>Alaska Airlines</td>
<td>DOH</td>
<td>Doha, Qatar</td>
<td>Qatar Airways</td>
<td>LAX</td>
<td>Los Angeles, CA</td>
<td>American Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVL</td>
<td>Asheville, NC</td>
<td>Allegiant Air</td>
<td>DXB</td>
<td>Dubai, United Emirates</td>
<td>Emirates</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BLI</td>
<td>Bellingham, WA</td>
<td>Allegiant Air</td>
<td>EWR</td>
<td>Newark, NJ</td>
<td>Delta Air Lines</td>
<td>LGA</td>
<td>New York City, NY</td>
<td>Delta Air Lines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BOS</td>
<td>Boston, MA</td>
<td>American Airlines</td>
<td>GUM</td>
<td>Guam</td>
<td>United Airlines</td>
<td>LGB</td>
<td>Long Beach, CA</td>
<td>JetBlue Airways</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BWI</td>
<td>Baltimore, MD</td>
<td>United Airlines</td>
<td>HKG</td>
<td>Hong Kong</td>
<td>FedEx Express</td>
<td>MCO</td>
<td>Orlando, FL</td>
<td>JetBlue Airways</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CGN</td>
<td>Cologne, Germany</td>
<td>FedEx Express</td>
<td>HNL</td>
<td>Honolulu, HI</td>
<td>Hawaiian Airlines</td>
<td>MIA</td>
<td>Miami, FL</td>
<td>American Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLE</td>
<td>Cleveland, OH</td>
<td>United Airlines</td>
<td>HOU</td>
<td>Houston, TX</td>
<td>Southwest Airlines</td>
<td>MDW</td>
<td>Chicago, IL</td>
<td>Southwest Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLT</td>
<td>Charlotte, NC</td>
<td>American Airlines</td>
<td>IAD</td>
<td>Washington, DC</td>
<td>United Airlines</td>
<td>MEM</td>
<td>Memphis, TN</td>
<td>FedEx Express</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CVG</td>
<td>Cincinnati, OH</td>
<td>United Airlines</td>
<td>IAH</td>
<td>Houston, TX</td>
<td>Allegiant Air</td>
<td>SFB</td>
<td>Orlando, FL</td>
<td>Allegiant Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DAL</td>
<td>Dallas, TX</td>
<td>United Airlines</td>
<td>IND</td>
<td>Indianapolis, IN</td>
<td>United Airlines</td>
<td>SFO</td>
<td>San Francisco, CA</td>
<td>United Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DCA</td>
<td>Washington, DC</td>
<td>American Airlines</td>
<td>IWA</td>
<td>Phoenix, AZ</td>
<td>Allegiant Air</td>
<td>STL</td>
<td>St. Louis, MO</td>
<td>American Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DEN</td>
<td>Denver, CO</td>
<td>United Airlines</td>
<td>JFK</td>
<td>New York City, NY</td>
<td>American Airlines</td>
<td>SLC</td>
<td>Salt Lake City, UT</td>
<td>Delta Air Lines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DFW</td>
<td>Dallas, TX</td>
<td>American Airlines</td>
<td></td>
<td></td>
<td>Spirit Airlines</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Regional Airlines

T he following pages contain over 30 different contractual comparisons for 22 separate regional airlines. Almost all the data was collected from each individual airline’s contract. Our goal is to provide you with the most current, up-to-date data so that, as a pilot, you can choose the right airline for you. Every pilot looks for something different from the airline they work for. Whether it’s living in base, maximizing your pay, or chasing that quick upgrade, we will have the most latest information. To do this, we are working with the airlines to ensure this data is current and correct. Good luck and fly safe!

Highlighted blocks indicate best in class.
Blue blocks indicate recent updates
Airline name and ATC call sign
Gray blocks indicate source of data or date data was obtained
3.C.1 indicates contract section see contract for more information

