December 2016

@Aero Crew News

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Exclusive Hiring Briefing

JETLINX

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Line Bidding

Travel is my Religion™
How to find your Budget Hotel

Fitness Corner
Prevent Holiday Weight

Safety Matters
The Evolution of Aviation Safety

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- Convenient bases in **Chicago** (ORD) and **Dallas/Fort Worth** (DFW), with **LaGuardia** (LGA) base opening in 2017
- Flow to American Airlines in about six years -- no additional interview

Find out more on **envoyair.com**

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December 2016

Contents

Sections

Aviator Bulletins 6
Latest Industry News

Travel is my Religion™ 14
How To Find a Budget Hotel

Safety Matters 16
The Evolution Of Safety

Contract Talks 20
Line Bidding

Jet Linx 22
Exclusive Hiring Briefing

Fitness Corner 32
Prevent Holiday Weight

The Mainline Grid 34
Legacy, Major, Cargo & International Airlines
- General Information
- Work Rules
- Additional Compensation Details
- Captain Pay Comparison
- First Officer Pay Comparison
- Airline Base Map

The Regional Grid 44
- General Information
- Work Rules
- Additional Compensation Details
- Captain Pay Comparison
- First Officer Pay Comparison
- Airline Base Map

The Flight Attendant Grid 54
- General Information
- Work Rules
- Additional Compensation Details

Airlines in the Grid

Updated

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

Major
- FA Allegiant Air
- Frontier Airlines
- JetBlue Airways
- Southwest Airlines
- Spirit Airlines
- Sun Country Airlines

International
- Qatar Airways

Cargo
- ABX Air
- Ameriflight
- Atlas Air
- FedEx Express
- Kalitta Air
- UPS

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

Coming Soon...

Major
- Eastern Air Lines
- Miami Air

Cargo
- Air Inuit
- Air Transport, Int.
- Evergreen
- World Airways

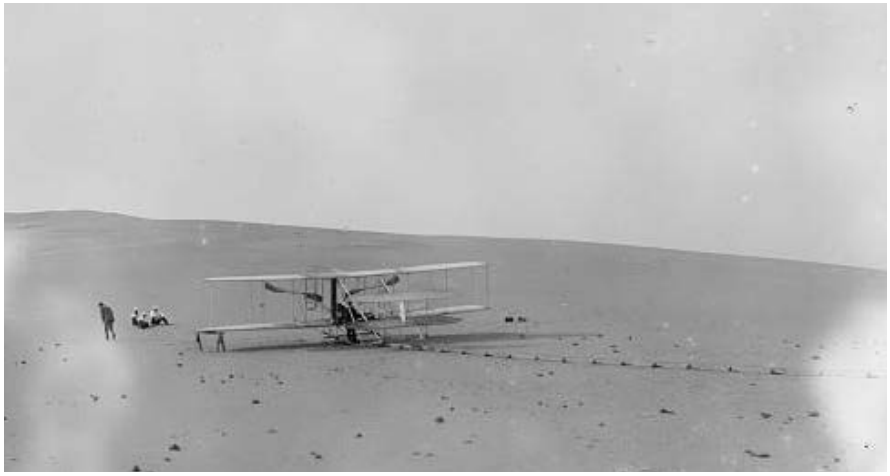
Regional
- Peninsula Airways

International
- Emirates
- IBEX Airlines

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

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

Letter From the Editor



The remodeled 1905 Wright machine, altered to allow the operator to assume a sitting position and to provide a seat for a passenger, on the launching track at Kill Devil Hills. This is apparently the only photograph of this machine taken by the Wright brothers in 1908. Photograph obtained from the Library of Congress Prints and Photographs Division, Washington, D.C.

Dear Readers,

As we work diligently to try and update all the data in The Grid, we still need your help to keep this data current. If you happen to see anything that may be wrong, please send us an email and we will be glad to address it. This month we had a lot of updates and there are more to come next month.

Additionally, we added a new section at the beginning of our Aviator Bulletins section just for Pilot Hiring Numbers. If you don't see your company there, be sure to send me an email with that information.

Fly Safe,
Craig Pieper

Here's what you missed last month. Aero Crew News featured Silver Airways. Safety Matters starts a new column all about safety! Flying is my Religion™ provides tips for women traveling solo. Contract Talks looks at different Preferential Bidding Systems. Fitness Corner explains Essential Supplements. Plus more Aviator Bulletins; TA approved by DAL-MEC, several programs for future airline pilots and bonus pay!

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

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Aviator Bulletins
Provided by the companies listed

Photographs By
Jet Linx Corporate Communications Department
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Craig Pieper

Additional Photographs
As noted

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

Aviator Bulletins

The latest aviation industry hiring news and more.

Pilot Hiring by the Numbers

United

Total pilots:	12,500 (11,500 active)
Hired 2016:	487
Projected 2017:	630

FedEx

Total pilots:	4,400
Hired 2016:	350
Projected 2017:	200 to 250

jetBlue

Total pilots:	3,300
Hired 2016:	248
Projected 2017:	400
Junior E190 CA DOH:	JFK 7/7/2013
Junior A320/321 CA DOH:	JFK 10/17/2012

Spirit

LESS MONEY. MORE GO.

Total pilots:	1,483
Hired 2016:	257
Projected 2017:	300-350
Junior CA DOH:	January 2014

Allegiant

Total pilots:	794
Hired 2016:	160
Projected 2017:	160-170
Junior CA DOH:	10/19/15

envoy

Total pilots:	1,850
Hired 2016:	356
Projected 2017:	750
Junior CA DOH:	October 2010

Horizon Air

Total pilots:	635
Hired 2016:	111
Projected 2017:	240
Junior CA DOH:	7/7/2014

CommutAir / United Express

Operated by CommutAir

Total pilots:	370
Hired 2016:	200+
Projected 2017:	300+
Junior CA DOH:	October 2016

Cape Air

Total pilots:	100
Hired 2016:	58
Projected 2017:	70 CA, 40 FO
Junior CA DOH:	ATP Minimums

Great Lakes Airlines

Total pilots:	60
Hired 2016:	18
Projected 2017:	As many as possible
Junior CA DOH:	5/26/2016

Island Air

Total pilots:	53
Hired 2016:	21
Projected 2017:	80
Hiring Street Captains	

Back to Contents

What's next at United?

CEO Oscar Munoz is leading a new course at United, one that is defined by a shared purpose among employees to operate at the highest and most efficient level. This new direction is a flight plan for how United will become the best, most reliable airline in the world. From improving on-time performance to providing customers with options when it comes to their travel needs, United is redefining what it means to be the best in the industry. Besides setting a new direction for the airline, the company is also excited about a new fare offering, Basic Economy, for the price-sensitive consumer.

"As we approach the new year, our operations are running well, our employees are more energized than ever, and we are ready to unlock United's full potential," said Oscar. "Today, we are talking about what's next for United. We now have the strategy and organization in place to be the best airline in the world - for employees, customers and investors.

Here's how United plans to do it.

1. Run like clockwork

Continuing to improve on-time departure performance, working smarter to speed up aircraft turns, improving maintenance processes and getting better at controllable cancellations and long delays are all top priorities. We're going to keep learning and refining everything we do to set the industry standard for reliability.

2. Keep the home court advantage

Like a team with home court advantage, we have all the assets we need to win at our airport hub locations and create the world's leading network of routes. We're committed to running a great airline with exceptional customer service, and we'll continue to make the most of our unsurpassed route network.

3. When you win, we win

We know that our customers want more options when it comes to their travel needs, which is why we are customizing our product offering to include an all-new service, Basic Economy in addition to our premium fare, United Polaris. We will continue to make improvements to the ground and onboard experience, from renovating 12 United Club locations in 2017 to building the best Big Apple airport experience at New York/ Newark International Airport.

Images provided by United Airlines

United Airlines CEO Oscar Munoz

4. It's all about the team

We are building a culture where people are recognized and rewarded for the value they create. Employees are helping us to define our company purpose and values. With our energy and momentum, there's no limit to where we can go when we're all moving in the same direction together.

5. "Teching" off

We're investing in getting the basics right and will keep building on the great reliability improvements we've already made by using innovation tools. We're also putting more information directly into the hands of our customers, such as more rebooking options, electronic travel vouchers and full management of reservations. We know customers love our mobile app, and we are continually improving our website.

6. It's about investing in our future

We're investing in our people and our product. By improving our network, expanding options for travelers and introducing customer enhancements, we'll set our course to be the best airline for both employees and customers. @

Aviator Bulletins

Republic Airways Installs New Industry-Leading Cabin Trainer for Flight Crews

Written by: Scott Thien

Image provided by Republic Airways

In a continuing effort to produce the best-trained flight crews in the regional airline industry, Republic Airways Holdings Inc. (RJETQ/OTC) has taken delivery of a new state-of-the-art Cabin Trainer at the Indianapolis Training Center, where thousands of Pilots and Flight Attendants will use the facility each year.

"We'll be able to do so many more things, and improve the overall training experience. The timing couldn't be better, because it aligns perfectly with our plans for a single fleet type."

The 15-ton, 60-foot-long Cabin Trainer is a scaled-down version of an Embraer 170/175 interior, complete with a cockpit, galley, two-class seating, lavatory, emergency escape slide and more. Among the facility's special features:

- smoke-generating machines to simulate fires throughout the cabin (and extensive ventilation system to clear the entire facility within minutes);
- ultrasonic "fire extinguishers" to point at sensors throughout the cabin to extinguish virtual blazes;
- sound amplification devices under the floor to replicate the noise and vibration of takeoff, cruising and landing;
- An attached inflated emergency escape slide and working cabin doors to practice evacuation logistics and emergency protocols; and
- A cockpit with functional flight deck seats, windows and oxygen masks.

Instructors control the training environment via a computer screen hidden inside the wardrobe closet or a Wi-Fi tablet.

