

July 2015

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Contract Talks

Add Pay

United Airlines

Purchases Stake in
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July Grid Updates

Atlas Air Added
Qatar Added
Allegiant Air Added
Air Wisconsin Updated
Pilot Numbers Updated



Exclusive Hiring Briefings





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Airlines in the Grid

Updated



Legacy

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

FedEx Express
UPS



Regional

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

Major

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



International

Qatar Airways

Cargo

Atlas Air



Coming Soon...

Major

Eastern Air Lines
Miami Air
Virgin America

International

Emirates
IBEX Airlines

Cargo

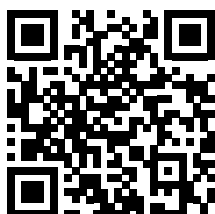
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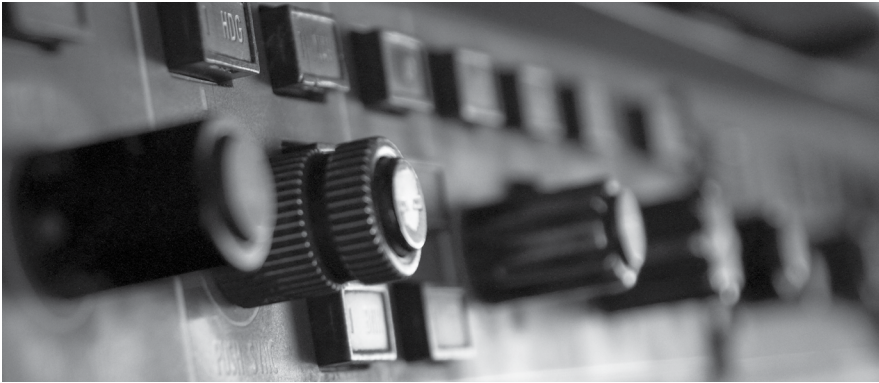
Regional

Corvus Airways
Great Lakes Airlines
Peninsula Airways
Seaborne Airlines



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



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Letters to the Editor

Craig,

I enjoy reading and writing aviation articles. Would you be interested in publishing any articles from me?

Thanks,
Jesse A.
NYC

Jesse,

Yes we would definitely be interested in reading you articles. Depending on the content we would definitely consider printing it. Please send all articles to me at Craig.Pieper@AeroCrewSolutions.com. We will review them and see if they are a fit for our magazine.

Thank you,
Craig D. Pieper
Editor in Chief

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Aviator Bulletins

The latest aviation industry hiring news and more.



Piedmont Airlines is getting ready to welcome new jets to their fleet. An Embraer-145 made a special two day visit to Piedmont's headquarters in Salisbury, Maryland, to give the team a sneak peak of the aircraft they'll be receiving later this year. Piedmont expects to add more than 200 pilots to accommodate the additional flying. The company will announce a new hub domicile and route structure for the EMB-145 soon, and revenue service will begin in February, 2016. Piedmont will also continue to fly its fleet of 37 deHavilland Dash 8 aircraft.



Air Wisconsin Airlines officially launches its new in-house CTP course starting this summer. The CTP course will allow new hire candidates to take advantage of a paid CTP training, single occupancy lodging accommodations and space positive flights to and from training. We're planning to hire over 200 pilots for 2015 and host a very friendly commuter policy and an industry leading pilot contract. 2015 marks our 50th year anniversary celebration!

Air Wisconsin Airlines Corporation is the largest privately held regional airline in the United States. Having reached 50 years of operation in 2015, Air Wisconsin has proven our stability and success by providing superior service in flight and ground handling operations. We are pleased to announce our multi-year contract extension as a regional express carrier with the new American Airlines, flying to 26 states and 70 cities; as far North as Canada, and as far South as Florida!

We are pleased to announce that we have become only the second airline to have an FAA approved Certified Training Program (CTP)! Starting this summer, pilots which lack the ATP written now have the opportunity to enjoy the transition of becoming a qualified First Officer pilot with benefits that are unrivaled throughout regional airline industry.



Kalitta Air is acquiring new aircraft and continuing to hire more pilots.

Aviator Bulletins

The latest aviation industry hiring news and more.



UNITED



United Airlines announced they will add 10 Embraer E175 aircraft to the United Express fleet, offering more customers greater comfort and convenience during their inflight experience. In addition to these E175 aircraft, United announced they will be adding to their fleet four used Boeing 737-700s that Copa Airlines (CM) previously operated in addition to a recently announced lease agreement with AerCap Holdings for 25 A-319s. United also has a large order book of new aircraft to include 737-900 ERs, 737 Max, A-350s, and 787-10s.

United has announced the long awaited decision to consolidate their Flight Ops Training Centers in Denver after evaluating several options that included building a new center in Houston, Chicago or Denver and renovating the existing centers in Houston or Denver. The Denver facility sits on 23 acres currently totaling more than 400,000 square feet which will be renovated as an efficient, modern center that will serve as the industry's benchmark and provide superior training for United's more than 12,000 pilots.

United announced plans to expand their code-sharing cooperation with their Star Alliance partner Air China (CA), covering an additional 22 routes in the China and U.S. markets. With this expansion, United will codeshare together with CA on more than 110 routes, offering customers the most comprehensive route network between the U.S. and China.



Great Lakes Airlines is hiring below ATP minimums. Our current posting for 135 First Officers is requiring:

600 hours total time with 25 hours of ME

At least 35 hours logged in the last 90 days

ME and Instrument Current

FAA Commercial Pilot Certificate with Instrument Rating

ATP Written Preferred

Upgrade right now is averaging around 13 months and we have under 100 pilots currently and plan to interview and hire continuously.

Horizon Air

Horizon Air will start flying to Gunnison, Colorado from LAX starting Dec. 16th. This will be a brand new destination for Horizon and will officially be the furthest East that they fly.



Cape Air has recently started managing a seaplane operation in Opa Locka, Florida, and is hiring both captains and first officers for their new fleet of C208 Amphibian aircraft. Check out their website and apply today! www.capeair.com/jobs



When Trans States Airlines began as Resort Air in 1982, it operated just a handful of Metro II aircraft and carried just under 7,000 passengers during its first year of operation—tourists, primarily, between its headquarters in St. Louis and a popular lake two hours south of the city (hence the call sign “Waterski,” which Trans States still uses to this day).

However, things have changed a great deal since 1982. Since that time, Resort Air has evolved from a small boutique carrier into Trans States Airlines, a carrier that served nearly 2.5 million passengers in 2014. The Metro IIs have been replaced by an all-jet fleet of Embraer 145s, and Trans States now flies on behalf of United Airlines (as United Express) and American Airlines (as American Eagle), providing service to over 70 cities in North America with approximately 237 daily flights. It has crew bases in St. Louis (STL), Chicago (ORD), Washington D.C. (IAD) and Denver (DEN), and has plans to open a fifth base by the end of 2015.

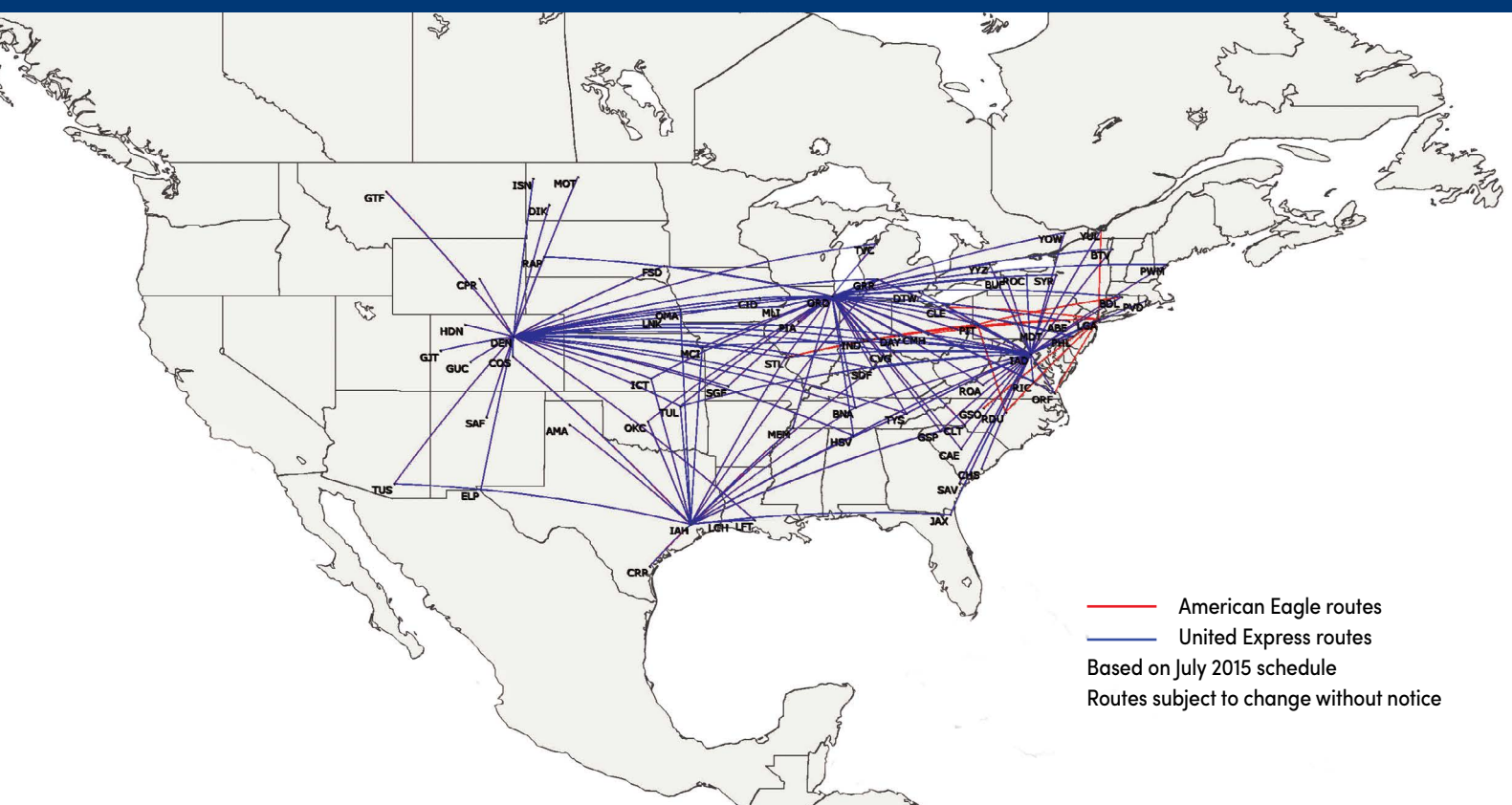
With over 30 years of regional airline experience, Trans States is one of the most venerated airlines in the business. It’s also one of the fastest growing regional airlines in the country, with 52 additional Embraer 145 aircraft scheduled for delivery between Q1 of 2015 and Q2 of 2016. Of those additional aircraft, 16 will fly as American Eagle and 36 will fly as United Express. This growth is expected to result in a staggering 93% increase in passenger traffic between 2014 and 2016,

Trans States Airlines is one of the fastest growing regional airlines in the country, with 52 additional Embraer 145 aircraft scheduled for delivery starting in 2015.

with over 4.6 million passengers estimated to fly Trans States in 2016.