Sample only; refer to adjacent pages for actual information

**Abbreviations and Definitions:**

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.
<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Sign on Bonus</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA hired</th>
<th>Number of Pilots</th>
<th>Do Business For:</th>
<th>Union</th>
<th>EFBs</th>
<th>Bases</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ExpressJet (LJU/LJF) (Acex)</td>
<td>EMB-145XR EMB-145 EMB-135</td>
<td>EV</td>
<td>$7,500 w/ CRJ type, $1,000 Ret., $10,000 Rat.**</td>
<td>$300 / week or $1,400 per diem to checkride, then MMG</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr</td>
<td>Sept 2011</td>
<td>Fed/15 4.C.2</td>
<td>Dec/2017</td>
<td>2,530</td>
<td>United</td>
<td>ALPA</td>
</tr>
<tr>
<td>ExpressJet (LASA) (Acex)</td>
<td>CRJ-200 CRJ-700 CRJ-900</td>
<td>EV</td>
<td>$7,500 w/ CRJ type, $1,000 Ret., $10,000 Rat.***</td>
<td>$300 / week or $1,400 per diem to checkride, then MMG</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr</td>
<td>June 200**</td>
<td>Delta*** American</td>
<td>Surface 3 LTE</td>
<td>ATL, DFW, DTW, LGA***</td>
<td>Additional bonus if typed in CRJ or ERL, $5,500 at end of training, remaining after first year; **$10,000 retention bonus at the end of 2018</td>
<td></td>
</tr>
<tr>
<td>SkyWest Airlines (Skywest)</td>
<td>CRJ-200 CRJ-700 CRJ-900 EMB-175</td>
<td>OO</td>
<td>$7,500*</td>
<td>66 Hours</td>
<td>Paid for by company; single occupancy</td>
<td>$1.36/hr</td>
<td>July 2017</td>
<td>4,550</td>
<td>United, American, Delta</td>
<td>Tentative</td>
<td>None</td>
<td>Surface 3 LTE</td>
</tr>
<tr>
<td>Republic Airway (Republic)</td>
<td>EMB-170 EMB-175</td>
<td>RW</td>
<td>$10,000* $12,500**</td>
<td>$1,600 first mo. then MMG</td>
<td>Paid for by company; single occupancy</td>
<td>$2.30/hr Dom</td>
<td>$2.50/hr Int.***</td>
<td>April 2014</td>
<td>2,061</td>
<td>United, American, Delta</td>
<td>IT</td>
<td>iPad</td>
</tr>
<tr>
<td>Envoy formally American Eagle (Envoy)</td>
<td>CRJ-700, EMB-145, EMB-175</td>
<td>MG</td>
<td>Up to $1,000* plus $20,000 retention bonus**</td>
<td>64 hr MMG 16 hrs per day</td>
<td>Paid for by company; single occupancy</td>
<td>$1.85/hr + $0.05 increase in 2018, 2021 &amp; 2024</td>
<td>Sept 2017</td>
<td>2,173</td>
<td>American</td>
<td>Tentative</td>
<td>iPad 2</td>
<td>DFW, ORD, LGA</td>
</tr>
<tr>
<td>Endeavor Air (Endeavor)</td>
<td>CRJ-200 CP/300</td>
<td>SE</td>
<td>$10,000*</td>
<td>72 Hours during training</td>
<td>Paid for by company; single occupancy</td>
<td>$1.60/hr</td>
<td>March 2017</td>
<td>1,220</td>
<td>United, American</td>
<td>Tentative</td>
<td>iPad***</td>
<td>PHX, DFW, JAD, IAH</td>
</tr>
<tr>
<td>PSA Airlines (Bluegrass)</td>
<td>CRJ-200 CRJ-700 CRJ-900 EMB-175</td>
<td>QH</td>
<td>$16,350*, $5,500* ($10,000*), $35.50 / HR MMG &amp; Per Diem</td>
<td>Paid for by company; single occupancy</td>
<td>$1.75/hr</td>
<td>Nov 2016</td>
<td>1,582</td>
<td>American</td>
<td>Tentative</td>
<td>iPad</td>
<td>CLT, DCA, CVG, DAV, TYS</td>
<td>Additional with CRJ type, **Referral bonus, <em><strong>&quot;Mining street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours IOC time. ** Additional bonus for CRJ type,</strong></em> &quot;Endeavor in negotiations,</td>
</tr>
<tr>
<td>Mesa Airlines (Air Shuttle)</td>
<td>CRJ-200 CRJ-700 CRJ-900 EMB-175</td>
<td>YV</td>
<td>$22,100* $30,000*</td>
<td>72 Hours during training</td>
<td>Paid for by company; single occupancy</td>
<td>$1.60/hr</td>
<td>March 2017</td>
<td>1,220</td>
<td>United, American</td>
<td>Tentative</td>
<td>iPad***</td>
<td>PHX, DFW, JAD, IAH</td>
</tr>
<tr>
<td>Air Wisconsin (Wisconsin)</td>
<td>CRJ-300 CP/200 CRJ-900</td>
<td>ZW</td>
<td>Yes $33,000 $4,000 or $4,500*</td>
<td>2.5 hours per day</td>
<td>Paid for by company; single occupancy</td>
<td>$1.75/hr dom $1.80/hr int</td>
<td>Jan, 2014</td>
<td>534</td>
<td>American</td>
<td>United</td>
<td>iPad</td>
<td>DCA, ORF, PHL, ORD &amp; IAD in the Fall</td>
</tr>
<tr>
<td>Horizon Air (Horizon Air)</td>
<td>DH-8-B400 EFL-175</td>
<td>QK</td>
<td>None</td>
<td>16 credit hours per week &amp; per month</td>
<td>Paid for by company; double occupancy</td>
<td>$1.80/hr</td>
<td>July 2014*</td>
<td>635</td>
<td>Alaska</td>
<td>Tentative</td>
<td>IBT</td>
<td>ANC, BOI, GEG, MFR, PDX, SFO</td>
</tr>
<tr>
<td>Compass Airlines (Compass)</td>
<td>EMB-175 CP</td>
<td>CP</td>
<td>$17,500 Signing $1,500 Referral Bonus</td>
<td>MMG &amp; Per Diem*</td>
<td>Paid for by company; double occupancy</td>
<td>$1.65/hr**</td>
<td>October 2015</td>
<td>659</td>
<td>Delta, American</td>
<td>Tentative</td>
<td>iPad</td>
<td>MSP, LAX, SEA</td>
</tr>
<tr>
<td>GoJet Airlines (Linberger)</td>
<td>CRJ-700 CRJ-900</td>
<td>G7</td>
<td>$12,000** $5,000*</td>
<td>22.5hr @ $60</td>
<td>Paid for by company; single occupancy</td>
<td>$1.60/hr</td>
<td>December 2015</td>
<td>600</td>
<td>United, Delta</td>
<td>Tentative</td>
<td>iPad</td>
<td>ORD, RDU, STL, DEN</td>
</tr>
</tbody>
</table>