It is the first of its kind in the regional industry and the newest anywhere in the U.S., according to manufacturer RP Aero of England. Only a handful of countries have cabin trainers as complete, including Russia, Australia, Singapore and France. RP Aero has done similar modules for Republic's codeshare partners American Airlines, Delta Air Lines and United Airlines, but none equals the size or functionality of Republic's.

"Without a doubt it's the most advanced piece of aircraft training equipment of its kind in the U.S.," Republic COO Paul Kinstedt said. "This investment will allow us to simulate cabin functions with incredible detail, from boarding to gallery service to crisis situations like fires and evacuations. Safety and

Republic Airways Cont...

training is the focal point for us, and Republic continues to set the bar high for the industry."

The Cabin Trainer interior is constructed like an actual aircraft so Flight Attendants can perform their service routine, eliminating heavy reliance on classroom instruction. This includes boarding, galley service with full meal carts, passenger interaction and deplaning, as well as situational opportunities to practice communication coordination.

"This new Cabin Trainer will completely change how we prepare our Inflight team members, allowing us to provide a real-life experience for our new hire and recurrent classes," said Amy Chiappe, Republic's Director of Inflight. "We'll be able to do so many more things, and improve the overall training experience. The timing couldn't be better, because it aligns perfectly with our plans for a single fleet type."

The Cabin Trainer will provide crewmembers with the most sophisticated learning environment in the history of the Company, Chiappe added. "This will allow us to continue producing the industry's best-prepared and best-trained crews anywhere. That's a high standard, but that's something Republic is always striving for," she said.

Click here for a Cabin Trainer video on YouTube. Click here for more Cabin Trainer photos on Flickr.

Envoy Increases New Hire Signing Bonus

Effective immediately, Envoy has increased our new hire pilot signing bonus to up to $22,100, ensuring new Envoy First Officers can earn up to $60,000 in their first year of their career.

"When you add up Envoy's increased signing bonus, our $20,000 First Officer retention bonus and guaranteed flow-through to American Airlines, without any further interview – it's clear that our pilots are among the most highly compensated in the industry, on day one at Envoy, and throughout their flying career," said Ric Wilson, Vice President Flight Operations.

New hire pilots who choose to operate Envoy's legacy fleets of Embraer 140/145 and Bombardier CRJ-700 aircraft will now receive $22,100 on day one. Our new hire signing bonus for pilots choosing to operate Envoy's newest fleet of Embraer 175 aircraft has also increased, to $17,100. And, all new First Officers will enjoy a $20,000 retention bonus following one year of service, paid in quarterly $2,500 increments.

"Our ability to attract and retain the most talented pilots has been critical to our success," added Wilson. "Hiring more new pilots allows us to compete for additional flying and provides swifter career progression for our First Officers looking to upgrade to Captain, and our Captains who are in line to flow-through to the mainline."

For 2017, Envoy plans to hire at least 750 new pilots.

Envoy Announces New Rotor Transition Program for Military Helicopter Pilots

Envoy Air Inc., the largest wholly owned regional airline subsidiary of American Airlines Group, offers aspiring pilots benefits and advancement opportunities few other regionals can match – the most significant being an industry-leading flow-through agreement that creates a direct career path to American Airlines, the largest airline in the world.

And with its new Rotor Transition Program and exceptional training, Envoy can help any military pilot make a smooth transition to a civilian career. Envoy welcomes all military applicants and provides financial incentives to military pilots with fixed wing or rotor experience.

"Many helicopter pilots who are serving today may not realize that a career in commercial aviation is attainable," said Captain Ric Wilson, Vice President Flight Operations. "With the solid foundation in aviation gained as a military pilot and the financial assistance and mentoring provided by Envoy, both rotor and fixed-wing pilots can achieve their dream of flying commercial jets in just a matter of months."

Envoy Cont...

Image provided by U.S. Army

By using Veterans Administration (VA) benefits and Envoy financial assistance, former service members can take advantage of the reduced ATP minimum flight experience requirement of only 750 total flight hours. Pilots will obtain the necessary fixed wing experience and flight ratings at Envoy's partner flight school, Coast Flight Training in San Diego, Calif. Once airline minimums are reached, pilots are eligible for the company-paid ATP-CTP course and receive up to $22,100 signing bonus on their first day of new hire training. Combined with industry-leading starting pay, Envoy First Officers can earn nearly $60,000 during their first year.

"By starting at Envoy, you're already on a direct path to a long-term career as a commercial airline pilot," said Capt. Wilson. "Pilots hired as Envoy First Officers today are projected to upgrade to Captain in less than three years, and flow through to American in about six years– without any additional interview. And American offers pilots the highest pay and youngest fleet in the industry."

Pilots who flow through from Envoy to the mainline make up half of every American new hire class – in fact, more than 60% of American's new hires since 2010 came from Envoy. American receives thousands of applications from qualified pilots, who are vying for less than 150 positions they plan to fill "off the street" this year. Envoy's guaranteed flow means our pilots have a direct path to the world's largest airline – without having to interview with American or compete against all those other applicants.

Envoy's generous commuting policy and crew bases in Dallas/Fort Worth, Chicago and New York, three of the largest airports in the world, enable Envoy pilots to live where they choose, and enjoy full travel privileges on the largest airline network in the world – at the same boarding priority as mainline employees.

"With our new Rotor Transition Program, veterans can turn their love of flying into a full-time career," added Wilson. "And with our industry-leading pay, a comprehensive package of life, health and retirement benefits and American Airlines Group profit sharing, your quality of life with Envoy is unmatched."

Interested pilots should send their resume to envoy.rtp@aa.com and a recruiter will respond with information.

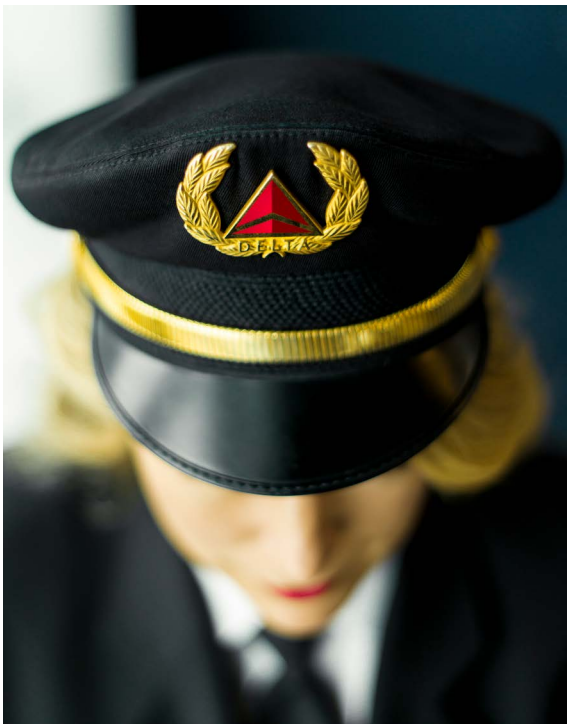

Image provided by Delta Air Lines

Delta Pilots Ratify New Contract

On December First, the pilots of Delta Air Lines, represented by the Air Line Pilots Association, Int'l (ALPA), ratified an amended collective bargaining agreement. The voting closed at 10AM EST, with 95% of the eligible Delta pilots casting a ballot. Of those 82% voted "In Favor" of the new agreement. The agreement is effective immediately through December 31, 2019.

Founded in 1931, ALPA is the world's largest pilot union, representing more than 54,000 pilots at 31 airlines in the United States and Canada. Visit the ALPA website at alpa.org and the Delta MEC website at dal.alpa.org.

SOURCE: AirLinePilotsAssociation

CONTACT: Delta MEC, ALPA, Kelly Regus,

404-763-4925 or Kelly.Regus@alpa.org

ALPA Media, Media@alpa.org

Allegiant Air and Grand Canyon Scenic Airlines Flow-through

Image provided by Grand Canyon Scenic Airlines

Local airlines connect: On November 2, 2016, Allegiant Air and Grand Canyon Scenic Airlines (GCSA) entered into their first flow-through agreement. With GCSA's experience in scheduled and non-scheduled passenger service, innovative technologies for protecting the environment, and an impeccable safety record, we recognized how valuable GCSA could be to Allegiant Air as a pathway and mentorship program for exceptional pilots to join our Flight Operations team. With both Allegiant and Grand Canyon Scenic Airlines serving the leisure traveler, we believe that now is the perfect time to give back to our community and support our shared vision and growth opportunities.

Aviator Bulletins

Island Air Explorers Program Inspires Careers In Aviation

Are you or someone you know interested in exploring a career in the airline industry? If so, Island Air's Explorers Program is the perfect opportunity to do just that. It's a three-month mentorship program that gives high school and college students the chance to learn about careers in the aviation industry.

For the upcoming class, which starts on February 1, 2017, enrollment has been expanded to 20 students between the ages of 14 and 20 from O'ahu high schools and colleges. Students who attend and submit an application on orientation night will be eligible. Orientation is scheduled for Wednesday, January 18, 2017 at 6:30 p.m. at Bishop Museum, Atherton Hālau.

"Island Air is honored to play a role in preparing Hawai'i's youth for careers in aviation," said David Uchiyama, president and CEO of Island Air. "We are proud to pave the way for Hawai'i's future aviation leaders.

"The Explorers Program would not be possible without the mentorship of Island Air's dedicated employees. The 2017 program is being coordinated by a committee made up of employees from different departments throughout the airline," added Uchiyama.

The program offers participants a unique, hands-on introduction to the aviation industry. Students will learn everything from how airplanes operate to customer relations management and corporate responsibility. The program is divided into 10 weekly sessions that provide information for airline-related jobs such as pilots, flight attendants, ramp operators and aircraft mechanics. It also includes visits and lectures from members of the Federal Aviation Administration, the Transportation Security Administration and Air Traffic Control.

For the second year in a row, this class of Explorers will have the opportunity to participate in the same cockpit procedures training as Island Air's pilots. Students will get to see a visual display of taxiings, takeoffs, landings and approaches in real time. With realistic sound, air traffic control chatter, weather, and the local Hawai'i environment, Explorers will be able to practice the checklists used during different stages of flight operation.