Trans States is currently hiring First Officers to accommodate this growth, and has been innovative in its pursuit of top-quality pilot candidates. Trans States was the first and only regional airline in the country to launch a Captain Qualified First Officer (CQFO) program, which allows First Officers who meet Captain requirements to fly as either a Captain or a First Officer, depending on the airline’s scheduling needs. CQFOs earn a Captain’s wage while flying as Captain and a First Officer wage considerably higher than that of a traditional First Officer. This program has been particularly attractive to pilots at other regionals, who have been able to launch new careers at Trans States with immediate access to the left seat. Trans States uses the CQFO program on an as needed basis, and expects to begin accepting CQFO applications again later this year.

Trans States is currently offering a number of other attractive incentives to new hire pilots, including a \$10,000 First Officer sign-



Trans States will more than double its fleet size between 2014 and 2016, with passenger traffic expected to increase by 93% during the same period.



Corporate Headquarters:
St. Louis, MO

Equipment:
Embraer 145

Crew bases:
Chicago (ORD)
Denver (DEN)
St. Louis (STL)
Washington D.C. (IAD)

Mainline Partners:
United Airlines
American Airlines

Employees:
900+

Company Information:

Trans States Airlines expects to serve over 2.7 million passengers in 2015, with approximately 237 daily flights providing service to over 70 cities in North America. Trans States is one of the fastest growing regional airlines in the country, with 52 additional Embraer 145 aircraft scheduled for delivery starting in 2015. Of those aircraft, 16 will be in service for American and 32 will be in service for United.

Mission:

At Trans States, our mission is simple. We are committed to providing safe, reliable and on-time air transportation and to delivering the highest standards in professionalism and customer service. Our employee group is the driving force behind our success as a company, and we are committed to attracting and retaining top talent. We believe in promoting from within whenever possible, which means that our employees have significant upward mobility opportunities over the course of their careers.



Employee Benefits:

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

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



To learn more about career opportunities at Trans States Airlines, please visit www.transstates.net/careers.

on bonus with no training contract. Other incentives include a mentor program that allows pilots to earn an additional \$5,000 for mentoring a new Trans States pilot through their first two years with the company, and a referral program that awards employees \$1,500 for each pilot candidate they recommend that is hired and completes training.

Additionally, the ATP-CTP course is provided at no cost to successful applicants, and Trans States is one of just a handful of regional airlines in the country to participate in the ATP Flight School Tuition Reimbursement Program.

Trans States promotes from within whenever possible, which means that employees have significant upward mobility opportunities over the course of their careers. Other employee benefits include:

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

Another key benefit that the Trans States pilot group enjoys is an excellent relationship with management, and maintaining that positive rapport is a top priority for the company.

Trans States is currently hiring 35-40 pilots per month and upgrades are taking place at a rate of 15-20 per month. Trans States pilots are professionally successful after leaving the company, as 83% of pilots who recently left the company were offered jobs with major carriers.

Flying for Trans States Airlines means a career with an established company that has over 30 years of regional airline experience, a positive relationship between labor and management, and a demonstrated track record of sustainable, long-term growth. To learn more about career opportunities at Trans States Airlines, please visit www.transstates.net/careers, or submit your application today via www.airlineapps.com.

Trans States is currently hiring 35-40 pilots per month and upgrades are taking place at a rate of 15-20 per month.





Exclusive interview with Trans States Airlines, Chief Pilot Lee Stelzner

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

Lee: Applicants are reviewed through their Airline App and phone screened.

C: What factors are used to screen applicants with the on-line application process?

L: Applicants are screened against hiring requirements, work history and flying experience.

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

L: It may expedite the process if the job fair is close to a scheduled class date as the candidate may interview at the job fair

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

L: Preparation would begin with having all the requested documents organized and ready for the interviewer. He/she should also have a good understanding of IFR procedures and ability to express their aviation knowledge and experience. Pilots should be able to speak to their training record and their flying experience.

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

L: Unless the candidate is local, it best to have a good night's rest to be mentally ready for the interview.

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

L: We typically have the company presentation, logbook and document review and an interview with a recruiter and a line pilots.

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

L: We want to hear examples of how applicants have handled certain situations in the past. Applicants can expect to hear questions of the "Tell me about a time..." variety."

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

L: An applicants lack of honesty regarding their experience, training record and background.

C: Is there a written test?

L: We have a 50-question aviation knowledge test, questions based upon the former ATP written.

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

L: Applicants aren't required to study; it should be part of their knowledge base.

L: At what point is this test taken?

A: It is taken after the company presentation.

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

L: Most applicants will be notified within a week of their interview, at the latest.

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

L: Pilots are placed in class as soon as their availability allows, we assume all candidates need to provide a two-week notice to their current employer.

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

L: We expect to hire 480 pilots in 2015.

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

L: We will provide the course, travel and lodging during the course. The course is provided by one of our contracted partners. We will reimburse pilots for the cost of the ATM once submitted on an expense report with the receipt.

C: Do you have a hiring bonus?

L: At this time we are offering a \$10,000.00 signing bonus to all new hire pilots. @

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Add Pay: How it can help you

Written by: Scott Stahl

Generally, the concept of airline pay is fairly complex. As we discussed in the Contract Talk about monthly guarantee, the basic pay is determined with a starting bank and then work is credited toward that bank until the credit matches or exceeds the bank, in which case the pilot gets paid the credit amount. One of the common forms of compensation that separates one airline contract from another is called “soft pay.” Soft pay refers to a category of compensation where a pilot may be compensated even though there was no actual block time flown, or duty worked. This will be in addition to the normal block pay and can come in many different forms. Soft pay can have a tremendous effect on actual compensation from one airline to another, even if the basic block pay rate is the same between the companies.

One such form of pay that is contingent on an airline’s specific contract and more specific circumstances is called “add pay.” Add pay is essentially nothing more than money that is paid in addition to monthly guarantee, even if the pilot didn’t break guarantee that month.

As an example, say Airline A pays add pay on any days off that are “rolled” or lost to another day of duty for some reason beyond the pilot’s control, such as weather. If Airline A’s contract allows for additional compensation to be paid for the day off lost, and that pay occurs on top of guarantee, this would be add pay.

Using Airline A, as in the example above, we’ll assume that the contract at this carrier allows for 3.75 hours credit at 150% of hourly pay or actual credit on that day (whichever is greater), for each day off lost to the pilot. We will also assume that the money is add pay as specified in Airline A’s contract. What this essentially says is that even if the above pilot is reserve and only flies 15 hours that month (including 2 hours on the day in question), they will still receive 3.75 hours at 150% of their normal pay on top of their minimum monthly guarantee. Effectively, even though this pilot only flew for a total of 15 hours that month, (including the time on the lost day off) they will be paid 80.7 hours equivalent at their normal pay, rather than the standard 75 hours of guaranteed block pay.

It is contingent upon each contract, but often add pay will be offered for any trips picked up on days off or during vacation, lost days off, or other assignments as specified. As another common example, Airline A may pay a minimum of 150% credit for all trips picked up out of open time, while Airline B may automatically pay 150% on advertised days, and 200% on other advertised days depending on how badly they need trips covered. Airline C may specify in the contract that anything paid over “x” hours of block is paid at 150%.

If a trip is picked up out of open time and contractually paid at 200% rather than 150%, then a 20-hour 4 day trip will be credited at 40 hours of pay in the 200% contract and 30 hours of pay in the 150% example. Not only can this have a significant impact on a pilot’s ability to break guarantee, but it can also significantly affect a pilot’s ability to be compensated beyond the 100 hour FAA flight time limit. When calculated against the hourly pay rate, it can have a profound effect on actual compensation to the tune of thousands

of dollars a year, as even 1 or 2 trips picked up per month could potentially increase the amount of actual credit by 50 hours or more.

The benefit to add pay is that if available, it can be used to greatly enhance the quality of a pilot’s compensation. It is especially helpful for low credit reserve pilots who have little chance of breaking guarantee in a month. For instance, if the reserve pilot lost a day off and was compensated with add pay, this can easily affect their monthly gross income by several hundred dollars or more.

Another example of add pay is “block or better” compensation. This essentially means that a pilot will never be paid less than the block that was scheduled. If actual flight time exceeds the blocked amount (for instance in a weather delay), then the pilot will be compensated at the actual amount of flight time. If the flight blocks in with less than scheduled flight time (for example a 10 minute savings due to ATC shortcuts), the pilot will still be paid the scheduled block amount, even though the actual flight time may be shorter.

Compare this to another airline that pays actual or block, and again, the pay over the course of a year can be quite a bit lower, even at the same hourly pay rate. Essentially, this airline is going pay the block amount, even if block is exceeded (the same weather delay example used above). In the second scenario where the flight is a few minutes early, this airline is going to pay the actual flight time, which was less than block. Again, over the course of a year, this can potentially reduce the pay by thousands of dollars a year compared to a pilot at an airline that pays block or better.

While not the only form of compensation to consider at an airline, understanding “soft pay” is one of the most challenging aspects of comparing airline contracts, but is also one of the most important as it has potentially the largest ability to differentiate the pay scales amongst various carriers. The airline grid at the back of the magazine is a good way to start researching the various forms of soft pay and how they affect the compensation at a particular airline, which may vary profoundly from another airline, even though the pay scales are identical or similar. @





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Company provides ATP-CTP training for successful candidates

Trans States Airlines operates a fleet of Embraer 145 aircraft on behalf of United Airlines and American Airlines. Trans States is one of the fastest growing regional airlines in the country, with 52 additional Embraer 145 aircraft scheduled for delivery starting in 2015. Trans States expects to serve over 2.7 million passengers in 2015, with approximately 237 daily flights providing service to over 70 cities in North America. Headquartered in St. Louis, MO, Trans States has crew domiciles in St. Louis (STL), Chicago (ORD), Washington D.C. (IAD) and Denver (DEN).

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



Qatar Airways is the national airline of the State of Qatar and one of the aviation industry's big success stories. Operations began in 1994 when the airline was a small regional carrier serving a handful of routes. The airline was re-launched in 1997 under the mandate of the then Emir, His Highness Sheikh Hamad bin Khalifa Al Thani, who outlined a vision to turn Qatar Airways into a leading international airline with the highest standards of service and excellence.

Qatar Airways has since become one of the fastest growing carriers in the world with unprecedented expansion averaging double digit growth year on year.

The airline has developed under the dynamic leadership of Group Chief Executive, His Excellency Mr. Akbar Al Baker, who has been instrumental in turning Qatar Airways into an award-winning carrier and the best in the world.

Under Mr. Al Baker's stewardship, Qatar Airways has matured into a leading force in regional and global aviation, earning many admirers around the world for its excellent standards of service.

In April 2011, Qatar Airways reached a milestone reaching 100th destinations in its global route map. Two months later, the airline achieved a remarkable feat, just 14 years after its re-launch, being named Airline of the Year 2011 at the annual Skytrax World Airline Awards with over 18 million travelers worldwide casting their votes. In July 2012, Qatar Airways was once again named Airline of the Year 2012, holding onto its title for the second consecutive year.

In October 2011, Qatar Airways attained another key milestone by taking delivery of its 100th aircraft.

Charting The Rise Of One Of The Fastest Growing Airlines In The World

During the Dubai Air Show in November 2011, Qatar Airways placed orders (firm and options) for 90 aircraft, comprising 80 of Airbus' new A320 Neos, an additional eight A380 super jumbos and two Boeing 777 freighters.

During the 2013 Dubai Air Show the airline placed orders for more than 60 new aircraft – a mixture of Boeing 777X and Airbus A330 Freighters.