** December 2017 | 59
### General Information

#### THE GRID

### Contractual Work Rules

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Sign on Bonus</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Most Junior CA Hired</th>
<th>Number of Pilots</th>
<th>Do Business From</th>
<th>Union</th>
<th>EFBs</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Piedmont Airlines (Piedmont)</strong></td>
<td>EMB-120</td>
<td>$15,000</td>
<td>M60S = 112 per day</td>
<td>Paid for by company, single occupancy</td>
<td>$1.70/hr</td>
<td>Jan 2017</td>
<td>390</td>
<td>American</td>
<td>ALPA</td>
<td>-</td>
<td>1,000 hours of Part 121 flight time, $85,000 pilot referral bonus for employees.</td>
</tr>
<tr>
<td></td>
<td>DH-8-300</td>
<td>$12,000</td>
<td>M60S = 112 per day</td>
<td>Paid for by company, single occupancy</td>
<td>$1.90/hr</td>
<td>June 2016</td>
<td>600</td>
<td>United</td>
<td>American</td>
<td>iPad</td>
<td>Paid out over 3 years, restrictions apply. Attendances Bonus $3,000, 1 Sick Day Used $100, 2 Sick Days Used $300, 3 Sick Days Used $500.</td>
</tr>
<tr>
<td></td>
<td>ERJ-145</td>
<td>$30,000*</td>
<td>$23.81 &amp; 75 hrs or 4 hours per day</td>
<td>Paid for by company, single occupancy</td>
<td>$1.90/hr</td>
<td>June 2016</td>
<td>600</td>
<td>United</td>
<td>American</td>
<td>iPad</td>
<td>Paid out over 3 years, restrictions apply. Attendances Bonus $3,000, 1 Sick Day Used $100, 2 Sick Days Used $300, 3 Sick Days Used $500.</td>
</tr>
<tr>
<td><strong>Silver Airways (Sunwest)</strong></td>
<td>EMB-120</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, single occupancy</td>
<td>$1.85/hr</td>
<td>16 months</td>
<td>160</td>
<td>Self**</td>
<td>-</td>
<td>iPad</td>
<td>100% ** at $25 / month</td>
</tr>
<tr>
<td></td>
<td>DH-8-300</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, single occupancy</td>
<td>$1.85/hr</td>
<td>16 months</td>
<td>160</td>
<td>Self**</td>
<td>-</td>
<td>iPad</td>
<td>100% ** at $25 / month</td>
</tr>
<tr>
<td><strong>Airline, LLC (Airline)</strong></td>
<td>EMB-120</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, single occupancy</td>
<td>$1.85/hr</td>
<td>16 months</td>
<td>160</td>
<td>Self**</td>
<td>-</td>
<td>iPad</td>
<td>100% ** at $25 / month</td>
</tr>
<tr>
<td><strong>Comair (Comair)</strong></td>
<td>DH-6-100</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, dual occupancy</td>
<td>$1.85/hr</td>
<td>Dec 2017</td>
<td>30</td>
<td>United</td>
<td>ALPA</td>
<td>None</td>
<td>$250,000 for first year, $250,000 for second year, $250,000 for third year, $250,000 for fourth year, $250,000 for fifth year.</td>
</tr>
<tr>
<td><strong>Great Lakes Airlines (Great Lakes)</strong></td>
<td>B10000</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, dual occupancy</td>
<td>$1.85/hr</td>
<td>July 2017</td>
<td>70</td>
<td>Compass Airlines</td>
<td>Compass Airlines</td>
<td>None</td>
<td>Contract 2015 as amended</td>
</tr>
<tr>
<td><strong>Pinnacle Airway (Pinnacle)</strong></td>
<td>EMB-120</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, dual occupancy</td>
<td>$1.85/hr</td>
<td>July 2017</td>
<td>70</td>
<td>Compass Airlines</td>
<td>Compass Airlines</td>
<td>None</td>
<td>Contract 2015 as amended</td>
</tr>
<tr>
<td><strong>Solera Airlines (Gulfstream)</strong></td>
<td>DH-8-300</td>
<td>$30,000</td>
<td>$30/day</td>
<td>Paid for by company, single occupancy</td>
<td>$1.90/hr</td>
<td>July 2017</td>
<td>90</td>
<td>Compass Airlines</td>
<td>Compass Airlines</td>
<td>None</td>
<td>Contract 2015 as amended</td>
</tr>
<tr>
<td><strong>Republic Airlines (Republic or Shuttle)</strong></td>
<td>EMB-120</td>
<td>$12,000</td>
<td>M60S &amp; Per Diem</td>
<td>Paid for by company, dual occupancy</td>
<td>$1.85/hr</td>
<td>July 2017</td>
<td>70</td>
<td>Compass Airlines</td>
<td>Compass Airlines</td>
<td>None</td>
<td>Contract 2015 as amended</td>
</tr>
</tbody>
</table>

### ExpressJet (LAX/JF) (Acady)

- **ExpressJet (LAX/JF) (Acady)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### SkyWest Airlines (Skywest)

- **SkyWest Airlines (Skywest)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### Republic Airlines (Republic or Shuttle)

- **Republic Airlines (Republic or Shuttle)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### Envoy formally American Eagle (Envoy)

- **Envoy formally American Eagle (Envoy)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### ExpressJet (LAX/JF) (Acady)

- **ExpressJet (LAX/JF) (Acady)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### Republic Airlines (Republic or Shuttle)

- **Republic Airlines (Republic or Shuttle)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### Envoy formally American Eagle (Envoy)

- **Envoy formally American Eagle (Envoy)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### ExpressJet (LAX/JF) (Acady)

- **ExpressJet (LAX/JF) (Acady)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### Republic Airlines (Republic or Shuttle)

- **Republic Airlines (Republic or Shuttle)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**

### Envoy formally American Eagle (Envoy)

- **Envoy formally American Eagle (Envoy)**
  - **Min Days off**
  - **Pay Protection**
  - **Max Schduled 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**
### Contractual Work Rules