Island Air Explorers is the only student workforce initiative in the aviation industry on O'ahu. It became an official Explorer Post of the Boy Scouts of America when the program graduated its first class of students in April 2009. Since its founding, 136 students have completed the course. Many have returned to Island Air for internships or full-time employment. In addition to mentorship, the top two achievers in the program will earn the Jaime Wagatsuma Award, which provides each student with a $1,000 scholarship.

The 2017 Explorers Program Committee members and the departments they represent are:

Explorers Co-Committee Chairpersons: Noa Kamawana, Airport Operations Susie Fujikawa, Commercial

Tyler Nakasone, In-Flight

Elima Pangorang, In-Flight

Explorers Co-Committee Executive Officers: Diana Higbee, Flight Operations, Pilot Summer Harrell, Commercial

Janna Frash, Commercial

Kui Kinimaka, In-Flight

For more information and an application, visit www.islandair.com/explorers-program. @

Image provided by Island Air

Air Choice One Expands Service To Minneapolis-Saint Paul International Airport

Air Choice One is pleased to announce that it has begun providing schedule air service for the Burlington Iowa area residents to Minneapolis-St. Paul International Airport from the Southeast Iowa Regional Airport as a new service. This added service began November 7th, 2016 with 5 weekly one stop flights through Mason City, IA to Minneapolis-Saint Paul International Airport. The Southeast Iowa Regional Airport, will maintain 12 weekly nonstop flights to Lambert–St. Louis International Airport and 12 weekly nonstop flights to Chicago O'Hare International Airport.

Air Choice One began service in Burlington, Iowa on January 27th, 2010 and has been providing the community with daily flights to Chicago O'Hare International Airport and Lambert–St. Louis International Airport, since start of service.

Minneapolis–Saint Paul International Airport offers Burlington Iowa area residents a new opportunity for expanded travel destinations. "This new service Air Choice One will provide, from Southeast Iowa Regional Airport to Minneapolis-Saint Paul International Airport opens an opportunity for the Southeast Iowa residents and the surrounding communities to enjoy what Minneapolis–Saint Paul International Airport has to offer, including connections to the world", says Shane Storz, CEO of Air Choice One. Storz hopes that with the Minneapolis–Saint Paul International Airport - being a centrally located airport will continue to increase passenger ridership in and out of the Southeast Iowa Regional Airport in Burlington, Iowa.

"Air Choice One has responded to the requests of the citizens of Burlington Iowa and surrounding communities by providing new air service to Minneapolis- Saint Paul International Airport. We applaud them for success in finding a way to give the members of our communities the option to fly to a third hub." Southeast Iowa Regional Airport Director, Mary Beaird says.

Air Choice One starting base air fare will be $79.00 each way. Tickets will be on sale Monday September 26th, 2016 at AirChoiceOne.com or by calling (866) 435-9847.

Since 2008 Air Choice One has established air service in Decatur IL, Ironwood MI, Jackson TN, Jonesboro AR, Fort Dodge IA, and Mason City, IA. Air Choice One's corporate headquarters are located in St. Louis, MO with hub flight operations at the St. Louis-Lambert International Airport and Chicago O'Hare International Airport. The commercial air service in Burlington, IA is provided with a fleet of Cessna Grand Caravans, a turbine powered aircraft which offers spacious seating.

Air Choice One is a family owned and operated company since 1979 as Multi-Aero, Inc.

To learn more about Air Choice One, visit Airchoiceone.com.

Image provided by Air Choice One

How to find your Budget Hotel

Travel Is My Religion

So you have decided that you want to get a passport and travel international, but you go on-line and become intimidated by hotel prices!! You think to yourself, "I'm already paying a lot of money on plane tickets alone, how am I going to pay for a hotel?" Don't worry! I have a few tips to help you on your journey.

As a world traveler, I like to travel on a budget. Choosing a hotel can be daunting, especially when you lot yourself a certain budget. So I want to give you tips on how to find budget hotels. There are several factors that will vary the price of a room.

Firstly, the price will depend on which season you are traveling in. If you are traveling during the summer months, which most people do, expect prices to be a bit higher. However, you can still find a hotel that is reasonable if you keep these tips in mind:

Look at 2 and 3 star hotels. These hotels may not be the Ritz Carlton, but most 2 and 3 star hotels international are pretty decent depending on where you go.

If you're traveling alone, look into hostels. Most people have an aversion to staying at hostels because you will be rooming with people that you don't know and this lack of security can cause fear. However, as a solo traveler, you can save a lot of money and meet new people by staying at a hostel

If you're traveling during the summer months, again prices on hotels can be a bit pricey. So if you are staying in a city with excellent public transportation, you can search for hotels that are 5-10 miles outside of the city center. Going a little bit out of the city center can save you some money. You may spend 15-20 minutes getting into the city, but the costs you will save can allow you spend more money on food and shopping!

If you are traveling in a group or even by yourself, look into renting an apartment. This is an alternative to hotels and hostels. People are willing to rent their apartments that have up to 4 bedrooms. Some apartments include amenities like free wifi and free international calling.

Searching for affordable hotels can be daunting. I know that sometimes I get overwhelmed. However, with my travel experience, I go to my tried and true websites that give me a variety of options to find the right place to stay. Here are some websites I use:

Hostelworld.com & hostels.com: 2 different websites, but these are my favorite to go when booking for hostels. You can type any city around the world and there will be a hostel for you!

Hotels.com: I like this website because you can sign up for their rewards program for free. If you book 10 nights you get 1 free. Plus they always have deals on their site.

Booking.com: this is my FAVORITE website because you book hotels/hostels/apartments based on your budget, neighborhood and mileage. Plus you can book without them charging your credit card to reserve.

Airbnb.com: this website is perfect for those who want to rent an apartment. I have also heard you can rent boathouses and castles too!

Venere.com: this website is also good for finding hotels, B&B's, apartments and resorts worldwide.

Tripadvisor.com: you can actually book and find hotels, hostels, etc and get real reviews from people that have stayed in the hotel/hostel you're looking to stay at.

Safe travels and don't forget to download my new app at socialtravelrapp.com. @

Art'Otel when I visited Berlin with my dad. 4 days, total costs $350 USD. Used trivago.com to find hotel.

Pamela Creighton has been a Flight Attendant for a regional airline for the past nine years. She is also the creator of Travel Is My Religion™, a travel blog for solo and budget travelers. Pam also recently became the Founder and CEO of SocialTravelr™, a travel app that connects people at the airport while waiting on their delayed, canceled and connecting flights. Pam enjoys traveling to new and exotic places, to date she has visited 49 out of the 50 states in the USA and over 20 different countries spanning 5 out of the 7 continents across the world.

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Modesto &
Stockton

Areas of focus are:
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Part 135 PIC or
FAR 91.1051 or
any combination thereof.

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The Evolution of Aviation Safety

When thinking about flying in today's world, most people just willingly book a ticket and hop on an airplane with the expectation that they will arrive safe and sound (and mostly on time) to their destinations. Many of those travelers even willingly, or begrudgingly, accept that the air travel is actually the safest form of transport on Earth that can quickly and efficiently take them to virtually any place in the world.

Unfortunately, that wasn't always the case and aviation safety has definitely been an ever evolving process that strives for continuous improvement. This evolution has not only lead to aviation going from the least safe form of transport to the safest, but has also developed the technology that is now finding its way into other industries, such as the medical field, to improve safety and decrease risk where lives are also at stake.

Aviation Safety's inauspicious beginning probably started on September 17, 1908 a mere four years and nine months after the Wright Brother's first flight and only five months after the first passengers were carried by airplane. This less than momentous occasion also included the Wright Brothers when

Lieutenant Selfridge, fatally injured, being carried out by civilians and soldiers. Photograph obtained from the Library of Congress Prints and Photographs Division, Washington, D.C.

Orville Wright crashed with passenger Thomas Selfridge during a demonstration flight for the US Army. Wright was seriously injured and Selfridge was killed, leading to aviation's first fatality. Of course, as aviation grew and more planes were built, more flights were conducted and more people began to push the boundaries of the technology, there were more accidents and more fatalities until eventually industry leaders believed that some form of oversight would be needed to help aviation really reach its full potential as a mainstream form of travel; as endless crashes would not be acceptable to the traveling public. This trend of increasing travel with an expectation for a decrease in accidents has continued to this day.

These circumstances lead to the establishment of the Bureau of Air Commerce in 1926 with the passing of the Air Commerce Act as a way to oversee regulation and promotion of air transport.

The first publicly popular safety incident was the death of Knute Rockne aboard a TWA Flight in 1931. Due to his high profile as Notre Dame's football coach, the public demanded inquisition and information about what had happened. This importantly changed two major things that would determine the path of aviation safety forever. First, it changed the practice of keeping accident causes a secret. Second, it started the trend of using technology and design to improve the safety of airplanes. This was part of what prompted the move away from wood and fabric to aluminum as a main construction material.

The next watershed moment in aviation history was the fatal crash of Senator Bronson M. Cutting in 1935, which lead to the creation of the Civil Aeronautics Agency in 1938. The function of this change was to separate the regulation of air travel from the Department of Commerce, and to give the ability to regulate, investigate and ensure flight safety by giving the oversight of national airspace system, air traffic control to the Civil Aeronautics Agency and aviation safety regulation, oversight and economic control of airline routes to the Civil Aeronautics Board.

In 1956 with the mid-air over the Grand Canyon as a result of lack of radar, the regulators were again reorganized into today's current FAA, which combined all regulatory, ATC, and Safety functions into one place (route regulation remained in effect until 1978 and investigation also remained independent).

With the modern regulatory framework established and consolidated, focus could turn to emerging technologies that could be used to enhance safety in an era of jet transport and massive worldwide expansion. The first of these was obviously the widespread integration of radar into the air transport system, which would safely ensure aircraft separation even during inclement weather.