At the 2014 Farnborough Air Show, the airline placed an order for 100 Boeing 777X aircraft, taking Qatar Airways' orders to more than 330 aircraft with a value of US \$70 billion.

Global Network and Expansion

From Qatar Airways' hub in Doha, the country's capital, the airline has developed a global network of 146 destinations, covering Europe, the Middle East, Africa, South Asia, Asia Pacific, North America and South America with a modern fleet of more than 150 passenger and cargo aircraft.

During 2010, Qatar Airways launched flights to 10 new destinations including: Bengaluru (Bangalore), Tokyo, Ankara, Copenhagen, Barcelona, Sao Paulo, Buenos Aires, Phuket, Hanoi and Nice.

In 2011, another historic year for Qatar Airways saw the launch of flights to 15 destinations with expansion focusing on Europe –

Bucharest, Budapest, Brussels, Stuttgart, Venice, Oslo and Sofia. Other new routes included Shiraz (Iran), Medina (Saudi Arabia), Kolkata (Calcutta), Entebbe (Uganda), Chongqing (China) and its entry to Canada with thrice-weekly flights to Montreal.

For 2012, Qatar Airways expanded operations to further destinations – Baku (Azerbaijan), Tbilisi (Georgia), Zagreb (Croatia), Perth (Australia), Kigali (Rwanda), Kilimanjaro (Tanzania), Yangon (Myanmar), Baghdad (Iraq), Erbil (Iraq), Maputo (Mozambique), Belgrade (Serbia) and Warsaw (Poland).

For 2013, Qatar Airways has expanded its global footprint to serve Gassim (Saudi Arabia); Najaf (Iraq); Phnom Penh (Cambodia); Chicago, its fourth gateway in the United States; Salalah (Oman), Chengdu (China), Basra (Iraq), Sulaymaniyah (Iraq), Clark International (Philippines), Ta'if (Saudi Arabia), Addis Ababa (Ethiopia) and Hangzhou (China).

In 2014, the carrier launched flights to Sharjah and Dubai World Central in the UAE, Philadelphia (USA), Edinburgh (Scotland), Istanbul Sabiha Gokcen Airport (Turkey), Larnaca (Cyprus), Al Hofuf (Saudi Arabia), Miami (USA) and Dallas/Fort Worth (USA). Qatar Airways has also announced its expansion with an increase in frequency and capacity to many existing routes.

Young Fleet

From only four aircraft in 1997, the airline grew to a fleet size of 28 aircraft by the end of 2003 and a milestone 50 by October 2006. Today the airline operates 152 aircraft to 146 destinations worldwide.

Qatar Airways has one of the industry's youngest fleets with an average aircraft age under four years old. The Qatar Airways family

includes several different Airbus and Boeing aircraft types – the long-range Boeing 777 passenger and freighter aircraft, the new Boeing 787, Airbus A340, A330, A350, A380, A300F freighter, A321, A320 and A319. The latter A319 includes a corporate jet version.

With the delivery of the A350 XWB aircraft in December 2014, Qatar Airways became the first airline in the world to operate every family of Airbus' modern airliner portfolio, comprising the A320, A330, A340, A350 and A380.

Qatar Airways is one of the launch customers of the twin-deck Airbus A380-800 'super jumbo' – the world's biggest aircraft capable of carrying 555 passengers in a luxurious configuration. Qatar Airways has ordered 13 A380s with the first aircraft delivered in 2014.

In December 2014, Qatar Airways became the global launch customer of the Airbus A350 XWB aircraft with the first commercial service deployed on the Frankfurt route on 15 January 2015.

The company also operates corporate jets, including Bombardier Challenger 605s, Bombardier Global 5000s and a Global Express XRS, for its executive subsidiary Qatar Executive, launched in 2009.

Qatar Airways currently has over 330 new aircraft worth US\$70 billion pending delivery over the next few years. This includes an order for Airbus' new generation A350s, A320 Neos, A380s, A330 Freighters, Boeing 777s, Boeing 777Xs and Boeing 787s.

Global Achievements

Qatar Airways is proud to have been named Airline of the Year 2011 and 2012 in the annual Skytrax World Airline Awards. Over 18 million travelers worldwide cast their votes in the survey by the leading global airline industry audit.



A GLOBAL NETWORK OF OVER 140 DESTINATIONS FROM ONE OF THE WORLD'S FASTEST GROWING AIRLINES.

Information correct at the time of release.
The map is for illustration purposes only.



Today the airline operates 152 aircraft to 146 destinations worldwide.

Having been elevated to third best airline in the world by Skytrax in 2010, announcement of the 2011 results ranking Qatar Airways as Airline of the Year was a culmination of dedication and hard work by the airline's workforce under the leadership of its Group Chief Executive Mr. Akbar Al Baker. To retain the award in 2012 was a magnificent triumph.

Already ranked Five Star for service excellence by Skytrax, the independent global aviation industry monitoring agency confirmed Qatar Airways as Best Airline in the Middle East for the eighth year. In 2014, Qatar Airways also won the Best Business Class in the World for the second consecutive year and World's Best Business Class Airline Lounge for the second year consecutively.

Safety

Qatar Airways was the first airline in the world to pass the International Air Transport Association (IATA) Operational Safety Audit with a maximum 100 per cent compliance in 2003 and passed the test again during the two-year renewal period in 2005, 2007, 2009, 2011

and in

June 2013.

The audit was set up to standardize and rationalize a number of safety and security procedures carried out by individual airlines for the purpose of code sharing. Qatar Airways was assessed on flight and ground operations, aircraft engineering, maintenance, operational security, cabin operations and management systems.

Hamad International Airport opened in April 2014 at a cost of US\$15.5 billion and with an initial capacity of 30 million passengers a year. Once fully developed beyond 2015, the airport is expected to handle up to 50 million passengers a year. One of the project's key features is that 60 per cent of the site is built on reclaimed land from the Arabian Gulf.

Qatar Airways is managing the new airport, designed to help shape Doha as a key regional and global aviation hub.

Passenger Traffic

During the 2003/2004 financial year, Qatar Airways carried 3.3m passengers, up 35% on the previous 12-month period. During the 2004/2005 financial year, passenger numbers rose sharply to 4.6m, while the figure topped 6 million in the 12-month 2005/06 financial period. The figure surpassed the 8 million passenger mark for the 2006/07 financial year and hit around 10 million passengers for the 2007/08 financial period.



Qatar Airways goes beyond the current industry best practices for fuel and environmental management and is making a serious effort to ensure a sustainable future for the airline, its staff and its neighborhoods.

In 2012, Qatar Airways negotiated a worldwide partnership with Educate A Child (EAC), a global education programme launched by Her Highness Sheikha Moza bint Nasser of Qatar. EAC is designed to address the plight of 61 million out-of-school children around the world, who are denied access to quality primary education

The airline administers an innovative “Five Pillar Corporate Social Responsibility Strategy” which embraces Change Management, Communication, Environment, Integrated Fuel

Management and Sustainable Development.

Qatar Airways “Five Pillar” strategy is designed to limit the airline’s impact on global climate change, noise, local air quality, non-renewable resources and waste.

Corporate Social Responsibility

As an industry leader, Qatar Airways and its group of companies strive to lead the charge towards environmental sustainability and corporate social responsibility. The airline is one of the leaders in new-generation fuel research and gives back to the communities in which we serve.

For further information:

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Best Business Class In The World 2013 & 2014



Exclusive interview with Qatar Airways, Senior VP HR Employee Services Nabila J. Fakhri

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

Nabila: Candidates are selected based on vacancy requirements. Once they are deemed qualified and shortlisted, they will be emailed our PSA (Pilot Suitability Assessment). Once they are successful with the PSA, they will be invited for an interview in Doha. If a candidate is not successful on any part of the process, they may reapply after six months.

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

N: Not critical at all except to obtain information pertaining to Qatar Airways and our requirements.

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

N: Study basic ATPL questions and review simulator procedures and scenarios.

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

N: The entire interview and assessment process is prearranged by Qatar Airways. All expenses including air fare, hotel and meal allowance is provided by Qatar Airways. Candidates coming from the USA will have at least a 12.5 hour flight to Doha. It is our goal to make traveling to Doha for the interview and assessment as seamless as possible. While traveling on Qatar Airways, each candidate will be able to experience our five Star hospitality.

C: Can you walk me through a typical interview process?

N: Day one: You arrive in Doha and will be greeted by Al Maha Services. Al Maha Services will assist you with immigration and will get you to your hotel.

Day Two: You will be picked up from your hotel in the morning and transported to Qatar Airways Tower Two. You will be given a short presentation about Qatar Airways and our benefits package. During this time, our Flight Crew Assessors will review your documents and credentials. It is essential that you bring all of your log books and other requested documents. After the presentation, you will be given a Technical Exam. The Technical Exam consists of fifty basic





ATPL questions. After you complete the Technical Exam, you will be interviewed by a Qatar Airways Captain and First Officer. They are called Flight Crew Assessors. The Flight Crew Assessors will ask you about your career and experience.

Day Three: Sim assessment day. The SIM assessment will be in the evening. You will have the rest of the day off to relax. You will be transported from your hotel to the Qatar Airways Integrated Training Center (ITC) for your SIM assessment. Your SIM will be on an Airbus or Boeing Aircraft.

Day Four: You will depart Doha.

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

N: Prior preparation. Candidates do not complete all of the necessary paperwork before they arrive. Another big mistake is not bringing all of the required documents with them to Doha. If they do not present with the required documents, we may not be able to proceed with the interview. Candidates need to bring all log books, current license, etc.

C: Is there a written test?

N: Yes. A Technical quiz. This test consists of fifty basic ATPL questions.

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

N: Search Google for Basic ATPL questions. A bank of questions will populate.

C: What type of aircraft is the simulator test done in?

N: Airbus or Boeing Aircraft

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

N: Normal SIM check

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

N: They will be informed within two weeks however the candidate needs to pass each area of the interview and assessment. For example, if they are not successful on the Technical Exam, they will not proceed to the interview stage and will be informed. This may happen after each part of the interview and assessment.

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

N: Depends on operational requirements. Normally three-six months

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

N: 636 @

United Airlines Purchases Stake in Fulcrum BioEnergy with \$30 Million Investment

Single largest investment by a U.S. airline in alternative fuels

CHICAGO, June 30, 2015 – United Airlines today announced an historic \$30 million equity investment in U.S.-based alternative fuels developer Fulcrum BioEnergy, Inc., a pioneer in the development and commercialization of converting municipal solid waste into low-cost sustainable aviation biofuel. It is also the single largest investment by a U.S. airline in alternative fuels and sets United apart in the aviation industry in the advancement of aviation biofuels and carbon emissions reductions. In addition to the equity investment, United and Fulcrum have entered into an agreement that contemplates the joint development of up to five projects located near United's hubs expected to have the potential to produce up to 180 million gallons of fuel per year.

"We know alternative fuels is an emerging industry that is vital to the future of aviation and this is just one of our initiatives to help make these fuels saleable and scalable," said United's Executive Vice President and General Counsel Brett Hart. "Investing in alternative fuels is not only good for the environment, it's a smart move for our company as biofuels have the potential to hedge against future oil price volatility and carbon regulations."

United has also negotiated a long-term supply agreement with Fulcrum and, subject to availability, will have the opportunity to purchase at least 90 million gallons of sustainable aviation fuel a year for a minimum of 10 years at a cost that is competitive with conventional jet fuel. This alternative fuel will be a drop-in fuel that meets all of the airline's technical requirements and specifications, and will power the aircraft in the same way as conventional jet fuel. Fulcrum expects its first alternative fuels plant to begin commercial operation in 2017.