#### THE GRID

<table>
<thead>
<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Number of pages in Contract</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Duty Rig</th>
<th>Trip Rig</th>
<th>Deadhead Pay</th>
<th>Open time pay</th>
<th>Uniform Reimbursement</th>
<th>Headset Reimbursement</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/12</td>
<td>Yes</td>
<td>12</td>
<td>4</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>12/12</td>
<td>Yes</td>
<td>12, 14, or 13**</td>
<td>5</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>25.E.8.a</td>
<td>3.D.</td>
<td>12.B.1</td>
<td>3</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>13</td>
<td>Yes</td>
<td>FAA Part 117</td>
<td>4</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>12.E</td>
<td>4.D.</td>
<td>12.C.</td>
<td>4</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>11</td>
<td>Yes*</td>
<td>FAA Part 117</td>
<td>4</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>7.A.4.a</td>
<td>5.B.3</td>
<td>7.A.2.a</td>
<td>5</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>11/12</td>
<td>Yes</td>
<td>FAA Part 117</td>
<td>4</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
<tr>
<td>7.A.2.a</td>
<td>5.B.1</td>
<td>7.B.</td>
<td>5</td>
<td>None</td>
<td>None</td>
<td>1.2</td>
<td>1.4</td>
<td>100%</td>
<td>150%</td>
<td>$200 / yr**</td>
<td>None</td>
<td>12/12</td>
</tr>
</tbody>
</table>

---

### Amelie, LLC (AMFlight)

- **Fly 4-5 days per week**
- **Under 500 Pilots**
- **Pilots are paid per duty hour not flight hours**
- **Paid above minimum, if 30 hours or more per week, and then 150%**


---

### Compass Airlines (Compass)

| 11                          | Yes*           | FAA Part 117      | 4                           | None           | None           | 1.2     | 1.4     | 100%        | 150%          | $200 / yr**           | None                 | 12/12 |

---

### Cape Air (NFL)


---

### Silver Airways (Silverwings)

| 11                          | Yes*           | FAA Part 117      | 4                           | None           | None           | 1.2     | 1.4     | 100%        | 150%          | $200 / yr**           | None                 | 12/12 |

---

### Piedmont Airlines (Piedmont)

| 11                          | Yes*           | FAA Part 117      | 4                           | None           | None           | 1.2     | 1.4     | 100%        | 150%          | $200 / yr**           | None                 | 12/12 |

---

### Great Lakes Airlines (Great Lakes)

| 10                         | Yes            | FAA Part 117      | 4                           | None           | None           | 1.2     | 1.4     | 100%        | 150%          | $200 / yr**           | None                 | 12/12 |

---

### CommAir (CommAir)

| 12/11                      | Yes            | FAA Part 117      | 4                           | None           | None           | 1.2     | 1.4     | 100%        | 150%          | $200 / yr**           | None                 | 12/12 |

---

### Ameriflight, LLC (AMFlight)

- **Fly 5 days per week**
- **Under 500 Pilots**
- **Pilots are paid per duty hour not flight hours**
- **Paid above minimum, if 30 hours or more per week, and then 150%**


---

### Amelie, LLC (AMFlight)

- **Fly 4-5 days per week**
- **Under 500 Pilots**
- **Pilots are paid per duty hour not flight hours**
- **Paid above minimum, if 30 hours or more per week, and then 150%**


---

### Compass Airlines (Compass)

- **Fly 4-5 days per week**
- **Under 500 Pilots**
- **Pilots are paid per duty hour not flight hours**
- **Paid above minimum, if 30 hours or more per week, and then 150%**


---

### Cape Air (NFL)

- **Fly 4-5 days per week**
- **Under 500 Pilots**
- **Pilots are paid per duty hour not flight hours**
- **Paid above minimum, if 30 hours or more per week, and then 150%**


---

### Silver Airways (Silverwings)

- **Fly 4-5 days per week**
- **Under 500 Pilots**
- **Pilots are paid per duty hour not flight hours**
- **Paid above minimum, if 30 hours or more per week, and then 150%**