"Email Your Safety Thoughts to Scott.Stahl@aerocrewnews.com"

Knute Rockne, date unknown. Photograph obtained from the Library of Congress Prints and Photographs Division

It should be noted that up to this point in time, investigation was primarily based on an understanding of forensic evidence available to investigators, and in those cases where there were survivors and eye witnesses, information that could be provided by those people to help piece together the chain of events that lead to an accident. Of course this typically did little to answer the how and why of accident causal factors, not to mention contributing factors that may have played a role such as electrical failures, etc. This made it difficult to incorporate lessons into new technologies or ways of doing things once an accident was investigated. This lead to the next big push in safety, the Cockpit Voice Recorder and Flight Data Recorder which both became mandated in the US in 1967. For the first time ever, investigators had a first-hand look into the operating parameters of an airplane prior to the crash, as well as some insight into what the crew was doing, thinking, or saying during the accident events. This revolutionized air safety because it allowed investigators to glimpse details of the accident that might be able to be used to prevent future occurrences.

Of course, the now widespread usage of these technologies highlighted the fact that the vast majority of aviation accidents were related to human error. This rendered the next step also revolutionary for aviation safety. By identifying the details of the human role in aviation accidents safety professionals could, for the first time, identify trends and problems in human behavior and interaction and begin to educate and train pilots to work together to achieve the common goal of a safe flight. This was the birth of Cockpit Resource Management; later revised to Crew Resource Management (CRM) when it became apparent that "all resources" were not just limited to the flight deck. This technology alone had the single greatest benefit so far to improving the safety of aviation because it specifically taught personality and decision making norms that not only included everyone, but also got those crew members working with the same tools and technologies and improving coordination as a team.

By the mid-1990's, CRM had more or less become a mature technology, it had been widely implemented, and was directly credited with avoiding or preventing many accidents or incidents that could have been far worse. However, CRM could only do so much toward preventing future accidents because it was still fundamentally being updated and improved based on events that had already happened and could not necessarily predict or prevent accidents that could happen in the future. In order to move safety to the next level, a system to prevent accidents would need to be developed.

In the late 1990's the implementation of Flight Operations Quality Assurance, or FOQA, became the first push in a system that would be able to predict developing trends or problems. Essentially, computer technology had come to a point on most airplanes where it could actually keep track of data not just on accident or incident flights, but on the thousands of other flights that occurred between such flights. This allowed investigators, safety people, maintenance and flight ops personnel to download and track flight data over thousands of routine flights and monitor trend data such as unstable approaches, which could then be integrated into training, newsletters, policies, etc. In addition to the front line usage, it allowed the FAA to be able to identify problem trends with things such as structural design issues which in turn allowed them to make more effective rules and regulations regarding aircraft design and certification standards, airmen training requirements, etc.

Now that trend data could be readily identified, safety professionals realized that in order to get to the root causes behind the trends identified under FOQA, they needed to get first hand insight into the actions of crew members. As any aircrew member knows, no crew member will willingly trust divulging what mistakes they made or procedures they violated to management or the FAA knowing that they could be prosecuted or disciplined for it. In general, all successful safety programs require a system of openness and protection in order to get all parties to actually participate seriously. Of course there are exceptions for intentional and willful violations, but overall, the FAA, safety professionals, the airline flight departments and employee representatives sat down and designed the Aviation Safety Awareness Program, or ASAP system to encourage participation and protect those who report openly. In fact, open reporting actually has strict guidelines for protections

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that aren't necessarily provided if someone fails to report. ASAP was eventually expanded to maintenance technicians, ground crew, flight attendants, dispatchers, ATC professionals, etc. to address trends in all areas of aviation.

Now that the aviation safety system was inclusive of all disciplines and constituents who openly reported and identified operational data, mistakes, challenges, violations or anything else of note, the safety system can finally evolve into a system that is able to actually identify accidents before they happen, which really is the end goal. The name of this system is a Safety Management System or SMS. SMS is a term that leaves most people saying "what?" but is essentially just a structured hierarchy to identify and classify trends, problems, changes, system issues, or any other problem that may require attention. It relies heavily on data and input from multiple data systems and reporting systems to help identify things that require attention either through training, policy, procedures or systems modification. It functions based on the reality that very seldom do accidents just happen. There are usually dozens if not hundreds of incidents prior to an accident that had similar symptoms, inputs or behaviors to the accident flight without actually resulting in an accident. By identifying these common links, safety people, flight ops and training people can preemptively employ tools to try and mitigate and reduce these occurrences before the accident ever occurs, and thus aviation has pro-actively become the safest form of transport the world has ever seen, despite flying higher further, faster and more often than ever before.

As always Our goal with this column is to provide an active way to participate in discussions about safety or safety related topics. Of course, reader input always helps that process, so we encourage you to send us emails at scott.stahl@aerocrewnews.com with any safety related questions or comments you may have, no matter how seemingly small they may be. @

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

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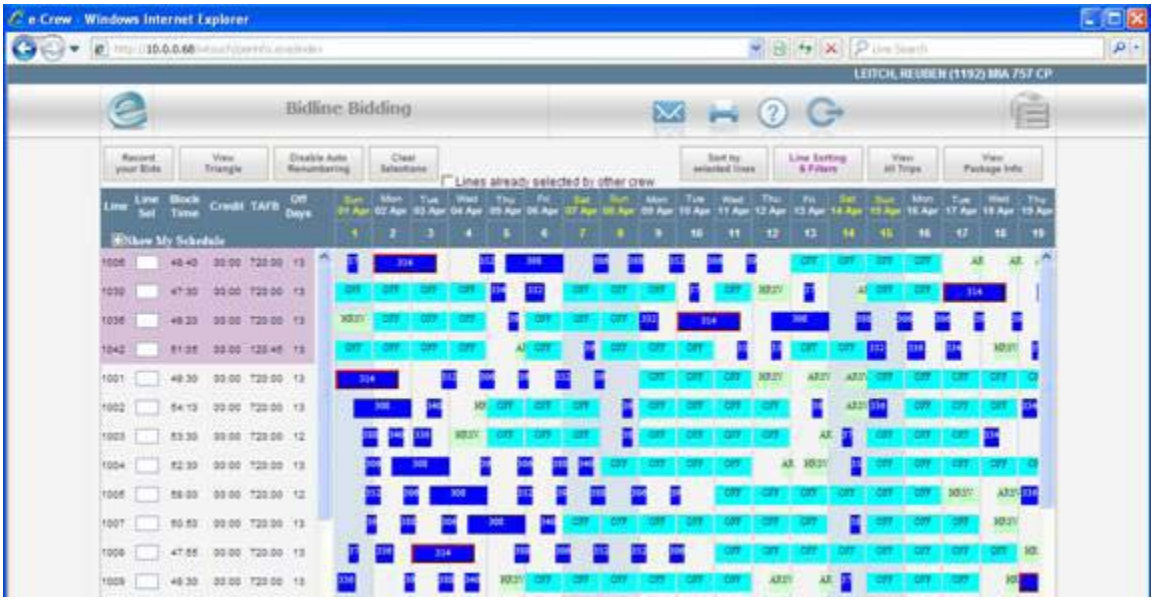
Line Bidding

Last month the Preferential Bidding System, or PBS, was detailed to see how pilots bid their monthly schedules. Another system utilized, albeit less popular amongst airlines, is the Line Bidding system. This system has a bit of advantages over the PBS system, in the eyes of pilots. As is the case with PBS, pilots should familiarize themselves with Line Bidding in order to optimize their monthly schedules.



Sample of a line bidding software.

Line Bidding is different than PBS in that it requires the airline to make the monthly schedules based on the trips, or pairings, available each month. Compared to PBS, this is more time consuming since it requires personnel (usually an appointed Scheduling Committee from the airline's union) to create the schedules called lines. Specific lines are created that the pilots bid on. Lines generally have the same trip characteristics, such as a line with all day trips or a line with all commutable trips. Pilots rank the lines in the bidding system (for example a pilot may prefer Line 12, then Line 8, then Line 24, and so on). Lines are then awarded strictly following seniority order.

Pilots who bid into conflicts between two months is a common issue. If a pilot has a trip from June 30th to July 2nd and bids for a line which has a trip July 1st-July 4th, a conflict arises. The company then has the discretion to alter the awarded line (in the second month). Generally, the company can add or remove trips to any of the first six to seven days of the pilot's schedule to keep the pilot within a certain amount of credit from his/her awarded line. This may result in a pilot originally having a specific day off (say July 5th) and subsequently working that day. There is one airline that will instead drop the trip in the later month (July 1st-July 4th) and pay protect the pilot without adding any subsequent trips. Conflicts can also arise when pilots bid into FAR 117 rest or duty period issues.

Bidding during a vacation month can prove to be very beneficial for pilot. A week of vacation is preloaded onto a pilot's schedule when it is time to bid during a vacation month and each day is credited a certain amount of hours. A process called vacation touching arises when a pilot bids a line where a trip overlaps any vacation day. The trip is taken off that pilot's schedule. If the pilot understands how line bidding works, he or she can bid to have trips overlapping the beginning and end of his or her vacation so that both trips are removed. It is not uncommon for pilots to turn one week of vacation into two or three off through vacation touching.

Pay during a vacation month may become a bit complex due to vacation touching. Say a pilot is awarded a line with 80 credit hours and, due to vacation touching, two 20-hour trips are removed. This leaves the pilot with 40 credit hours (80-20-20) which is now the pilot's line value. Depending on the airline, the pilot has a minimum guarantee each month (say it is 75 hours). In this example, a pilot works 40 credit hours and is paid 75 credit hours. Each airline has different work rules on picking up and trading trips during vacation months. In the previous example, if the pilot is not aware of how the rules work, the pilot may end up working more than 40 hours but still paid the same 75 hours (termed working for free).