Airline has opportunity to purchase at least 90 million gallons of sustainable aviation biofuel a year

CONTACT:

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Fulcrum's Waste-to-Biofuel Technology

Fulcrum's technology converts household trash, known as municipal solid waste (MSW), into renewable jet fuel. Fulcrum's renewable jet fuel is expected to provide a greater than 80 percent reduction in lifecycle carbon emissions when compared to conventional jet fuel. Fulcrum has successfully developed and proven its technology to convert MSW into low-cost, low-carbon transportation fuels in an innovative, clean and efficient thermochemical process. MSW is an attractive biofuel feedstock as it is low cost, has limited volatility and a virtually unlimited supply. United's agreement with Fulcrum is expected to decrease the airline's carbon footprint through the use of sustainable aviation biofuel, while also diverting waste from landfills and creating new jobs in those communities where new Fulcrum facilities are sited. Fulcrum's projects have also received support and participation from the U.S. Air Force and U.S. Navy for the future production of fuel that meets military specifications.

"This partnership underscores United's efforts to be a leader in alternative fuels as well as our efforts to lead commercial aviation as an environmentally responsible company," said United's Managing Director for Environmental Affairs and Sustainability Angela Foster-Rice. "From our carbon offset program to our fuel saving winglet technology, this investment in Fulcrum represents yet another example of our Eco-Skies commitment to a more sustainable future."

"United Airlines just demonstrated why they are one of the leaders in commercial aviation," said E. James Macias, Fulcrum's President and Chief Executive Officer. "United's investment and participation in our projects is a tremendous boost to our program. Their support, commitment and backing accelerate our schedule to bring large volumes of competitively-priced, sustainable fuels to United and the rest of the aviation industry."

To view a video about Fulcrum's technology, visit fulcrum-bioenergy.com/company/video/

To download hi-res photos and an infographic on the United-Fulcrum partnership, visit newsroom.united.com/fulcrumbiofuels



United's Track Record in Aviation Biofuels

United is the first U.S. airline to invest in a biofuel company. It is another in a series of firsts for the airline which, since 2009, has made significant investments in the advancement of sustainable aviation biofuels.

- In 2009, United made history as the first North American carrier to perform a two-engine aircraft demonstration flight using sustainable biofuels.
- In 2011, United operated the first U.S. passenger flight powered by advanced biofuels made from algae.
- In 2012, United spearheaded the Midwest Aviation Sustainable Biofuel Initiative (MASBI), a public/private partnership of experts from across the Midwest Region, to accelerate the commercialization of advanced biofuels for aviation.
- In 2013, United announced an agreement with AltAir Fuels for advanced aviation biofuels to be used on flights out of the airline's Los Angeles hub, making it the first U.S. carrier to execute a commercial scale agreement for aviation biofuels.
- United expects to begin regularly scheduled flights using AltAir's fuel later this year.
- In 2015, United received the World Bio Markets (WBM) Award for Excellence in Advanced Biofuels.

For more information on United's commitment to environmental sustainability, visit united.com/ecoskies.

About United

United Airlines and United Express operate an average of nearly 5,000 flights a day to 373 airports across six continents. In 2014, United and United Express operated nearly two million flights carrying 138 million customers. United is proud to have the world's most comprehensive route network, including U.S. mainland hubs in Chicago, Denver, Houston, Los Angeles, New York/Newark, San Francisco and Washington, D.C. United operates nearly 700 mainline aircraft, and this year, the airline anticipates taking delivery of 34 new Boeing aircraft, including the 787-9 and the 737-900ER. United is also welcoming 49 new Embraer E175 aircraft to United Express. The airline is a founding member of Star Alliance, which provides service to 193 countries via 27 member airlines. More than 84,000 United employees reside in every U.S. state and in countries around the world. For more information, visit united.com, follow @United on Twitter or connect on Facebook. The common stock of United's parent, United Continental Holdings, Inc., is traded on the NYSE under the symbol UAL.

About Fulcrum

Based in Pleasanton, California, Fulcrum is leading the development of a reliable and efficient process for transforming municipal solid waste into a source of low-carbon transportation fuels including jet fuel and diesel. Fulcrum, a privately held company, has aligned itself with strategic feedstock, technology and fuel offtake partners to further strengthen the company's innovative approach to commercially producing large volumes of renewable fuel from municipal solid waste while lowering greenhouse gas emissions and relieving the pressure on existing and future landfills. For more information, please visit <http://fulcrum-bioenergy.com/company/video/>.

Mainline Airlines

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



Highlighted blocks indicate best in class.

Airline name and ATC call sign

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

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014
Legacy Airlines									
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	No	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**		14,236	9,987	800
Alaska Airlines (Alaska)			6.D.1.d	7.A.5			Jul/15	***	Jul/15
	B737	No	85 Hours plus per diem	Single Occupancy, Paid for by company	\$2.15		1,472	816	
			11.D.5.b	5.A.1	5.A.1				
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	No	\$3,888.29 / Month	Single Occupancy, Paid for by company	\$2.20 Dom., \$2.70 Int.	5 Years	12,500	8,292	961
			3.D.4.	5.E.1	5.B	Jul/15	Jul/15	Feb/2015	Feb/2015

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

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

ALPA: Air Line Pilots Association

Cancellation pay: When a leg or legs are 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.

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

THE GRID

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
Legacy Airlines													
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	No	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** \$2.75 Int.**		14,236	9,987	800	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **\$0.05 increase 1/1/16 ***Includes AA & USAir
			6.D.1.d	7.A.5			Jul/15	***	Jul/15				Contract 2015, as amended
Alaska Airlines (Alaska)	B737	No	85 Hours plus per diem	Single Occupancy, Paid for by company	\$2.15		1,472	816		ALPA		SEA, ANC, LAX, PDX	
			11.D.5.b	5.A.1	5.A.1								Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	No	\$3,888.29 / Month	Single Occupancy, Paid for by company	\$2.20 Dom., \$2.70 Int.	5 Years	12,500	8,292	961	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Jul/15	Jul/15	Feb/2015	Feb/2015				Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	No	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.00* \$2.50 Int.		600			ALPA		HNL, SEA, SFO, LAX	*Interisland
			9.G.1										Contract 2010, as amended
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	No	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	\$2.35 Dom* \$2.70 Int.*		12,505	7,765		ALPA	iPad	IAH, EWR, CLE, DEN, ORD, SFO, IAD, GUM, LAX	*\$0.05 increase on Jan 1st.
			3-E	4-G-1, 9-E	4-A								Contract 2012 as amended
Major Airlines													
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	None	70 Hours, plus per diem	Single Occupancy, Paid for by company*	\$1.00	6 Months	530**		125	IBT	None	BLI, FLL, HNL, IWA, LAS, OAK, PGD, PIE, SFB	*Company provides rental car during simulator training. **Plan to hire 85 in 2015,
					2	Jul/15	Jul/15		Jul/15				
Frontier Airlines (Frontier)			MMG	No	\$1.90	Jan/2006	836		155	FAPA		DEN, ORD, MDW	
						Feb/2015	Feb/2015	Feb/2015	Feb/2015				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	\$5,000*	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	June/2012	3000	840	400	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*After completing first year, *Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Feb/2015	Feb/2015	Feb/2015	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	None	89, 87 or 85 MMG*	Single Occupancy, Paid for by company	\$2.15 Dom. \$2.65 Int.	May/2006	7951	3,702	350	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX	*MMG based upon number of days in the month, **Number of retirements from Feb/2015
			4.K.6	4.T.1	4.T.3	Feb/2015	Feb/2015	Feb/2015**	Feb/2015				Contract 2014, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	None	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.20	2.5 Years	1200			ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Jul/15	Jul/15						Contract 2010, as amended
Sun Country Airlines	B737NG		MMG	Single Occupancy, Paid for by company	1/24th the IRS CONUS M&IE airline daily rate		250			ALPA	Tablet Walkabout Computers	MSP	
			3.B	5.B.1	5.3		Jul/15						
Virgin America (Redwood)										None			

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
	Cargo Airlines												
Atlas Air	B747	None	\$1,600 per month	Single Occupancy, Paid for by company	\$2.40					IBT			
			3.A.1.f	11.A.7	5.A.3								
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	None	\$2,000 / mo until activation date*	Single Occupancy, Paid for by company	\$1.95 Dom, \$2.75 Int.		4288	4,288		ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2								Contract 2006 as amended
Kalitta Air						4 Years	340						
						Jul/15	Jul/15						
UPS (UPS)	B757, B767, A300, B747, MD-11	None	MMG	Single Occupancy, Paid for by company	\$2.00 Dom \$2.50 Int \$3.00*		1580	1,580		IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2								Contract 2006 as amended
Total Pilots	#VALUE!						37,270	2,791					
	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Pilots hired 2014	Union	EFBs	Bases	Notes
	International Airlines												
Emirates						4.1 Years	3800						
						Jul/15	Jul/15						
BEX Airlines													
Qatar Airways	B777, B787, A320, A330 A340, A350, A380	None		Single Occupancy, Paid for by company		2 Years	2,500		600	None	iPad	DOH	
						Jul/15	Jul/15		Jul/15				

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Legacy Airlines													
American Airlines (American)	10	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		Yes	50%	Initial paid for by company	None	
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.1.1	24.O.2		Contract 2015, as ammended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimburesment available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as ammended
Delta Air Lines (Delta)	12,13,14 Reserve*		FAA 117 minus 30 minutes	559	2	ADG** = 5:15	1:2 or 1:1.75***	1:3.5	100% air, Chart 8.B.3 Ground	200%*****	None	None	*Days off depends on number of days in bid period and ALV. **Average Daily Guarantee, ***1:1.75 between 2200 - 0559, ****Green slip as approved by company
	12.N.2		12.D.1		4.H.1	12.J	12.K.1	12.L	8.B	23.U			Contract 2014, as ammended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4.17 GOP****		60% GOP****	1:4**** GOP****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay***	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discretion of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contrat 2012 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Contractual Work Rules

THE GRID

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Major Airlines													
Allegiant Air (Allegiant)	11/10	Yes	FAA 117	N/A	3.5				\$20 / hour*	120% of 85 Hours	\$100 / Year	None	*Except for heavy crew
	2				2				2		10		
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		*1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	407	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depedning on how many days in the bid period determines min days off, 28, 29, 30 or 31; **5 hours min average per day over trip
	5.E.2	4.H	5.M		4.I.2		4.I.1	4.I.3	4.L	4.S.5	2.A.4		Contract 2014, as ammended
Spirit Airlines (Spirit Wings)	13/12	Yes	14 hours or 11.5 hours	222	4 or 4.5**			1:4.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule thereafter	None	*Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	6.A.1 & 2	3.C.3	5.F.3		Contract 2010, as ammended
Sun Country Airlines	12/ 10 or 11*	Yes**					1:2	1:4.4	50%	100%	None	None	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F					4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)													
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Cargo Airlines													
Atlas Air		Yes	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332					100% Biz Class or better or \$300 comp	100%	Provided by the company		
			12.C						8.D, 8.A.3		30.A.2		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	Yes		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$150 / year		*Days off based on TAFB, 4 wk or 5 wk bid period.
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as ammended
Kalitta Air													
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2006 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
International Airlines													
Emirates			EASA Rules								Paid for by company	Paid for by company	
IBEX Airlines													
Qatar Airways													