**THE GRID**

### Additional Compensation Details

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>FO Top Out Pay (Hourly)</th>
<th>MMG</th>
<th>Base Pay</th>
<th>Top CA pay</th>
<th>Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of healthcare employee pays</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ExpressJet (Des) (Gravity)</strong></td>
<td>EMB-145(S)</td>
<td>$45.26</td>
<td>75</td>
<td>$40,734</td>
<td>$98.18</td>
<td>$88,362</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$40,734</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>ExpressJet (LSA) (Gravity)</strong></td>
<td>CRJ-200</td>
<td>$46.44</td>
<td>160</td>
<td>$47,188</td>
<td>$110.80</td>
<td>$91,620</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$47,188</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>SkyWest Airlines (Boeing)</strong></td>
<td>CRJ-700/700Q</td>
<td>$46.48</td>
<td>75</td>
<td>$43,833</td>
<td>$108.33</td>
<td>$88,397</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$43,833</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Republic Airways (Republic or Shuttle)</strong></td>
<td>EMB-170</td>
<td>$50.40</td>
<td>75</td>
<td>$45,378</td>
<td>$120.11</td>
<td>$108,099</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$45,378</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Envoy- formally American Eagle (Embraer)</strong></td>
<td>CRJ-100/200</td>
<td>$30.78</td>
<td>75</td>
<td>$35,802</td>
<td>$89.12</td>
<td>$80,308</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$35,802</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Endeavor Air (Endeavor)</strong></td>
<td>CRJ-200</td>
<td>$65.74</td>
<td>75</td>
<td>$59,166</td>
<td>$117.70</td>
<td>$105,330</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$59,166</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>PBA Airlines (Bustreuk)</strong></td>
<td>CRJ-900</td>
<td>$67.09</td>
<td>75</td>
<td>$60,381</td>
<td>$122.20</td>
<td>$108,080</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$60,381</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Mesa Airlines (Air Shuttle)</strong></td>
<td>CRJ-200</td>
<td>$41.78</td>
<td>150</td>
<td>$37,602</td>
<td>$89.37</td>
<td>$88,533</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$37,602</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Air Wisconsin (Wisconsin)</strong></td>
<td>CRJ-900</td>
<td>$43.25</td>
<td>75</td>
<td>$38,961</td>
<td>$106.67</td>
<td>$96,003</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$38,961</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Horizon Air (Horizon Air)</strong></td>
<td>CRJ-200/200Q</td>
<td>$49.59</td>
<td>75</td>
<td>$44,982</td>
<td>$106.29</td>
<td>$98,361</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$44,982</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>Compass Airlines (Compass)</strong></td>
<td>CRJ-900</td>
<td>$44.93</td>
<td>80.5</td>
<td>$41,383</td>
<td>$119.19</td>
<td>$90,786</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$41,383</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td><strong>GoJet Airlines (Lindbergh)</strong></td>
<td>CRJ-700</td>
<td>$44.33</td>
<td>75</td>
<td>$39,897</td>
<td>$111.24</td>
<td>$98,781</td>
<td>1.0% 0% 5% 10%</td>
<td>&lt; 1.5%</td>
<td>75% Max 600</td>
<td>$39,897</td>
<td>10% + 3% Vesting</td>
</tr>
<tr>
<td>Aircraft Types</td>
<td>FO Top Out Pay (Hourly)</td>
<td>MMG</td>
<td>Base Pay</td>
<td>Top CA Pay</td>
<td>Base Pay</td>
<td>No. of Vacation weeks &amp; accrual</td>
<td>Sick Time Accrual</td>
<td>401(K) DC</td>
<td>Percentage of health care employee pays</td>
<td>Notes</td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>------------------------</td>
<td>-----</td>
<td>----------</td>
<td>------------</td>
<td>----------</td>
<td>--------------------------------</td>
<td>------------------</td>
<td>---------</td>
<td>-------------------------------------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>Piedmont Airlines (Piedmont)</td>
<td>Q-130, Q-300</td>
<td>$40.33</td>
<td>75</td>
<td>$36,297</td>
<td>$9,988</td>
<td>&gt; 10 days</td>
<td>70% Matching, &gt;4%</td>
<td>1%</td>
<td>Set amount* 2016 Max 17%</td>
<td>50% match based on YOS, **See chart at referenced contract section, ***First year is prorated.</td>
<td></td>
</tr>
<tr>
<td>Trans States Airlines (Western)</td>
<td>-</td>
<td>3.5</td>
<td>3.5-1</td>
<td>$45.67</td>
<td>75</td>
<td>$41,103</td>
<td>$108.07</td>
<td>$49.98</td>
<td>$44,982</td>
<td>$107.83</td>
<td>$97,047</td>
</tr>
<tr>
<td>Cape Air (Kap)</td>
<td>3.7</td>
<td>3.4</td>
<td>3.4-1</td>
<td>$12.72</td>
<td>40</td>
<td>$26,408</td>
<td>$32.02</td>
<td>$62,442</td>
<td>7-10 Days</td>
<td>2-14 Days</td>
<td>&gt;20-25 Days</td>
</tr>
<tr>
<td>Silver Airways (Silver Hearings)</td>
<td>Saab 340b</td>
<td>$39.03</td>
<td>75</td>
<td>$35,127</td>
<td>$83.07</td>
<td>1-7 days</td>
<td>4-8 days</td>
<td>20 days</td>
<td>None</td>
<td>40% for employee, 75% for family. **25% matching. ***Pilot must agree to a minimum of 500 hours of work per month.</td>
<td></td>
</tr>
<tr>
<td>Amerflight, LLC (Amerfligh)</td>
<td>-</td>
<td>3.I</td>
<td>3.1</td>
<td>$36.89</td>
<td>75</td>
<td>$31,600</td>
<td>$57.51</td>
<td>$51,750</td>
<td>4-7 Days</td>
<td>2-14 Days</td>
<td>&gt;20-25 Days</td>
</tr>
<tr>
<td>CommutAir (Commutair)</td>
<td>Q-300, Q-300</td>
<td>$45.62</td>
<td>75</td>
<td>$41,058</td>
<td>$106.36</td>
<td>&gt;10 days</td>
<td>2-14 Days</td>
<td>&gt;20-25 Days</td>
<td>2.5 HM</td>
<td>up to 6%**</td>
<td>None</td>
</tr>
<tr>
<td>Great Lakes Airlines (Lake Air)</td>
<td>-</td>
<td>3.S</td>
<td>3.1-1</td>
<td>$42.40</td>
<td>75</td>
<td>$38,140</td>
<td>$57.51</td>
<td>$51,750</td>
<td>4-7 Days</td>
<td>2-14 Days</td>
<td>&gt;20-25 Days</td>
</tr>
<tr>
<td>Peninsula Airways (Pentairis)</td>
<td>Saab 340A</td>
<td>$40.00</td>
<td>75</td>
<td>$36,000</td>
<td>$96.00</td>
<td>$62,100</td>
<td>$108 per month</td>
<td>None</td>
<td>$495-$500 / Mo.</td>
<td>No Max</td>
<td>Pay for CA and 4 years for FO. **&lt;1 is capped at 12th year @ 4 hrs per day. ***H/M at 20 years ERJ. **Required to agree to minimum of 500 hours of work per month.</td>
</tr>
<tr>
<td>Ravn Alaska (Ravn Alaska Airlines)</td>
<td>B1900D, EMB-120</td>
<td>$44.00</td>
<td>75</td>
<td>$35,180</td>
<td>$83.07</td>
<td>1-7 days</td>
<td>4-8 days</td>
<td>&gt;20-25 Days</td>
<td>None</td>
<td>40% for employee, 75% for family. **25% matching. ***Pilot must agree to a minimum of 500 hours of work per month.</td>
<td></td>
</tr>
<tr>
<td>Island Air (Isola)</td>
<td>Q-400</td>
<td>$61.88</td>
<td>80</td>
<td>$59,405</td>
<td>$123.60</td>
<td>&gt;10 days</td>
<td>70% Matching, &gt;4%</td>
<td>1%</td>
<td>Set amount* 2016 Max 17%</td>
<td>50% match based on YOS, **See chart at referenced contract section, ***First year is prorated.</td>
<td></td>
</tr>
</tbody>
</table>