Line	Line Sel	Block Time	Credit	TAFB	Off Days
Show My Schedule					
1001		48:30	00:00	720:00	13
1002	1	54:10	00:00	720:00	13
1003		53:30	00:00	720:00	12
1004		52:30	00:00	720:00	13
1005		58:00	00:00	720:00	12
1006		48:40	00:00	720:00	13
1007		50:50	00:00	720:00	13

Say the pilot in the previous example, after the two 20-hour trips are removed, has two 20-hour trips remaining. The pilot then trades one of those 20-hour trips for a 25-hour trip. The line value increases by 5 hours but the minimum monthly guarantee

generally never increases more than is set by the airline (75 hours in this example). Therefore, the pilot will now work 45 hours and still be paid 75 hours (working an additional five hours with no extra pay). "Working for free" generally refers to trip trading; picking up trips on days off is generally paid on top of the 75 hours.

Airlines are transparent in showing which pilots are awarded what schedules by publishing which lines were awarded to whom. The time frame for inputting one's bid, coined the bidding window, is open between four to seven days at the beginning of the month. Schedules are then released a day or so after the bidding window closes. The company then has a few days to make necessary modifications (i.e. recurrent training) to pilots' schedules before allowing pilots to make changes. As previously mentioned, pilots picking up trips on days off are generally paid in addition to their minimum monthly guarantee.

Although line bidding is not as popular amongst airlines (compared to PBS), it does have significant benefits. The system overall is not complex in design, facilitating the process for pilots to bid for the trips they desire, but with less flexibility than PBS. Additionally, line bidding is preferred during vacation months because of the additional days off that can be obtained. Because of its higher associated cost though, line bidding is slowly being phased out. Regardless of what bidding system is in place, pilots must be familiar with how the system works in order to efficiently bid. @

Marc Cervantes is an Embry-Riddle Aeronautical University-Daytona Beach graduate, having received his MBA in Aviation Finance as well as his BS in Aeronautical Science. Marc is currently a First Officer for a regional airline, having logged over 3,000 hours of flight time. In his spare time he volunteers on three separate MEC committees and has started up an organization dedicated to helping the younger generation of pilots network with current pilots. Their goal is to help pilots looking to join the regional airlines. For more information about Professional Pilots of Tomorrow visit ThePPOT.org.

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COMPANY // our people

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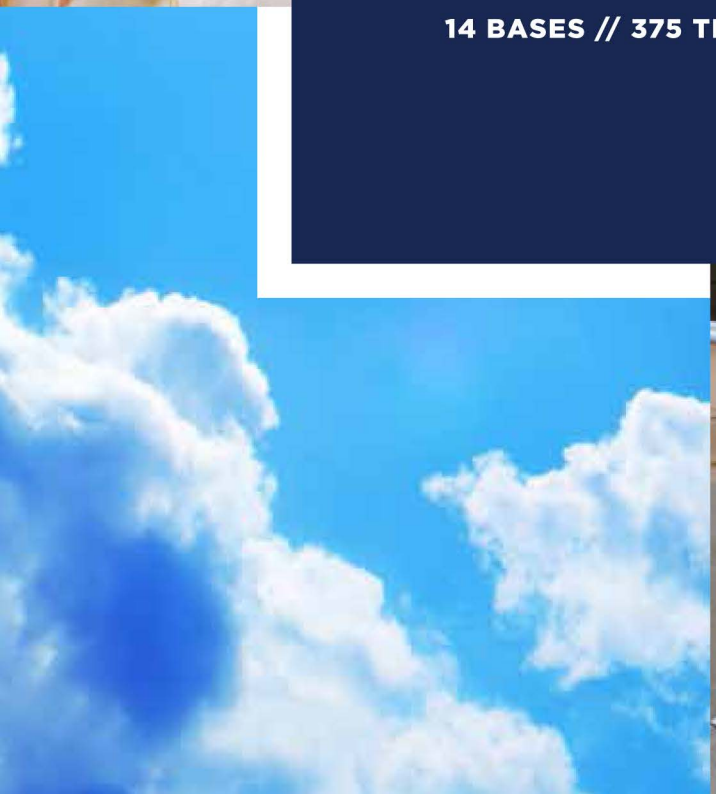
The growth and success we have experienced since 1999 – and through the recession – has been made possible by our dedicated and talented team.

14 BASES // 375 TEAM MEMBERS // ONE JET LINX



COMPANY // history

In 1999, we set out to build a private jet company that would supply the industry's best customer service experience.

We started by looking at other companies that guarantee private jet services. Such companies operate massive floating fleets from a central office. Their clients schedule flights through an 800 number, embark from a third party airport filling station (FBO) and fly on different aircraft with different pilots on every trip. Clients who use these services are forced to deal with impersonal and unfamiliar relationships for every aspect of their experience.

To provide the best customer experience, we knew we needed to focus providing the best possible service on a local level. Jet Linx starts by establishing a local base of operation that allows us to handhold every aspect of the customer experience. Our clients schedule their flights with a local Client Services team, embark from a local private terminal, and fly on local planes with local pilots they know and trust.

We are where our clients are. We are Your Personal Jet Company.

COMPANY // our elevator pitch

How do we describe our services in 10 seconds or less?

Jet Linx is a Jet Card and Aircraft Management company focused on a local operation, rather than a national operation, to provide our clients with an unparalleled level of personal service and value.

COMPANY // brand promise

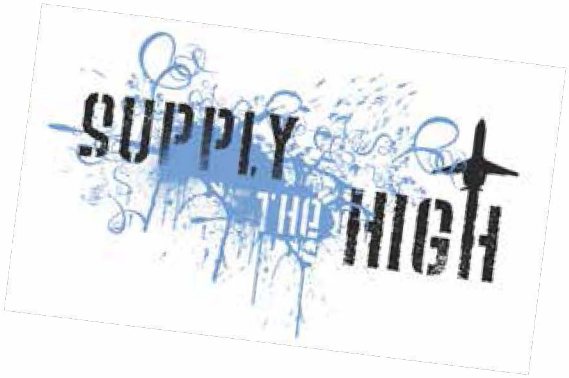
What is "Your Personal Jet Company?"

DEVELOPMENT
As a company on the verge of great changes in 2004, a handful of team members sat together in our office to develop a brand promise that spoke to our unique local focus.

By coupling a local Base with our well-established national infrastructure, Jet Linx is able to provide an industry-best solution for private jet travel – one that is marked by personal attention to every detail.

No other national operator know their clients like we do.

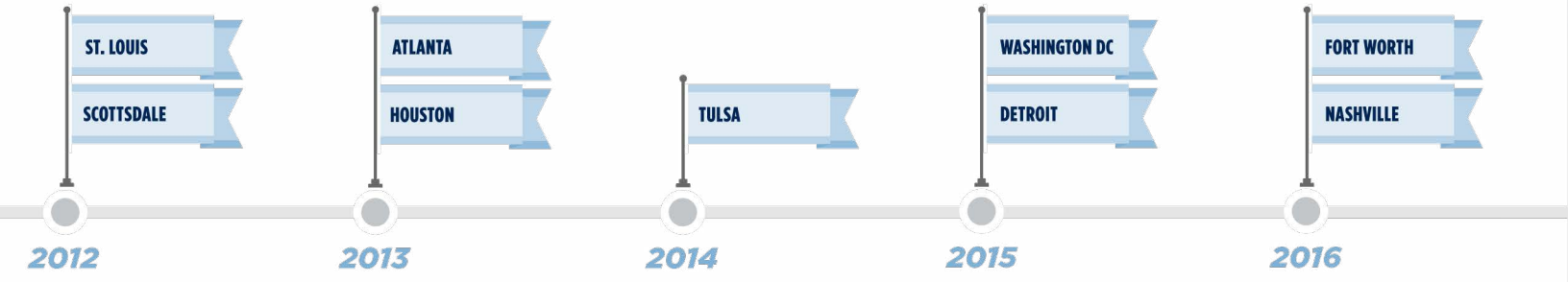
CULTURE // our mantra



We strive to "Supply the High."

STH ORIGINS
In 2008, team members spent a few days at an offsite to take inventory of our strengths and goals. We identified many traits in our company, but what was it that kept people coming back? We provide an experience that produces a feeling of elation, or a "sort of high." No sooner than that was said, the STH mantra was born.

Jet Linx provides an experience few can afford. When it's done right, our customers experience a sense of elation that can only be explained as a "high." This level of premier customer service requires seamless coordination throughout the entire organization, and a commitment to our fellow team members as well as our clients that we will fulfill our role to the best of our abilities. Whether we're selling our services, quoting and scheduling flights, greeting clients, flying aircraft, washing cars, or creating invoices – if one fails, we all fail. It is the duty of every Jet Linx team member to ensure accuracy, consistency and personalized service for every customer, on every flight. In doing that, we "Supply the High."



Interview with Nicole Woxland, Recruiter and Kim Hurst, Director of Human Resources, JETLINX

Pre Interview:

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

JETLINX: Applicants must meet minimum requirements set in our GOM. After conducting a formal phone interview, it is determined whether or not we would proceed with the next steps. We look for not only a technical fit, but a culture fit with our core values and high level service expectation.

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

J: An applicant would need to ensure their resume is updated with currency concerning flight time and their most recent training experience. We look for flexibility with relocation if necessary.

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

J: This is not critical to our process at all. We love meeting in person at career fairs, however the interview potential is there no matter how you apply.

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

J: A great candidate should ensure all training documentation is available (flight time, licensing, physical, references), and research our company and its culture online at jetlinx.com. Be prepared with questions to ask our team and explain any gaps in employment.

Interview:

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

J: Jet Linx will provide transportation and accommodations when needed.

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

J: Our interview process is typically three-fold. We start the process with our recruiting team and review the job qualifications, location specifics and any other information about the position. We discuss the company background as well as ask questions around our core values and service culture. Then we have Base Chief Pilot or System Chief Pilot interview from a technical standpoint. If there is a good fit from there, we schedule a base/local interview with the leadership and/or the aircraft owner.

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

J: We like to hear how our candidates have handled things in situations in the past and look for them to pull from real-world examples, as opposed to what they "would do" in a situation, we like for them to "tell me about a time when…?"