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Legacy Airlines												
American Airlines (American)	Group I	\$101.88	72	\$88,024.32	\$149.18	72	\$128,892	1-5 = 21 Days 6-15 = 1 additional day per year				
	Group II	\$155.61		\$134,447.04	\$227.84		\$196,854					
	Group III	\$165.32		\$142,836.48	\$242.04		\$209,123					
	Group IV	\$194.36		\$167,927.04	\$284.57		\$245,868					
	Group V	\$204.08		\$176,325.12	\$298.80		\$258,163					
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	3.C	HRxMMGx12	9.B.1.a				Contract 2015, as amended
	B737	\$138.47	75	\$124,623	\$206.05	75	\$185,445	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	0%	> 5 Yrs - 8% 5-10 Yrs - 9% 10-15 Yrs - 10% + 15 Yrs - 11%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	4.A.1	HRxMMGx12	7.A.1		28.D		Contract 2013, as amended
	747, 777	\$184.59	72	\$159,486	\$270.25	72	\$233,496	1-5 = 14 Days 6-11 = 21 days 12-18 = 28 days 19+ = 35 days	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	787	\$176.83		\$152,781	\$258.90		\$223,690					
	767-4, A330	\$174.35		\$150,638	\$255.28		\$220,562					
	767-3,2, B757	\$154.50		\$133,488	\$226.21		\$195,445					
	B737-9	\$148.93		\$128,676	\$218.05		\$188,395					
	B737-8 & 7	\$148.93		\$128,676	\$216.92		\$187,419					
	A320/319	\$142.96		\$123,517	\$209.31		\$180,844					
	MD-88/90	\$140.40		\$121,306	\$205.56		\$177,604					
	B717, DC9	\$133.30		\$115,171	\$195.19		\$168,644					
	EMB-195	\$111.94		\$96,716	\$163.88		\$141,592					
	EMB-190, CRJ-900	\$95.21		\$82,261	\$139.42		\$120,459					
Hawaiian Airlines (Hawaiian)		3.B.2.d	4.B.1.b*	HRxMMGx12	3.B.2.d	4.B.1.b*	HRxMMGx12	7.B.1.a		26.C.2	25.B.2	Contract 2014, as amended
	B717	\$121.53	75	\$109,376	\$174.11	75	\$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	0%	15%	20%	*Coming in 2017
	B767 A330	\$144.58		\$130,119	\$207.13		\$186,417					
	A350*											
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	3.F	HRxMMGx12	6.B.1				Contract 2010, as amended
	B747, B777 B787 B767-400	\$179.21	70	\$150,536	\$262.38	70	\$220,399	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	0%	16**	20%	
	B757-300	\$149.46		\$125,546	\$218.83		\$183,817					
	B737-900, A321	\$144.24		\$121,162	\$211.18		\$177,391					
	A319	\$138.34		\$116,206	\$202.55		\$170,142					
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	3-C-1-a	HRxMMGx12			22-A	24-B-5	Contract 2012 as amended



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

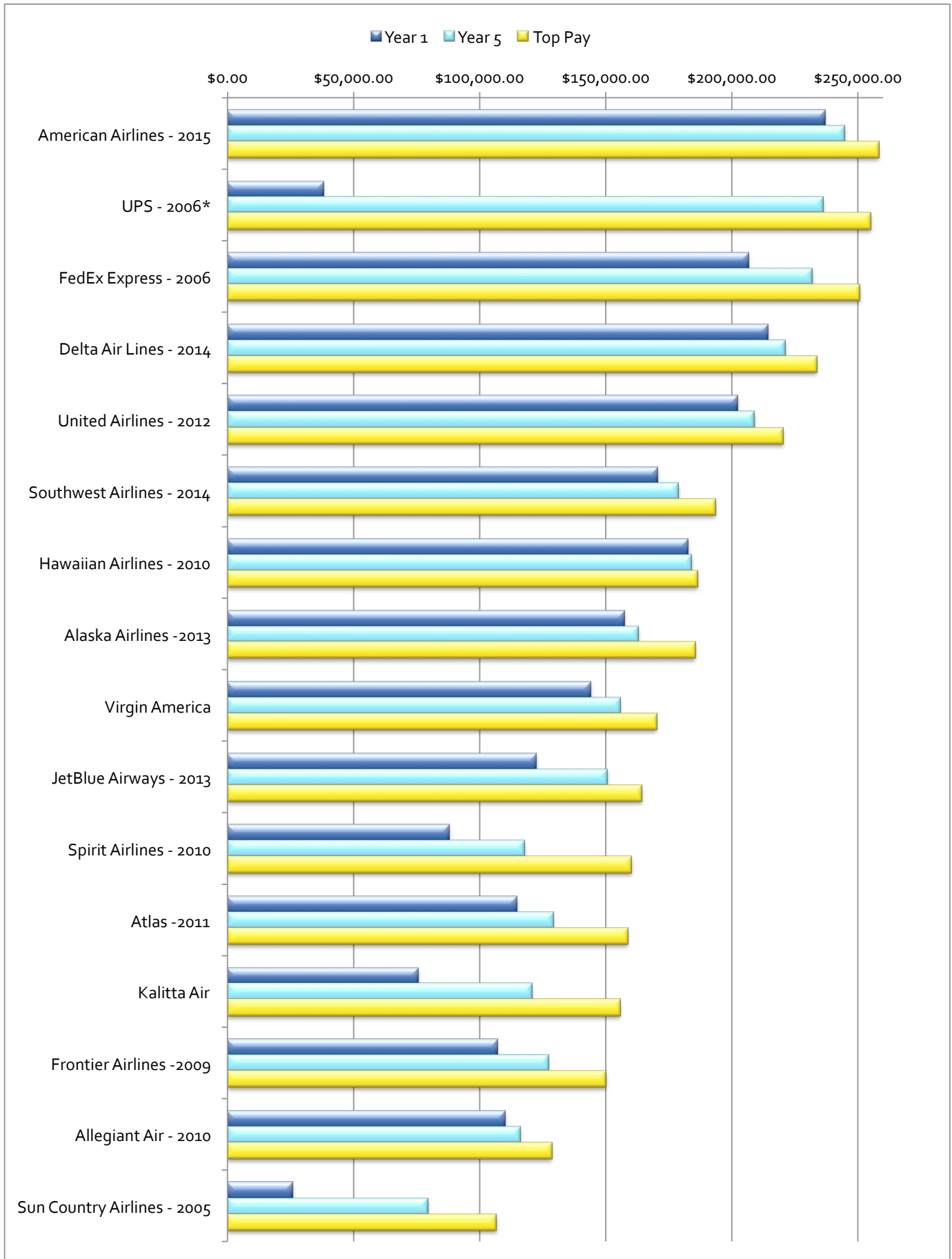
Additional Compensation Details

THE GRID

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Major Airlines												
Allegiant Air (Allegiant)	Band 1*	\$82.00	70	\$68,880	\$140.00	70	\$117,600	>6M=0 H 7-12M=17.31 H 1 = 17.31 H 2-3 = 34.62 H 4-6 = 45 H +7 = 51.92 H**	3% 100% Match 2% 50% Match	None		*Bands are based on company profit, currently at Band 4, typically at Band 3 **Accrued vacation/PTO based on length of employment
	Band 2*	\$87.00		\$73,080	\$146.00		\$122,640					
	Band 3*	\$92.00		\$77,280	\$153.00		\$128,520					
	Band 4*	\$97.00		\$81,480	\$160.00		\$134,400					
Frontier Airlines (Frontier)	2	2	7	HRxMMGx12	2	7	HRxMMGx12	5	2			
	A319, A320, A321*		75			75		1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
								8.B	16.B.2	16.4		
JetBlue Airways (JetBlue)	A320 family	\$133.05	70	\$111,762	\$195.62	70	\$164,321	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information
	E190	\$102.36		\$85,982	\$150.56		\$126,470					
Southwest Airlines (Southwest)			3.C*	HRxMMGx12		3.C*	HRxMMGx12	3.J**	3.E	3.E	3.F.i	Agreement 2013, Currently in negotiations
	B737	\$132.84	85	\$135,497	\$189.78	85	\$193,576	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	9.7% 1:1	-		*85/87/89 MMG based on days in bid period
		4.C.1	4.H, 4.M*	HRxMMGx12	4.C.1	4.H, 4.M*	HRxMMGx12	11.B.2	19.B.2			Contract 2014, as amended
Spirit Airlines (Spirit Wings)	A319 A320 A321	\$109.27	72	\$94,409	\$185.32	72	\$160,116	> 1 = 7 Days* 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	9%		EE = \$143.90 EE+1 = \$305.66 EE+1 C = \$322.33 EE+2 C = \$454.73 Family = \$454.73*	*2010 insurance rates subject to annual increases.
		3.A	4.A	HRxMMGx12	3.A	4.A	HRxMMGx12	7.A	28.C		27.B	Contract 2010, as amended
Sun Country Airlines	B737NG	\$82.74	70	\$69,502	\$126.88	70	\$106,579	0-8 = 15 days 9-13 = 22 days +14 = 30 days		2%	\$0 to \$300 depending on plan and single, single +1 or family	
		Appendix A	4.A.1	HRxMMGx12	Appendix A	4.A.1	HRxMMGx12	7.A.1		28.B.2	27.A.2	
Virgin America (Red Wood)												
Cargo Airlines												
Atlas Air	747	\$149.33	62	\$111,102	\$213.32	62	\$158,710	>5 = 14 days <6 = 21 days	10%**		Health 14-25% Dental 20-30%	*First year is 50 hours MMG, Out-Base is 105 hours MMG, **Compan will match 50%
		3.A.1	3.B.1*	HRxMMGx12	3.A.1	3.B.1*	HRxMMGx12	7.A.1	28.A.1		Appendix 27-A	
FedEx Express (FedEx)	A380	\$186.33	85	\$190,057	\$262.84	85	\$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	None, Pension plan(s) available		Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years.
	Wide Body	\$174.15		\$177,633	\$245.65		\$250,563					
	Narrow Body	\$153.22		\$156,284	\$211.75		\$215,985					
Kalitta Air		3.C.1.a	4.A.1	HRxMMGx12	3.C.1.a	4.A.1	HRxMMGx12	7.B		28	27.G.4.a	Contract 2006 as amended
UPS (UPS)	B757, B767, A300, B747, MD-11	\$185.51	75	\$180,872	\$261.67	75	\$255,128	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days		12%	\$44 to \$186*	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	12.D.1	HRxMMGx13*	11.A.1.b		15.A.1	6.G	Contract 2006 as amended
International Airlines												
Emirates									ISP & Gratuity Scheme		0% Health 50% Dental	
IBEX Airlines												
Qatar Airways												