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.
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
      Endeavor Air
AUG  Augusta, ME  Cape Air
BFI  Seattle, WA  Ameriflight, LLC
BIL  Billings, MT  Cape Air
BOI  Boise, ID  Horizon Air
BOS  Boston, MA  Peninsula Airways
      Cape Air
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
<table>
<thead>
<tr>
<th>CVG</th>
<th>Cincinnati, OH</th>
<th>IAD</th>
<th>Washington, DC</th>
<th>MWA</th>
<th>Marion, IL</th>
<th>SAT</th>
<th>San Antonio, TX</th>
<th>Ameriflight, LLC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Ameriflight, LLC</td>
<td></td>
<td>Mesa Airlines</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSA Airlines</td>
<td></td>
<td></td>
<td>Trans States Airlines</td>
<td>OGS</td>
<td>Ogdensburg, NY</td>
<td>SBY</td>
<td>Salisbury, MD</td>
<td>Piedmont Airlines</td>
</tr>
<tr>
<td>DAY</td>
<td>Dayton, OH</td>
<td></td>
<td>Silver Airways</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSA Airlines</td>
<td></td>
<td></td>
<td>CommutAir</td>
<td></td>
<td>Wolf Point, MT</td>
<td>SDF</td>
<td>Louisville, KY</td>
<td>Ameriflight, LLC</td>
</tr>
<tr>
<td>DCA</td>
<td>Washington, DC</td>
<td>IAH</td>
<td>Houston, TX</td>
<td></td>
<td>Omaha, NE</td>
<td>SDY</td>
<td>Sidney, MT</td>
<td>Cape Air</td>
</tr>
<tr>
<td></td>
<td>Republic Airways</td>
<td></td>
<td>ExpressJet Airlines</td>
<td>OMA</td>
<td>Ameriflight, LLC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Air Wisconsin</td>
<td></td>
<td>Skywest Airlines</td>
<td>ORD</td>
<td>Chicago, IL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSA Airlines</td>
<td></td>
<td></td>
<td>Mesa Airlines</td>
<td></td>
<td>ExpressJet Airlines</td>
<td>SFO</td>
<td>San Francisco, CA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Great Lakes Airlines</td>
<td>IND</td>
<td>Indianapolis, IN</td>
<td></td>
<td>Republic Airlines</td>
<td>SFO</td>
<td>San Francisco, CA</td>
<td></td>
</tr>
<tr>
<td>DEN</td>
<td>Denver, CO</td>
<td>IRK</td>
<td>Kirkville, MO</td>
<td></td>
<td>Cape Air</td>
<td>SEA</td>
<td>Seattle, WA</td>
<td>Skywest Airlines</td>
</tr>
<tr>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td>Endeavor Air</td>
<td></td>
<td>GoJet Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>GoJet Airlines</td>
<td>LAN</td>
<td>Lansing, MI</td>
<td></td>
<td>Trans States Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DFW</td>
<td>Dallas, TX</td>
<td>LAX</td>
<td>Los Angeles, CA</td>
<td>ORF</td>
<td>Norfolk, VA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ExpressJet Airlines</td>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td>Air Wisconsin</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Endeavor Air</td>
<td></td>
<td>Compass Airlines</td>
<td>OWB</td>
<td>Owensboro, KY</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DFW</td>
<td>Detroit, MI</td>
<td>LEB</td>
<td>Lebanon, NH</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>ExpressJet Airlines</td>
<td></td>
<td>Ameriflight, LLC</td>
<td>PDX</td>
<td>Portland, OR</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Endeavor Air</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EWB</td>
<td>New Bedford, MA</td>
<td>MCI</td>
<td>Kansas City, MO</td>
<td>PHL</td>
<td>Philadelphia, PA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EWB</td>
<td>Newark, NJ</td>
<td>MAZ</td>
<td>Mayaguez, PR</td>
<td></td>
<td>Cape Air</td>
<td>SJU</td>
<td>San Juan, PR</td>
<td>Ameriflight, LLC</td>
</tr>
<tr>
<td></td>
<td>ExpressJet Airlines</td>
<td></td>
<td>Endeavor Air</td>
<td></td>
<td>GoJet Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Republic Airways</td>
<td></td>
<td>Mayaguez, PR</td>
<td></td>
<td>Trans States Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FAT</td>
<td>Fresno, CA</td>
<td>MCO</td>
<td>Orlando, FL</td>
<td></td>
<td>Air Wisconsin</td>
<td>SLC</td>
<td>Salt Lake City, UT</td>
<td>Skywest Airlines</td>
</tr>
<tr>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td>Piedmont Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Mayaguez, PR</td>
<td></td>
<td>Piedmont Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ameriflight, LLC</td>
<td></td>
<td>Kansas City, MO</td>
<td>PHX</td>
<td>Phoenix, AZ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CommutAir</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FLL</td>
<td>Fort Lauderdale, FL</td>
<td>MDR</td>
<td>Harrisburg, PA</td>
<td></td>
<td>Mesa Airlines</td>
<td>STL</td>
<td>St. Louis, MO</td>
<td>GoJet Airlines</td>
</tr>
<tr>
<td></td>
<td>Silver Airways</td>
<td></td>
<td>Piedmont Airlines</td>
<td></td>
<td>Mesa Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Piedmont Airlines</td>
<td></td>
<td>Piedmont Airlines</td>
<td></td>
<td>Ameriflight, LLC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GDV</td>
<td>Glendive, MT</td>
<td>MFR</td>
<td>Medford, OR</td>
<td></td>
<td>Pittsburgh, PA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Horizon Air</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GEG</td>
<td>Spokane, WA</td>
<td>MHT</td>
<td>Manchester, NH</td>
<td>PSP</td>
<td>Palm Springs, CA</td>
<td>TST</td>
<td>St. Thomas, USVI</td>
<td>Cape Air</td>
</tr>
<tr>
<td></td>
<td>Horizon Air</td>
<td></td>
<td>Ameriflight, LLC</td>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GGW</td>
<td>Glasgow, MT</td>
<td>MIA</td>
<td>Miami, FL</td>
<td>PVC</td>
<td>Provincetown, MA</td>
<td>STX</td>
<td>St. Croix, USVI</td>
<td>Seaborne Airways</td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Republic Airlines</td>
<td>Cape Air</td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GUM</td>
<td>Guam</td>
<td>MIA</td>
<td>Miami, FL</td>
<td>PVC</td>
<td>Providence, RI</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Ameriflight, LLC</td>
<td>Cape Air</td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HNL</td>
<td>Honolulu, HI</td>
<td>MCI</td>
<td>Kansas City, MO</td>
<td>PVD</td>
<td>Providence, RI</td>
<td>TBN</td>
<td>Fort Leonard Wood, MO</td>
<td>Cape Air</td>
</tr>
<tr>
<td></td>
<td>Island Air</td>
<td></td>
<td>Republic Airlines</td>
<td></td>
<td>Ameriflight, LLC</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HLN</td>
<td>Honolulu, HI</td>
<td>MSP</td>
<td>Minneapolis, MN</td>
<td>RDU</td>
<td>Raleigh-Durham, NC</td>
<td>TPA</td>
<td>Tampa, FL</td>
<td>Silver Airways</td>
</tr>
<tr>
<td>HPN</td>
<td>White Plains, NY</td>
<td>MFR</td>
<td>Medford, OR</td>
<td></td>
<td>GoJet Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Horizon Air</td>
<td></td>
<td>Piedmont Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HVR</td>
<td>Havre, MT</td>
<td>MHT</td>
<td>Manchester, NH</td>
<td>PSP</td>
<td>Palm Springs, CA</td>
<td>TUS</td>
<td>Tucson, AZ</td>
<td>Skywest Airlines</td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Compass Airlines</td>
<td></td>
<td>Skywest Airlines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HYA</td>
<td>Hyannis, MA</td>
<td>MIA</td>
<td>Miami, FL</td>
<td>PVC</td>
<td>Provincetown, MA</td>
<td>TYS</td>
<td>Knoxville, TN</td>
<td>PSA Airlines</td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td>Cape Air</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Mainline Flight Attendants