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

J: TMAAT where you experienced conflict in the cockpit with a co-pilot?
TMAAT where you exceeded expectations that would contribute to the JLA culture?

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

J: Not prepared to make a career changing decision. Late arrival. Dressed inappropriately. Conducted themselves in an unprofessional manner.

Written test:

C: Is there a written or computer test?

J: Not during the interview process.

C: Is there a personality test?

J: Yes, prior to applicant being offered an in-person interview the applicant will complete a Predictive

Interview with Nicole Woxland, Recruiter and Kim Hurst, Director of Human Resources continued...

Index survey, which gives us an indication of communication and behavior preferences.

C: What recommendations do you have for applicants to prepare themselves for the personality test?

J: Be yourself and just be honest!

C: What results are you looking for in order for an applicant to pass the personality test?

J: Similarities to characteristics or traits that we have seen in employees that have been successful in the position.

Simulator Evaluation:

C: Do you have a simulator ride?

J: If applicable – we have access to the University of Nebraska at Omaha School of Aviation Simulator as well as Flight Safety International.

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

J: It depends on the situation and where we will go for evaluation – UNO or FSI.

C: What types of scenarios should an applicant expect in the simulator evaluation?

J: If they do not meet minimal qualifications or have not flown for a longer duration of time.

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

J: Basic knowledge and skills, how they would react and how to handle different situations.

Post Interview:

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

J: Potentially if all requirements and references align, and the team feels it is a good culture fit.

C: If not, how long do applicants have to wait to know if they are hired?

J: Typically 48 hours at the most or if owner interviews are required – dependent on that being successful.

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

J: Ideally within the same month. We attempt to put new hires in a training class as soon as possible.

General:

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

J: 120

C: Do you offer an ATP-CQP class for pilots if needed?

J: We have ATP certification available for our candidates through Flight Safety International and will pay for the course, with a training agreement for 12 months.

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

J: Yes! – We have a hiring incentive for our BE-400 qualified captains.

C: Does Jet Linx have a pilot referral program?

J: Yes, there is a $1,000 pay out to employees who refer another applicant. There are additional bonuses for certain aircraft types.

C: Can you describe the career progression that Jet Linx has?

J: Jet Linx strives to upgrade our internal team members prior to looking for outside talent. Any pilot who joins our team can feel confident that we will look to advance their career opportunities before entertaining outside applicants. Our goal is for our team members to have a long-term career with Jet Linx! @

INTEGRITY

We will create professional working relationships in a manner that is forthright and honest at all times.

COMPASSION

We will proactively seek to understand and anticipate the needs of our clients and our team.

CULTURE // core values

Supply the High 5!

Our core values weren't created in a vacuum – they were developed by looking at the characteristics that define our team.

SELFLESSNESS

We will provide genuine attention to all clients and our team through unselfish concern and kindness.

DEDICATION

We will exhibit steadfast commitment to our individual performance and devotion to our clients and our team.

ENTHUSIASM

We will passionately pursue an environment and experience that are second to none.

Fast Facts:

Headquarters: Omaha, NE

Year Founded: 1999

Number of employees: 415

Number of Aircraft: 82

Number of Pilots: 315

Number of Bases: 14

Bases: Atlanta, Dallas, Denver, Detroit, Fort Worth, Houston, Indianapolis, Nashville, Omaha, San Antonio, Scottsdale, St. Louis, Tulsa, Washington DC

Number of Cities served: 5,000 airports across the US, with primary service area including Canada, Mexico and the Caribbean.

Plus, International Service Area: Europe, Middle East, Africa, Asia, South America, Central America

Key Benefits: Home-based operation, strong core values, now the 3rd largest part 135 operator in the country

Website www.jetlinx.com

Facebook - www.facebook.com/JetLinx

LinkedIn - www.linkedin.com/company/559358

YouTube - www.youtube.com/channel/UClqMU3sKzzL9nSgogbCWAfA

COMPANY // commitment to safety

We make safety happen.

We are proud to hold ourselves to the highest industry safety standards.

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Written by: Candice McField

Prevent Holiday Weight

Candice McField FITNESS

Arise!®

We all look forward to the holiday season but we are not looking forward to the holiday weight gain. While studies show people gain an average of one pound during the holiday season, people who are overweight gain an average of five or more pounds.

Whether you are traveling to a single destination or you will be in constant transit, there are some things you can do to avoid weight gain this season. Here are a few tips:

1. Shift your focus from weight loss to weight maintenance. Denying yourself during the holidays can backfire. Rather than focusing on losing weight, focus on maintaining your current weight.
2. Implement strategies for social events. Avoid eating too many finger foods and appetizers by incorporating these effective strategies:
   - Eat before you go – have a meal before you arrive to a holiday event. Your appetite will not be as high and you will be less likely to overeat.
   - Bring a dish – bring your own food. Eating foods that you prepare ensures your meal is healthy and contributes to your goals.
   - Host the holiday – if you have time between your travels to host the event, you have more control over your food choices.
3. Eliminate excuses of why you cannot exercise. Make time for exercise during the holidays. As little as 10 minutes can still be beneficial. If traveling, remember to:
   - travel with your resistance bands.
   - perform total body workouts that utilize resistance bands.

If you don't own resistance bands, you can still exercise using just your bodyweight. Here is to a happy, healthy, and active holiday season!

Exercise of the Month

Back Tuck Jump

Primary Muscle Targeted: Shoulders

Secondary Muscles: Abdominals

1. Holding one end of the resistance band straight in front of you with your palm facing your body, place the opposite foot on the resistance band.
2. Leading with your elbow, raise the handle just below your chin. Be sure to keep the handle close to your body throughout the movement.
   - Complete 10-12 reps on one side before switching to the other side.

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

Back to Contents

THE WORLD'S LARGEST NETWORK OF LGBT AVIATORS AND ENTHUSIASTS

25 YEARS

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

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

SEE WHAT WE CAN ACHIEVE TOGETHER.

JOIN THE GLOBAL LGBT AVIATION COMMUNITY AT NGPA.ORG

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UPCOMING EVENTS

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

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

NGP25

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

Mainline Airlines

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

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K
							Legacy Airlines			
American Airlines (American)	Group I	$104.93		$90,659.52	[illegible]	$132,754				
	Group II	$160.28		$138,481.92	$234.67	$202,755	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M* Max 60**		
	Group II	$170.27	72	$147,113.28	$249.30	$215,395				
	Group IV	$200.20		$172,972.80	$293.11	$253,247				
	Group V	$210.20		$181,612.80	$307.76	$265,905				
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		
Alaska Airlines (Alaska)	B737	$143.32	75	$128,988	$213.26	$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	> 5 Yr 5-10 Yr 10-15 Yr + 15 Yr
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28
Delta Airlines (Delta)	747, 777	$184.59		$159,486	$270.25	$233,496				
	787	$176.83		$152,781	$258.90	$223,690				
	767-4, A330	$174.35		$150,638	$255.28	$220,562		1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170		
	767-3,2, B757	$154.50		$133,488	$226.21	$195,445				
	B737-9	$148.93		$128,676	$218.05	$188,395	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days			
	B737-8 & 7	$148.93	72	$128,676	$216.92	$187,419			0%	15

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

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

ALPA: Air Line Pilots Association

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

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

FAPA: Frontier Airline Pilots Association

IBT: International Brotherhood of Teamsters

ISP: International Savings Plan

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

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

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

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

TFP: Trip for Pay

UTU: United Transportation Union

YOS: Years of Service with the company.

Back to Contents

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
Legacy Airlines												
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	MALV 72-84 or 88*	Single Occupancy, Paid for by company	2.25 Dom** $2.75 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,236	9,987	APA	iPad	BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, STL	*Monthly Average Line Value depends on pay group, **$0.05 increase 1/1/16 ***Includes AA & USAir
			6.D.1.d	7.A.5		Oct/2015	Jul/2015	***				Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	$2.15	May 2007	1,759	816	ALPA	iPad Air	SEA, ANC, LAX, PDX	
			11.D.5.b	5.A.1	5.A.1	Oct/2016	Oct/2016					Contract 2013, as amended
Delta Air Lines (Delta)	B747, B787, B777, B767, B757, B737, B717, A350, A330, A321, A320, A319, MD88, MD90	DL	$3,888.29 / Month	Single Occupancy, Paid for by company for the first 8 days in class only.	$2.20 Dom., $2.70 Int.	February 2014	13,003	8,292	ALPA	Surface	**ATL**, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016	Feb/2015				Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	$2.00* $2.50 Int.		600		ALPA		**HNL**	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, B747, B777, B787, B767, B757, B737, A320, A319	UA	3 Hours per day, plus per diem	Single Occupancy, Paid for by company	$2.35 Dom* $2.70 Int.*	2006	12,500	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	Oct/2015	Dec/2016					Contract 2012 as amended

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Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	70 Hours	Single Occupancy, Paid for by company*	$1.00	Octotber 2015	794		IBT	None	BLI, FLL, HNL, IWA, **LAS,** OAK, PGD, PIE, SFB	*Company provides rental car during simulator training
					2	Dec/2016	Dec/2016					
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	$1.90	Feburary 2014	983		FAPA		DEN, ORD, MCO	
						Apr/2016	Apr/2016					
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	$2,500 per month	Single Occupancy, Paid for by company	$2.00	E:7/2013 A:10/2012	3,300	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	*Pilot data approximate
			Add A, Pg24	Add A, Pg24	11	Dec/2016	Dec/2016	Feb/2015				Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	WN	89, 87 or 85 TFP*	Single Occupancy, Paid for by company	$2.30 Dom. $2.80 Int.	May 2006	7,951	3,702	SWAPA	iPad	ATL, MCO, DAL, DEN, HOU, LAS, MDW, OAK, PHX, BWI	*Trip for Pay (TFP) is based upon number of days in the month, **Number of retirements from Feb/2015
			4.K.6	4.T.1	4.T.3	Feb/2015	Feb/2015	Feb/2015**				Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	$1,750*/mo	Single Occupancy, Paid for by company	$2.20	January 2014	1,483		ALPA		ACY, DFW, DTW, FLL, LAS, ORD	*Monthly payment is prorated and includes salary and per diem
			3.D.1	5.A.1	5.B.1	Dec/2016	Dec/2016					Contract 2010, as amended
Sun Country Airlines (Sun Country)	B737NG	SY	MMG	None	1/24th the IRS CONUS M&IE airline daily rate		289		ALPA	iPad	MSP	
			3.B	5.B.1	5.3		Aug/2016					
Virgin America (Redwood)	A319, A320	VX	$2,500 per month	None	$2.00	July 2010	660	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	
			10.J.1	3.B.e	10.I.1	Jan/2016	Jan/2016	Jan/2016				Rule book 2014