Captain Yearly Pay Comparison

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



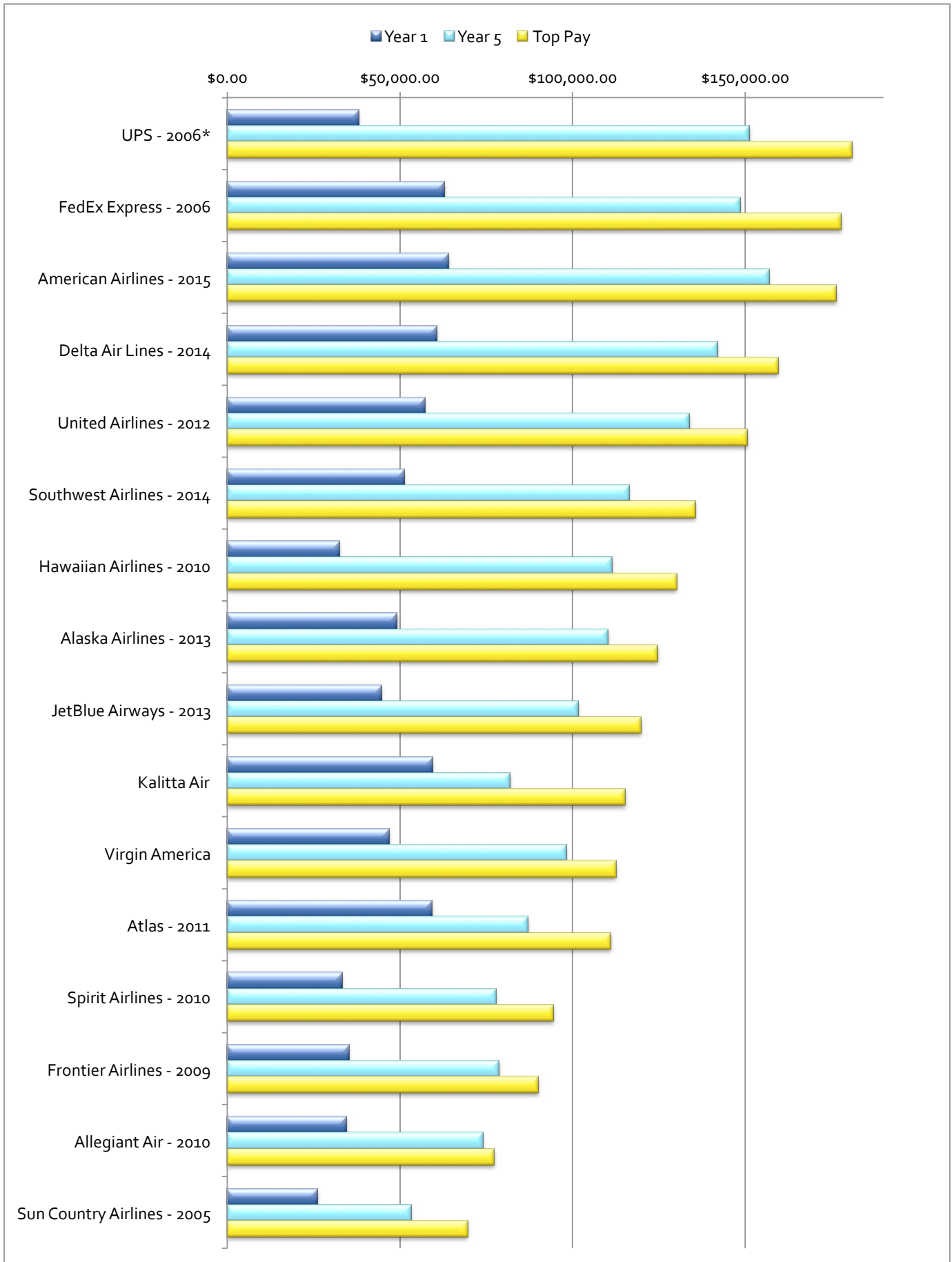
The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.

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

First Officer Yearly Pay Comparison

THE GRID

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



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

Regional Airlines

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



Highlighted blocks indicate best in class.

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)
Over 2,000 Pilots									
ExpressJet (LXJT) (Accey)	EMB-145XR, EMB-145, EMB-135	\$43.76	75	\$39,384	\$96.68	75	\$87,012	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	4-6%*
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	3.B.1	HRxMMGx12	8.A.1	25.A.2
ExpressJet (LASA) (Accey)	CRJ-200	\$43.16	75	\$38,844	\$99.31	75	\$89,379	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	1.2-6%*
	CRJ-700, CRJ-900	\$46.51		\$41,859	\$106.76		\$96,084		
	-	3.A	4.A	HRxMMGx12	3.A	4.A	HRxMMGx12	7.A.1	27.A.1
SkyWest Airlines (Skywest)	EMB-120	\$37.15	80	\$35,664	\$76.21	80	\$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs >10 = 46 Hrs >15 = 49 Hrs >16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	1.2-6%*
	CRJ-200	\$45.77	75	\$41,193	\$106.67	75	\$96,003		
	CRJ-700	\$48.52		\$43,668	\$113.07		\$101,763		
	EMB-175	\$48.70		\$43,830	\$113.20		\$101,880		
	CRJ-900	\$49.43		\$44,487	\$115.20		\$103,680		
	-	3027.2	3008.5.A.3	HRxMMGx12	3027.1	3008.5.A.3	HRxMMGx12	3011.1**	

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

THE GRID

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	\$7,500 w/ ERJ type*, \$1,000 Referral	#300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.80/hr	Mar/07**	2,370	526	201	United, AA***	ALPA	Coming soon	EWR, IAH, ORD, MCI****, CLE, DEN****, DFW***	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **Will Reduce 11/2007 to 1/2011; ***AA flying out of DFW starting 3/2015; ****DEN & MCI closing
	Online	Feb/15	Feb/15	4.C.2	Jul/15	Jul/15	Apr/15	Apr/15						Contract 2004 as amended, Currently in negotiations;
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	\$7,500 w/ CRJ type*, \$1,000 Referral	\$300 / week	Paid for by company; single occupancy	\$1.65/hr	Feb/07**	1,574	271	105	Delta, AA	ALPA	Coming soon	ATL, DFW, DTW	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010
	Online	3.C.1		5.A.1	Jul/15	Jul/15	Feb/15	Feb/15						Contract 2007 as amended, Currently in negotiations;
Total							3,944							
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175 EMB-120	\$7,500 w/ RJ type rating	65 Hours	Paid for by company; dual occupancy	\$1.80/hr	Jul/07	3,360			United, AA, USAir, Alaska, Delta	None	Yes	COS, DEN, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SBP, SEA, SFO, SLC, TUS	*Updated via section 3027.6.A
			3008.19.A	3015.6.A.1	3009.1.A	Oct/14								Contract 2013 as amended
Republic Airways (Republic or Shuttle)	EMB-145 DH-8-Q400 EMB-170 EMB-175 EMB-190	\$7,500	\$1,600 first mo, then MMG	Paid for by company; single occupancy	\$1.65/hr	5 Years	2,220	368	291	United, AA, USAir, Delta	IBT	No	ORD, PHL, PIT, SDF, DEN, GSO, DCA, IND, LGA, MCI, CMH, JFK, MIA, EWR	\$20,000 signing contract, prorated for the first 2 years, *\$5,000 bonus required to be paid back if you leave the within the first year.
	Online			4.B.1	Jul/15	Jul/15	May/15	May/15						Contract 2003 as amended, Currently in negotiations
Envoy formally American Eagle (Envoy)	CRJ-700*, EMB-145, EMB-175*	\$5,000 \$10,000**	64 hr MMG + 16 hrs per diem per day***	Paid for by company; dual occupancy until oral	\$1.85/hr + \$0.05 increase every 3 yrs	2 1/2 Years	2,300			AA	ALPA	Yes****	DFW, ORD, JFK/LGA*****	*CRJ-700 gone by Dec/16; EMB-175 deliveries start Nov/15; **Bonus with 2 year contract, \$10,000 with pipeline program; ***Until IOE complete; ****Pilot provides iPad and gear; *****JFK/LGA closed by end of 2015
	Online	4.A	4.B	5.B.1	Jul/15	Jul/15								Contract 2003 as amended, Currently in negotiations
500 - 2,000 Pilots														
Endeavor Air (Flagship)	CRJ-200 CRJ900	\$20,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.70/hr	40 Months	1,500	425	28	Delta	ALPA		JFK, DTW, MSP, LGA	Pay based on DOS+2 years, 1% increases every year, *\$20,000 per year for four years.
	Online	3.D.1, 5.D.4		5.D.1	Jul/15	Jul/15	Oct/14	Oct/14						Contract 2013 as amended
PSA Airways (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	No - \$1000 Referral*	MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	Hiring Street CAs**	1,197	210	620	US Airways	ALPA		CLT, DAY, TYS	*\$1000 referral bonus for employees if they refer a successful applicant, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time
				5.A.1	Jul/15	Jul/15	Feb/15	Feb/15						Contract 2013 as amended
Mesa Airlines (Mesa)	CRJ-200 CRJ-700 CRJ-900 EMB-175	None	76 Hours during training	Paid for by company; single occupancy	\$1.43/hr	1.5 Years	855			United, AA,	ALPA	iPad*	PHX, CLT**, IAD, IAH	*Pilot must purchase iPad, **CLT closing in 2015
			5.A.2	5.B.1	5.A.2	Mar/15								Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	No Bonus, \$1000 or \$1250 ref.*	2.5 hours per day	Paid for by company; single occupancy	\$1.60/hr dom \$1.90/hr int	2.5 - 3 Years	796	122	147	US Air	ALPA		DCA, LGA, ORF, PHL	Pilot hiring and attrition from 10/2013 to 10/2014, *\$1250 referral bonus if applicant has CRJ type rating
			4.C	5.A.1	5.D.1	Jul/15	Jul/15	Feb/15	Feb/15					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400	None	16 credit hours per week & per diem	Paid for by company; double occupancy	\$1.80/hr	3.5 Years	660	105	120	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	
			5.I.4	6.C	5.G.1	Jul/15	Jul/15	Feb/15	Feb/15					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	None	4 Hrs / Day + Per diem	No	\$1.65/hr**	17 Months	523	300	196	Delta, AA	ALPA	iPad	MSP, LAX, DTW, SEA***	\$12,000 training contract pro-rated 12 mos. **DOS + 24 Mos. \$1.70, ***DTW closing and SEA opening June 1, 2015
			3.H, 5.B	5.B.3	5.B.1	Jul/15	Jul/15	Mar/15	Mar/15					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	\$10,000	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	20 Months	555	170	200	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015.
	May/15	5.B.3	6.C	5.O	Jul/15	Jul/15	Feb/15	Feb/15						Contract 2007 as amended