### General Information

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>2 Digit Code</th>
<th>Pay During Training</th>
<th>Hotel during new hire training</th>
<th>Per Diem</th>
<th>Number of FA's</th>
<th>Union</th>
<th>Average Reserve Time</th>
<th>Most Junior Base</th>
<th>Most Senior Base</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Airlines (American)</td>
<td>B787, B777, B757, B737, A350, A321, A320, A319, MD82/83, E190</td>
<td>AA</td>
<td>None</td>
<td>Company Provided; Double Occupancy</td>
<td>APFA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allegiant Air (Allegiant)</td>
<td>B757, MD-80, A319, A320</td>
<td>G4</td>
<td>No hourly wage, $24/day perdiem</td>
<td>DoubleTree or Holiday Inn Express</td>
<td>$24/day ($1/hour)</td>
<td>1,000</td>
<td>TWU*</td>
<td>N/A**</td>
<td>N/A</td>
<td>“Currently in contract negotiations”</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Contractual Work Rules

<table>
<thead>
<tr>
<th>Min Days off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Max Scheduled Duty</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Incentive Pay</th>
<th>Downtown Hotel</th>
<th>Deadhead Pay</th>
<th>Open Time Pay</th>
<th>Uniform Reimbursement</th>
<th>Job Shares Available</th>
<th>Jetway Trades</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Airlines (American)</td>
<td>10</td>
<td>Partial</td>
<td>15 Dom 18 int</td>
<td>5</td>
<td>10-15</td>
<td>100%</td>
<td>100%</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allegiant Air (Allegiant)</td>
<td>11*</td>
<td>Scheduled or better - greater of the two values</td>
<td>0</td>
<td>0</td>
<td>Each FA crew will receive 8% commission based on gross sales. An augmented crew will receive 10%.</td>
<td>$20/hour for scheduled DH time</td>
<td>Value of Trip</td>
<td></td>
<td></td>
<td></td>
<td>Minimum of 11 days off per month, except in peak periods when they can “buy down” to 8 days off (2 peak months identified by the Company).</td>
</tr>
</tbody>
</table>