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2015-2029	Union	EFBs	Bases	Notes
					Cargo Airlines							
Atlas Air (Giant)	B747	5Y	$1,600 per month	Single Occupancy, Paid for by company	$2.40				IBT			
			3.A.1.f	11.A.7	5.A.3							
ABX Air (ABEX)	B-767	GB			$52 Dom. $89.75 PR* $79.75 NPR**				IBT			*PR = Pacific Rim, **NPR = Non Pacific Rim
					20.E.1							
FedEx Express (FedEx)	B777, B767, B757, MD11, DC10, A300	FX	$2,000 / mo until activation date*	Single Occupancy, Paid for by company	$1.95 Dom. $2.75 Int.	May 2015	4,400	4,288	ALPA	Fixed in plane or iPad	MEM, IND, LAX, ANC, HKG, CGN	*Prorated if hire date is not the first of the month.
			3.A	5.B.1.d	5.A.1 & 2	May/2016	Dec/2016					Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	$600 / week unitl OE	Week 1 paid by crewmember, then, Single Occupancy	$1.65 Dom. $2.50 Int.	April 2008	317		IBT	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2015	Dec/2015					
UPS (UPS)	B757, B767, A300, B747, MD-11	5X	MMG	Single Occupancy, Paid for by company	$2.00 Dom $2.50 Int $3.00*		1,580	1,580	IPA		SDF, ANC, MIA, ONT	*Pacific rim and Europe flights
			10.D.1	5.H.1.a.1	12.G.2							Contract 2016 as amended
Total Pilots							63,855	37,427				

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2012-2029	Union	EFBs	Bases	Notes

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						Legacy Airlines							
American Airlines (American)	10	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		Yes	50%	Initial paid for by company	None	
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.I.1	24.O.2		Contract 2015, as ammended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning 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 discreation 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

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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
					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 negotionations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	235	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 2016, 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 therafter	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**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then $230** per year	None	*Unless picked up at premium pay it is 150% add pay. **$30 per year for shipping costs.
	5.D.4	7.C.3.d.i	7.B.3.a.iii		App. G				8.F.3	3.b	2.D.1		Rule book 2014

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
					Cargo Airlines								
Atlas Air		Yes	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332					100% Biz Class or better or $300 comp	100%	Provided by the company		
			12.C						8.D, 8.A.3		30.A.2		
ABX Air	13 in 30 14 in 31		15 Hours May be extended to 16 hours	280	4.5				100% Air* 50% Air** 50% Ground	100%	Provided by the company	None	*100% pay credit on company aircraft; **50% pay credit on passenger carrier
	13.D.4		18.C		19.M.4				19.K	19.E	15.A		
FedEx Express (FedEx)	14.96 or 18.75*	Yes		466	Yes		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, $150 / year		*Days off based on TAFB, 4 wk or 5 wk bid period.
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as ammended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Legacy Airlines						
American Airlines (American)	Group I	$104.93		$90,659.52	$153.65	$132,754	**1-5 = 21 Days** 6-15 = 1 additional day per year	5 H/M* Max 60**		16%		*Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. **January 1st sick accural either goes to long term or gets paid out to the pilot. See sectoin 10.B for more information.
	Group II	$160.28		$138,481.92	$234.67	$202,755						
	Group II	$170.27	72	$147,113.28	$249.30	$215,395						
	Group IV	$200.20		$172,972.80	$293.11	$253,247						
	Group V	$210.20		$181,612.80	$307.76	$265,905						
		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B		Supplement F(6),6		Contract 2015, as amended
Alaska Airlines (Alaska)	B737	$143.32	75	$128,988	$213.26	$191,934	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-19 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 H/M Max 1000	0%	13.50%	20%	*New hire pilots receive 1 vacation day per every full month of employment.
		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D		Contract 2013, as amended
Delta Air Lines (Delta)	747, 777	$219.07		$189,276	$320.71	$277,093						
	787	$209.85		$181,310	$307.24	$265,455						
	767-4, A330	$206.91		$178,770	$302.94	$261,740						
	767-3,2, B757	$183.35		$158,414	$268.45	$231,941						
	B737-9	$176.74		$152,703	$258.76	$223,569	1-5 = 14 Days 6-11 = 21 days 12-18 =28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is $6.50 for CA and $4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.
	B737-8 & 7	$175.82	72	$151,908	$257.42	$222,411						
	A320/319	$169.66		$146,586	$248.39	$214,609						
	MD-88/90	$166.62		$143,960	$243.94	$210,764						
	B717, DC9	$158.19		$136,676	$231.63	$200,128						
	EMB-195	$132.84		$114,774	$194.48	$168,031						
	EMB-190, CRJ-900	$112.99		$97,623	$165.46	$142,957						
		3.B.2.d	4.B.1.b*	HRxMMGx12	3.B.2.d	HRxMMGx12	7.B.1.a	14.D.1		26.C.2	25.B.2	Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	B717	$121.53		$109,376	$174.11	$156,699	1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017, **No max after pilots 59th birthday.
	B767 A330	$144.58	75	$130,119	$207.13	$186,417						
	A350*											
		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended
United Airlines (United)	B747, B777 B787 B767-400	$208.59		$175,216	$305.39	$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days **+25 = 42 Days**	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16"%	20%	
	B757-300	$173.96	70	$146,126	$254.70	$213,948						
	B737-900, A321	$167.89		$141,028	$245.80	$206,472						
	A319	$161.02		$135,257	$235.76	$198,038						
		3-A-1	3-C-1-a	HRxMMGx12	3-A-1	HRxMMGx12	11.A.3	13.A.1		22-A	24-B-5	Contract 2012 as amended

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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

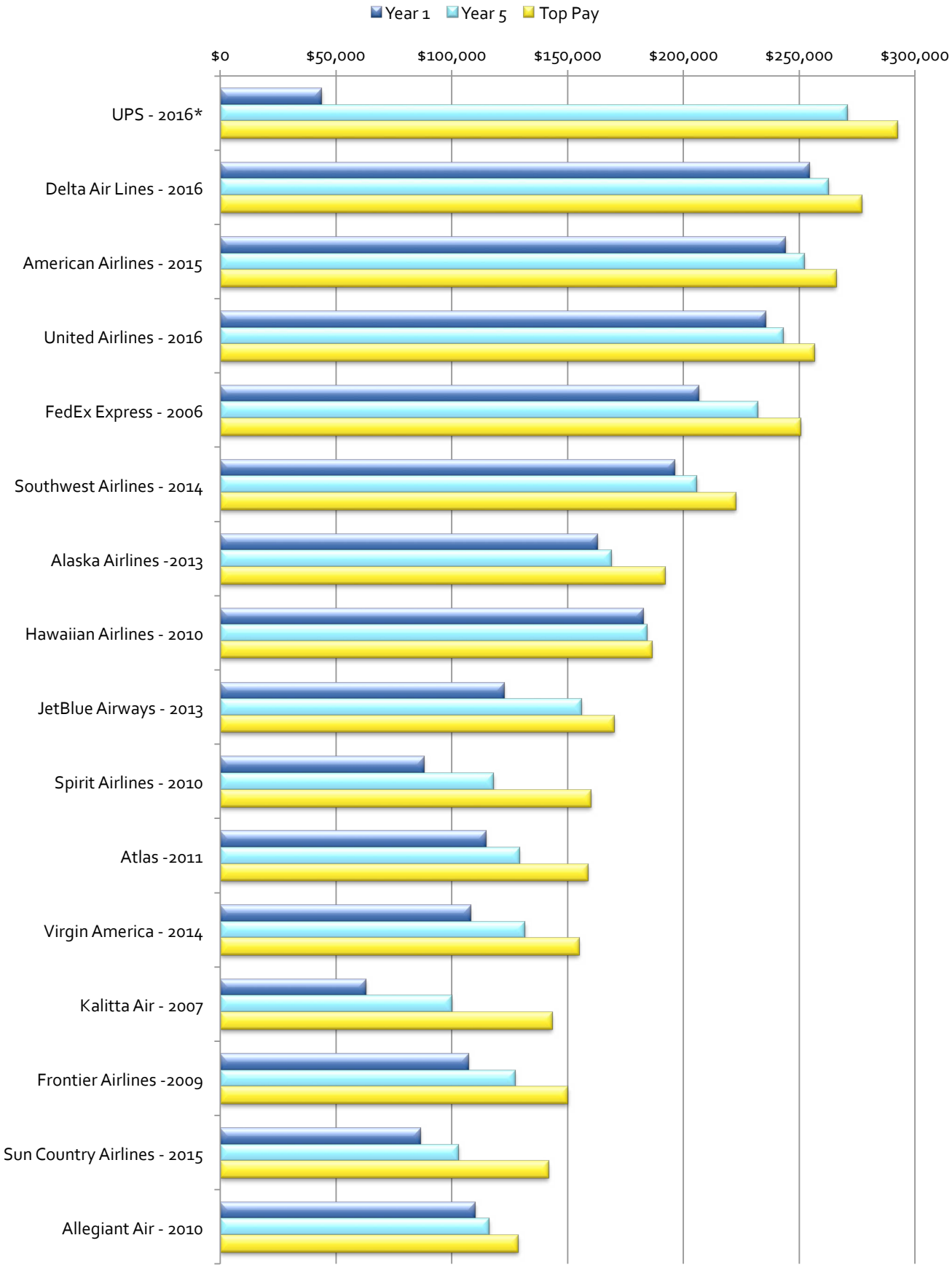
	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Major Airlines						
Allegiant Air (Allegiant)	Band 1*	$82.00	70	$68,880	$140.00	$117,600	>6M=0 H 7-12M=17.31 H 1 = 17.31 H 2-3 = 34.62 H 4-6 = 45 H +7 = 51.92 H**	MMG of 70 Hours is paid or flight time which ever is greater.	3% 100% Match 2% 50% Match	None		*Bands are based on company profit, currently at Band 4, typically at Band 3 **Accrued vacation/PTO based on length of employment
	Band 2*	$87.00		$73,080	$146.00	$122,640						
	Band 3*	$92.00		$77,280	$153.00	$128,520						
	Band 4*	$97.00		$81,480	$160.00	$134,400						
	2	2	7	HRxMMGx12	2	HRxMMGx12	5	7	2			
Frontier Airlines (Frontier)	A319, A320, A321*	$100.01	75	$90,009	$166.68	$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
JetBlue Airways (JetBlue)	A320 family	$137.70	70	$115,668	$202.47	$170,075	0-5 = 108 Hrs 6-10 = 126 Hrs 11-15 = 144 Hrs 16-20 = 162 Hrs 21+ = 180 Hrs	Based on PTO accrual	5% 1:1	5% + 3%	None Specified	*70 line holder, 75 reserve; **Hours is based on PTO per year. Reference contract for more information
	E190	$123.91		$104,084	$182.25	$153,090						
			3.C*	HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.i	Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	B737	$152.78	85	$155,836	$218.25	$222,615	1-5 = 14 Days 5-10 = 21 Days 10-18 = 28 Days +18 = 35 Days	1 TFP / 10 TFP** Max 1600 TFP	9.7% 1:1	-		*85/87/89 TFP based on days in bid period, **Trip for Pay (TFP) is the unit of compensation received.
		4.C.1	4.H, 4.M*	HRxTFPx12	4.C.1	HRxTFPx12	11.B.2	12.B.1	19.B.2			Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319 A320 A321	$109.27	72	$94,409	$185.32	$160,116	> 1 = 7 Days* 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	4 H/M Max 400	9%		EE = $143.90 EE+1 = $305.66 EE+1 C = $322.33 EE+2 C = $454.73 Family = $454.73*	*2010 insurance rates subject to annual increases.
		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1	28.C		27.B	Contract 2010, as amended
Sun Country Airlines	B737NG	$112.93	70	$94,861	$168.55	$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	$0 to $300 depending on plan and single, single +1 or family	
		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	
Virgin America (Red Wood)	A320	$107.00	70	$89,880	$172.00	$144,480	0-1 = 5 Days 1-5 = 15 Days +5 = 20 Days	5 H/M 80 and 480 Max**	125% of 6% contributed	-	-	*Reserves have a MMG of 75, 10.D.1, **Two sick banks, normal and catastrophic.
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				Rule book 2014