	Aircraft Types	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot attrition 2014	Pilots hired 2014	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots														
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145*	\$5,000	MMG + 1/2 per diem per day	Paid for by company; dual occupancy	\$1.70/hr	18 - 24 Months	380		200	AA	ALPA		CHO, EWN, MDT, ROA, SBY	*ERJ-145 will be on property by Fall 2015
		LOA 16	5.D.4	5.A.3	5.D.1	Jul/15	Jul/15		Feb/15					Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145		\$24.90 @ 60 hrs 3.C.1	None 5.A.1	\$1.70/hr 5.C.1	13 Months Jul/15	510 Jul/15		177 Feb/15	United, AA	ALPA		IAD, STL, ORD	Contract 2011 as amended
Cape Air (Kap)	ATR-42 C402 BN2	None	40 Hours per week 3.K.A	Paid for by company; Single occupancy 6.E.5.A	\$37/overnight 6.G.1	ATP Mins Jul/15	190 Jul/15	74 Mar/15	70 Mar/15	Hyannis Air Service DBA Cape Air	IBT	No		Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b B1900D*	\$12,000**	MMG & Per Diem	Paid for by company; dual occupancy	\$1.75/hr	18 months	220	96	100	Self***	IBT		MCO, FLL & IAD; TPA, GNV, CLE & ATL****	*Gone after November; **\$3,000 after IOE, \$3,000 after 1 year, \$6,000 after 2 years; ***11 Codeshares; ****Bases closing
					5.C	Jul/15	Feb/15	Feb/15	Feb/15					Contract 2011 as amended
CommutAir (CommutAir)	DH-8-100 DH-8-200	No	MMG	Paid for by company; dual occupancy	\$1.50/hr	Jan 2013	176		50	United	ALPA		EWR, IAD	
			3.G	5.A.8	5.B.3	Jul/15	Jul/15		Feb/15					Contract 2008 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	No	None		\$1.50/hr	13 Months	100	36	50		UTU		DEN	15 Month, \$7,500 training contract required.
						Jul/15	Jul/15	Feb/15	Feb/15					Need contract
Peninsula Airways	Saab 340A, Saab 340B*				\$50/day	2012	120				None		ANC, BOS	*\$1,100/Mo. Base Salary
						Oct/14								Need contract
Seaborne Airlines	DH-8-300 S340				\$30/dom, \$50/int	Jan/13	90						SJU, STX	
						Oct/14								Need contract
Corvus Airways	B1900C B1900D* DH-8				\$40.00 per over night	Aug/07	86			Hageland, Frontier	None			*After 6 months pay goes to \$40 on B1900, first year pay adjusted for this.
						Oct/14								Need contract
Island Air	DH-8-100 DH-8-Q400		MMG*	Paid for by company; Single occupancy	None, On a RON, company will reimburse w/ receipt	Jul/08	50			Self	ALPA		HNL	Codeshare for United, Hawaiian and Go; *Reserve MMG at FO year one rate, if OE completed as a CA, CA year 1 rate paid retro
			3.C.1	11.P.3	4.J.1	Oct/14								Contract 2009 as amended
Total Pilots							19,832	2,703	2,555					

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	\$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	100%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; *Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	10 or 11*	Yes**	FAA Part 117	176	4:00	None	1:2***	None	100%	100%	\$100/6 mo****	None	*30 or 31 day bid period; **Must remain on reserve for that period; ***1:1 after 12 hrs; ****After completing first year and \$400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Contract 2013 as amended
Republic Airways (Republic or Shuttle)	12/11	None*	14	170	4**	None	None	None	75% Air; 50% Ground	100%	\$200***	\$0	*Can not go below MMG; **Reserves only, ***After completing first year,
	23.D.1	-	23.B.1	-		-	-	-	3.D	3.C	20.G	-	Contract 2003 as amended, Currently in negotiations
Envoy formally American Eagle (Envoy)	11	Yes	14	616	3.9 Res 3.7 Line	None	None	None	50% 75% in 2017	150% or 200%*	Pilots pay 50% except leather jacket 100%	Company provided	*200% only when critical coverage declared by company
	10.B.1	3.F.2	10.A.2	-	3.E.1 & 2	-	-	-	3.K	LOA	6.A	-	Contract 2003 as amended, Currently in negotiations
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Contractual Work Rules

THE GRID

500 - 2,000 Pilots													
Endeavor Air (Flagship)	11	Yes	14	501	4	None	None	None	75%	100% unless red flag is up 150%	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airways (Bluestreak)	11	Yes*	13 , 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	\$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.i.1	12,A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Mesa)	10	No	FAA Part 117	205	2, 1 or 4*	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*Applies only in the absence of Line guarantee, refer to contract section for clarify, ***200% for junior manning and improper reassignments.
	12.B	3.G	12	-	12.E	-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as amended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	2:1	4:1	100%	150%	\$260 / yr***	\$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***After completing first year
	25.E.8.a	3.D	12.B.1	-	3.C.1.c	-	3.C.1.a	3.C.1.b	3.E	3.B.1	18.C.2	18.E	Contract 2003 as amended
Horizon Air (Horizon Air)	13*	Yes	FAA Part 117	239	4**	See Trip Rig	50%***	25****	100%	150% or 200*****	\$200	None	*Bid period is 35 Days **4 hours for any trip that has one duty period, ***50% of the duty time, ****25% of trip time away from base. *****200% at company discretion
	7.A.4.a	5.B.3	7.A.2.a	-	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.C.2.a	5.4.2.d	26.M.5.A	-	Contract 2012 as amended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, \$20/mo allowance	None	*12 days off during 31 day bid periods, **May be reassigned,***85% after 5/1/17 ****150% premium pay per company
	12.E	4.D	12.C.3	-	4.B.1	-	-	-	8.A	3.G	26.3	26.C.1	Contract 2014 as amended
GoJet Airlines (Lindbergh)	11/10*	No*	14	97	4**	None	None	None	50%	150%	\$25 / Month	None	*If company gets 98% completion factor, pilot gets greater of 100% of line value or actual, **Applies to reserves only per trip
	7.A.2.a	5.C	7.B.1	-	5.I.1	-	-	-	5.H	5.E	26.K.5.a	-	Contract 2007 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	\$25 / month	None	*See examples in referenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8.C,3	25.G	26.Y.4	-	Contract 2013 as amended
Tran States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4	None	None	None	100%	150%	\$25 / month	None	*Line holders only
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	2:1	None	50% for first 5 hours, then 100%	100%	\$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
CommutAir (CommutAir)	12/11	Yes & No*	14.5**	192	3	None	None	None	50%	100% or 3 Hrs***	Company pays 50% every 2 yrs up to \$200	None	*There are expection to cancelation pay, see referenced contract section. **Aloud 1 hour more to dead head to base. ***Additionally incentive offered on a case by case basis
		3.E	12.B.1.a	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2008 as amended
Great Lakes Airlines (Lakes Air)													
Peninsula Airways	5 on 2 off												
Seaborne Airlines	13												
Corvus Airways	10												
Island Air	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2009 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Over 2,000 Pilots												
ExpressJet (LXJT) (Accey)	EMB-145XR, EMB-145, EMB-135	\$43.76	75	\$39,384	\$96.68	75	\$87,012	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	4-6%*	2.5%-6%*	25%	*Based on YOS; **Prorated 7/12ths of a day per month.
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	3.B.1	HRxMMGx12	8.A.1	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	\$43.16	75	\$38,844	\$99.31	75	\$89,379	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	1.2-6%*	None	30%	*20% to 75% of 6% to 8% of employee contribution, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	\$46.51		\$41,859	\$106.76		\$96,084					
	-	3.A	4.A	HRxMMGx12	3.A	4.A	HRxMMGx12	7.A.1	27.A.1	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	EMB-120	\$37.15	80	\$35,664	\$76.21	80	\$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	1.2-6%*	None	38%	*Based on YOS; MMG for reserve pilots is 76, **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards.
	CRJ-200	\$45.77	75	\$41,193	\$106.67	75	\$96,003					
	CRJ-700	\$48.52		\$43,668	\$113.07		\$101,763					
	EMB-175	\$48.70		\$43,830	\$113.20		\$101,880					
	CRJ-900	\$49.43		\$44,487	\$115.20		\$103,680					
	-	3027.2	3008.5.A.3	HRxMMGx12	3027.1	3008.5.A.3	HRxMMGx12	3011.1**		-		Contract 2013 as amended
Republic Airways (Republic or Shuttle)	EMB-140		75		\$91.94	75	\$82,746	Years / YA*** 1 = 12 days 2 = 12.99 days 3 = 14.02 days 4 = 15 days 5 = 15.99 days 6 = 17.01 days 7 = 18 days 8 = 21 days 9 = 21.99 10 = 23.01	2.5% to 6%*	None	\$15 for pilot per pay period, \$25 for pilot and spouse, \$35 for family**	*Based on YOS, **Other dependents paid for in full by pilot until after first year. ***Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	EMB-145, Q-400				\$103.30		\$92,970					
	EMB-170	\$36.62			\$108.47		\$97,623					
	EMB-175				\$108.47		\$97,623					
	EMB-190				\$119.32		\$107,388					
	-	3.A	3.1.1	HRxMMGx12	3.A	3.1.1	HRxMMGx12	8.A.1	14.F	14.F	14.B	Contract 2003 as amended, Currently in negotiations
Envoy formerly American Eagle (Envoy)	EMB-145, EMB-140	\$39.78	75		\$89.12	75	\$80,208	1 = 7 days 2 = 14 days 7 = 21 days +14 = 28 days	3.5% to 8.0%***	None	31% to 35%****	*CRJ-700 gone by Dec/16; **New-hires are capped at 12th year pay for CA and 4 years for FO;*** Based on YOS; ****Increases 1% per year until reaching 35%
	CRJ-700* EMB-175				\$93.90		\$84,510					Contract 2003 as amended, Currently in negotiations
	-	LOA**	LOA	HRxMMGx12	LOA**	LOA	HRxMMGx12	8	28.B	28.B	28.A.3.b	
500-2,000 Pilots												
Endeavor Air (Flagship)	CRJ-200	\$37.73	75	\$33,957	\$82.37	75	\$74,133	<1yr=<7 dys** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	6% to 10%**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, Company will match 50% of pilot contribution, ***>1 year prorated
	CRJ-900	\$38.97		\$35,073	\$88.18		\$79,362					
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.A.3.b	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airways (Bluestreak)	CRJ-200	\$40.96	75	\$36,864	\$96.43	75	\$86,787	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	1.5% to 3.5%*	None	27%	*50% Based on YOS
	CRJ-700	\$42.44		\$38,196	\$104.57		\$94,113					
	CRJ-900	\$42.44		\$38,196	\$105.62		\$95,058					
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.A	28.C	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Mesa)	CRJ-200		76		\$80.93	76	\$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	up to 2%*	None	Based on rates set by company and insurance provider	*Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent
	CRJ-700, CRJ-900, EMB-175	\$37.96		\$34,620	\$93.76	76	\$85,509					
	-	3.A	4.A.1	HRxMMGx12	3.A	4.A.1	HRxMMGx12	7.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	\$48.51	75	\$43,659	\$106.08	75	\$95,472	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	up to 5%**	3%	25%	*1.5% Pay Raise every year on October 1st, 3.A.2, **Pilot must contribute 9% to get 5% match
	-	3.A.1	4.A	HRxMMGx12	3.A.1	4.A	HRxMMGx12	7.B.2	28.B	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400	\$47.98	80.5	\$42,486	\$115.69	80.5	\$102,443	< 5 = 14 days > 5 = 28 days	6%	None	Company Discretion	*MMG based on 35 day bid period
	-	App. A.D	5.B.1	HRxMMGx12	App. A.B	5.B.1	HRxMMGx12	13.B	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	\$47.53	75	\$42,777	\$115.46	75	\$103,914	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	4, 6 or 8%*	None	29% Employee, 34% Family	*50% matching, based on YOS; **Contract based on months of service converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	4.A.1	HRxMMGx12	7.A.2**	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	\$37.70	74	\$33,478	\$96.97	74	\$86,109	> 1 = 7 days > 2 = 14 days > 7 = 21 days > 15 = 28 days	1%	No	\$85 single, \$314 family per month**	Reserve MMG is 70, Line holder MMG is 74, *Company match 100%, **2007 rates
	-	?	5.B.2	HRxMMGx12	?	5.B.1	HRxMMGx12	13.A.1	27.D.1	27.D	27.B.1	Contract 2007 as amended
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