### Additional Compensation Details

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>FA Starting Pay</th>
<th>MMG</th>
<th>Base Pay</th>
<th>FA Top Out Pay</th>
<th>Base Pay</th>
<th>No. of Vacation weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC</th>
<th>Percentage of health care employee pays</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Airlines (American)</td>
<td>70</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Based on age</td>
</tr>
<tr>
<td>Allegiant Air (Allegiant)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Notes:**
- APFA: American Federation of Airlines
- BLI, FLL, HNL, IWA, LAS, OAK, PGD, PIE, SFB: Bases
- Contract 2014, As Amended: Contractual Work Rules
- “Currently in contract negotiations”: Allegiant Air
- BLI, FLL, HNL, IWA, LAS, OAK, PGD, PIE, SFB: Bases
- Minimum of 11 days off per month, except in peak periods when they can “buy down” to 8 days off (2 peak months identified by the Company).
- Based on age: Additional Compensation Details
### General Information

<table>
<thead>
<tr>
<th>Aircraft Type</th>
<th>Sign On Bonus</th>
<th>Pay During Training</th>
<th>Sign On</th>
<th>Training New hire training</th>
<th>Per Diem</th>
<th>GO Business</th>
<th>Number of Flight Attendants</th>
<th>Union</th>
<th>Reserve Pay</th>
<th>Most Senior Base</th>
<th>Most Senior Base</th>
<th>Graades</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMB-145XR, EMB-145, EMB-135</td>
<td>None</td>
<td>None</td>
<td>7.D</td>
<td>$1.70</td>
<td>United American</td>
<td>IAM</td>
<td>EWR, IAH, ORD, GLE, DFW**</td>
<td>401(K) Matching Earnings and Match</td>
<td>No. of Vacation Days Off</td>
<td>70</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>None</td>
<td>None</td>
<td>2.E</td>
<td>$1.60</td>
<td>Delta American</td>
<td>AFA</td>
<td>ATL, DFH, DTW</td>
<td></td>
<td>5.1%</td>
<td>7.5%</td>
<td>10%</td>
<td>30+ Yrs 37 Days</td>
<td></td>
</tr>
<tr>
<td>PSA Airlines (Bluestreak)</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Flight Attendants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.0</td>
<td></td>
</tr>
</tbody>
</table>

### Contractual Work Rules

<table>
<thead>
<tr>
<th>Min Days Off (Line/Reserve)</th>
<th>Pay Protection</th>
<th>Min Sanitized Duty</th>
<th>Min Day Credit</th>
<th>Min Trip Credit</th>
<th>Incentive Pay</th>
<th>Downtown Hold</th>
<th>Deadhead Pay</th>
<th>Open Time Pay</th>
<th>Uniform Reimbursement</th>
<th>Job Shares Available</th>
<th>Hotel Trades</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ExpressJet (LX) (Academy)</td>
<td>1230 or 11</td>
<td>Yes</td>
<td>13.5</td>
<td>1.04</td>
<td>Holiday Pay $5.00 per hour</td>
<td>Yes</td>
<td>50%</td>
<td>100% or 150%**</td>
<td>Initial paid by FA 75 Points Per Year**</td>
<td>Yes</td>
<td>Yes</td>
<td>All at the discretion of the company. *AA flying out of DFW</td>
</tr>
<tr>
<td>ExpressJet (LASA) (Academy)</td>
<td>10</td>
<td>Yes</td>
<td>14</td>
<td>3.45 or 1.3&quot; 1.1&quot;</td>
<td>Holiday Pay 150%</td>
<td>No</td>
<td>100%</td>
<td>100%</td>
<td>Initial paid by FA $200 Per Year</td>
<td>150% Thanksgiving and Christmas</td>
<td>Yes</td>
<td>above guarantee Initial new hire - NO / $250 annual uniform allowance</td>
</tr>
</tbody>
</table>

### Additional Compensation Details

<table>
<thead>
<tr>
<th>Aircraft Types</th>
<th>FA Starting Pay</th>
<th>MMG Pay</th>
<th>Base Pay</th>
<th>FA Top Out Pay</th>
<th>No. of Vacation Weeks &amp; accrual</th>
<th>Sick Time Accrual</th>
<th>401(K) Matching (%)</th>
<th>401(K) DC Percentage of health care employee pays</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>EMB-145XR, EMB-145, EMB-135</td>
<td>$19.00</td>
<td>80</td>
<td>$18,240</td>
<td>$38.00</td>
<td>$36,480</td>
<td>1-4 Yrs 7 Days</td>
<td>&gt;5 Yrs 4%</td>
<td>25+ Yrs 3%</td>
<td></td>
</tr>
<tr>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>$18.38</td>
<td>75</td>
<td>$16,542</td>
<td>$37.31</td>
<td>$33,579</td>
<td>1-6 Yrs 14 Days</td>
<td>&gt;5 Yrs 5%</td>
<td>25+ Yrs 3%</td>
<td></td>
</tr>
<tr>
<td>CSA Airlines (Bluestreak)</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSA Airlines (Bluestreak)</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSA Airlines (Bluestreak)</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PSA Airlines (Bluestreak)</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td>CRJ-200, CRJ-700, CRJ-900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Aero Crew Solutions is a group of professionals committed to providing you outstanding service to solve your employment needs. We do this by hosting job fairs throughout the United States. We also provide various career services that include career consulting, application review, interview prep and résumé services.

**Career Services**
- Application Review
- Resume Critique
- Career Consulting
- Interview Prep

**Upcoming Virtual Pilot Job Fairs**
- Friday, January 12th
- Friday, March 9th

AeroCrewSolutions.com
Mail@AeroCrewSolutions.com