Additional Compensation Details

THE GRID

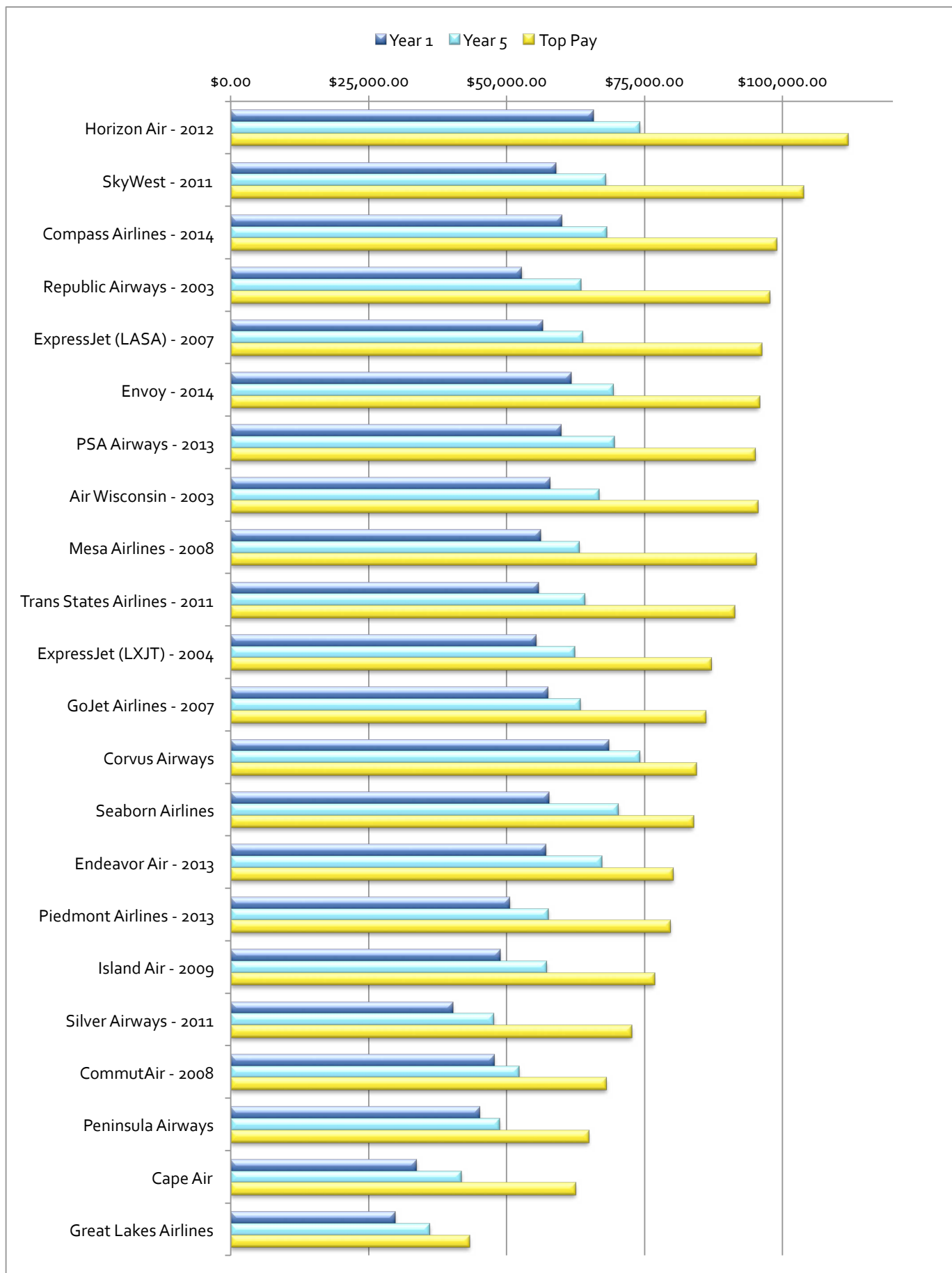
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	MMG	Base Pay	No. of Vacation weeks & accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Under 500 Pilots												
Piedmont Airlines (Piedmont)	Q-100, 300	\$39.64	75	\$35,676	\$88.43	75	\$79,587	> 1 = 5 days** < 1 = 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	up to 12%**	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
Tran States Airlines (Waterski)	-	3.B	3.C.1	HRxMMGx12	3.A	3.C.1	HRxMMGx12	7.A.4	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
	ERJ-145	\$43.68	75	\$39,312	\$101.43	75	\$91,287	< 1 = 7 days** 2 - 5 = 14 days 6 - 13 = 21 days +14 = 28 days	up to 6%*	None	38% Employee, 50% Family	*50% matching based on YOS, **First year is prorated.
Cape Air (Kap)	-	3	3.C.1	HRxMMGx12	3	3.C.1	HRxMMGx12	7.A.1	28.D	-	27.C.2	Contract 2011 as amended
	ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	40	\$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days + 10 = 35 Days	up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
Silver Airways (Silverwings)	-		Per week*	HRxMMGx52		Per week*	HRxMMGx52	8.A.1	5.G.1	-	5.A & B	Need contract
	Saab 340b	\$36.79	75	\$33,111	\$78.30	75	\$70,470	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
CommutAir (CommutAir)	B1900D	\$28.47	75	\$25,623	\$62.46	75	\$56,214					
	-	3.L	3.G	HRxMMGx12	3.L	3.G	HRxMMGx12	11.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Great Lakes Airlines (Lakes Air)	Q-200, Q-300	\$37.00	75	\$33,300	\$75.64	75	\$68,076	< 1 = 7 days* 2-5 = 14 days +6 = 21 days	None	None	40.5%	*First year is prorated
	-	LOA 8.V	3.D.1.a	HRxMMGx12	LOA 8.V	3.D.1.a	HRxMMGx12	7.A.1	28.C	28	27.D	Contract 2008 as amended
Peninsula Airways	B1900D, EMB-120	\$21.00	75	\$18,900	\$48.00	75	\$43,200		up to 4%	None		
	-			HRxMMGx12			HRxMMGx12			-		Need contract
Seaborne Airlines	Saab 340A, Saab 340B*											
	-											Need contract
Corvus Airways	DHC-6-300	\$44.00	75	\$39,600	\$93.00	75	\$83,700		Yes*			*Based on profitability
	S340	\$40.00		\$36,000	\$69.00		\$62,100					
Island Air	-			HRxMMGx12			HRxMMGx12					Need contract
	B1900C, B1900D*		60	\$14,400		60	\$0		None	None		
	DH-8			\$0			\$0					
	-			HRxMMGx12			HRxMMGx12					
	Q-100	\$38.57	80	\$37,027	\$79.83	80	\$76,637	< 1 = 15 days +3 = 19 days +5 = 23 days	up to 5%*	up to 10%*	0% for employee, full cost for family, after 3rd year then 0% for all	*See chart on page LOA 2.3.
	ATR-72	\$40.50		\$38,880	\$100.98		\$96,941					
	Q-400			\$0	\$100.98		\$82,400					
	-	3.A	4.A.2	HRxMMGx12	3.A	4.A.2	HRxMMGx12	5.A	LOA 2	LOA 2	14.A	Contract 2009 as amended



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

Captain Yearly Pay Comparison

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

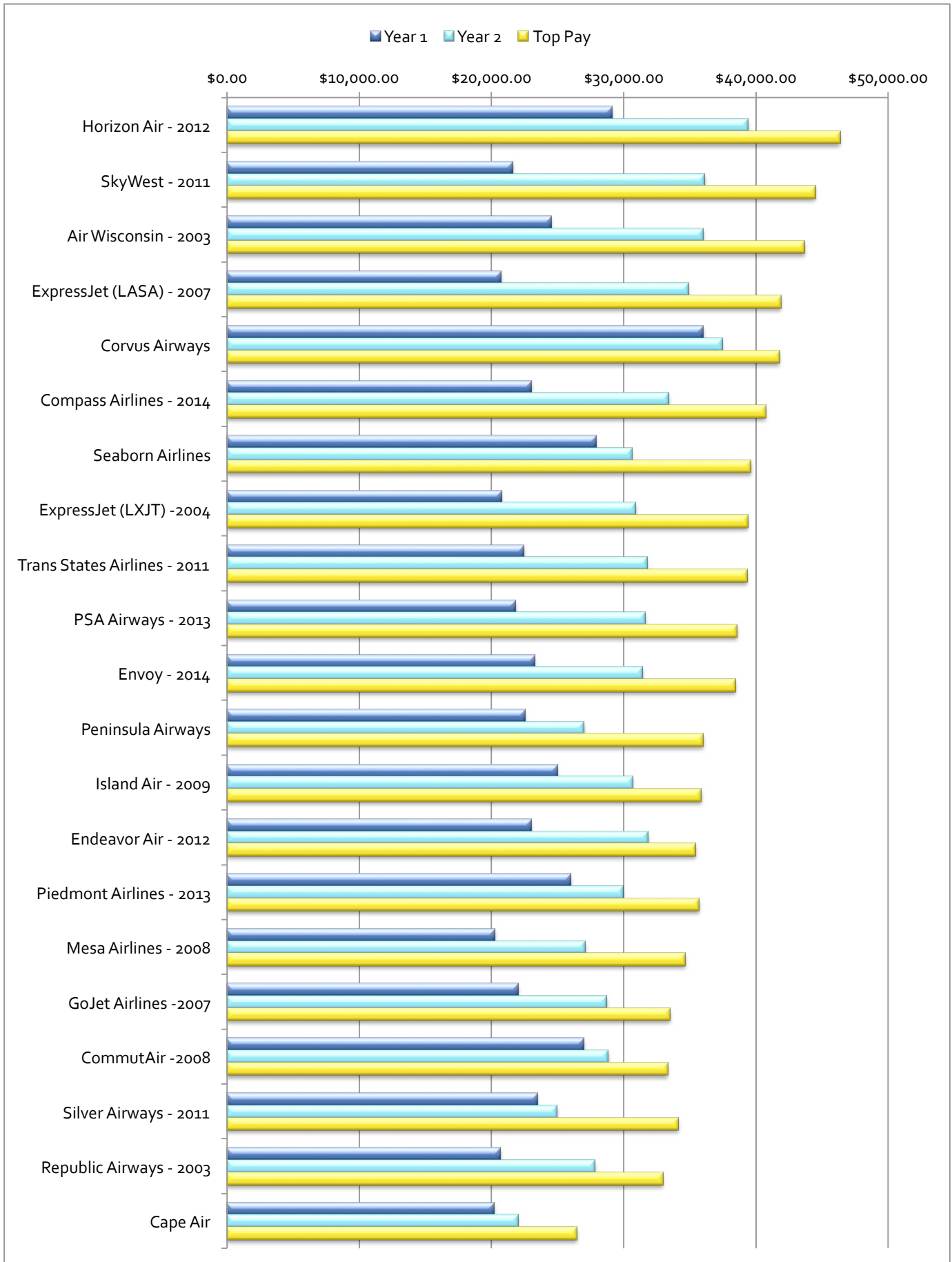


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract.

First Officer Yearly Pay Comparison

THE GRID

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



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



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Upcoming Job Fairs

Dallas / Fort Worth Pilot Job Fair

Date: Friday, July 17, 2015

Tickets available: June 1, 2015 @ Noon

Hotel: DFW Sheraton Airport Hotel



Denver Pilot Job Fair

August 12-14, 2015

Date: Friday, September 25, 2015

Tickets available: August 17, 2015 @ Noon

Hotel: DEN Airport Crown Plaza Hotel

Aero Crew Solutions will be attending the Organization of Black Aerospace Professionals conference in Arlington, VA at the Crystal Gateway Marriott. Please stop by our booth if you are attending. We will review your resume and provide career consulting for FREE at the conference. We can answer any questions you may have about the attending airlines.

Career Services

Application Review

Resume Critique

Career Consulting

Interview Prep

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