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
						Cargo Airlines						
Atlas Air	B747	$149.33	62	$111,102	$213.32	$158,710	>5 = 14 days <6 = 21 days	1 Day / Month Max 24 Catastrophic 2 Days / Month*** No Max	10%**		Health 14-25% Dental 20-30%	*First year is 50 hours MMG, Out-Base is 105 hours MMG, **Compan will match 50%, ***Catastrophic sick days acrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank.
		3.A.1	3.B.1*	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendx 27-A	
ABX Air	B-767	$153.03	68	$124,872.48	$218.61	$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
FedEx Express (FedEx)	A380	$186.33	85	$190,057	$262.84	$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: $61 / mo. Pilot + Family: $230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years.
	Wide Body	$174.15		$177,633	$245.65	$250,563						
	Narrow Body	$153.22		$156,284	$211.75	$215,985						
		3.C.1.a	4.A.1	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
Kalitta Air	B747	$144.27	62	$107,337	$192.36	$143,116	1-4 = 14 Days 5+ = 21 Days	7 Days on first day; After 1st year .58 Days / Month Max 42	>10 2.5%* <10 5%*	None	>5 Yrs $20/$40** <6 Yrs No Cost	*The company will match 100% of the amount contributed. **$20 for individual, $40 for family (per mo nth)
		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
UPS (UPS)	B757, B767, A300, B747, MD-11	$212.69	75	$207,373	$300.00	$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	$50 to $410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes

Captain Yearly Pay Comparison

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

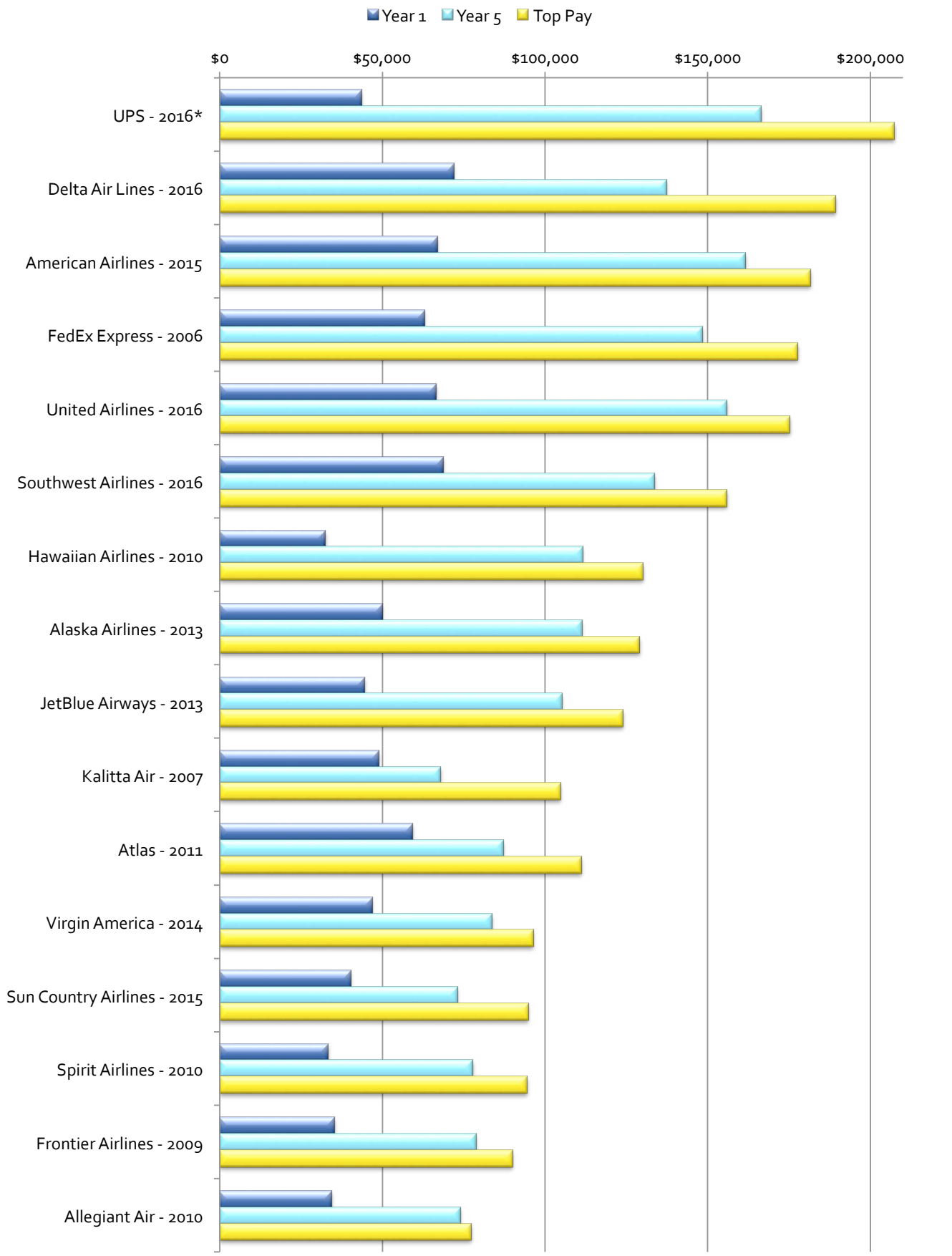


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. *UPS has 13 bid periods per year.

Back to Contents

First Officer 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.

BLI
SEA
PDX
MSP
BOS
DTW
LGA
EWR
JFK
ORD
MDW
CLE
PHL
ACY
SLC
BWI
DCA
IAD
OAK
SFO
DEN
IND
CVG
STL
SDF
LAS
LAX
LGB
ONT
MEM
CLT
PHX
IWA
ATL
DFW
DAL
IAH
HOU
SFB
MCO
PIE
PGD
ANC
HNL
FLL
MIA
ANC
CGN
ORD
EWR
LAX
MIA
HNL
DOH
DXB
HKG
GUM

ACY **Atlantic City, NJ**
Spirit Airlines

ANC **Anchorage, AK**
Alaska Airlines
FedEx Express
UPS

ATL **Atlanta, GA**
Delta Air Lines
Southwest Airlines

BLI **Bellingham, WA**
Allegiant Air

BOS **Boston, MA**
American Airlines
JetBlue Airways

BWI **Baltimore, MD**
Southwest Airlines

CGN **Cologne, Germany**
FedEx Express

CLE **Cleveland, OH**
United Airlines

CLT **Charlotte, NC**
American Airlines

CVG **Cincinnati, OH**
Delta Air Lines

DAL **Dallas, TX**
Southwest Airlines
Virgin America

DCA **Washington, DC**
American Airlines

DEN **Denver, CO**
United Airlines
Frontier Airlines
Southwest Airlines

DFW **Dallas, TX**
American Airlines
Spirit Airlines

DTW **Detroit, MI**
Delta Air Lines
Spirit Airlines

DOH **Doha, Qatar**
Qatar Airways

DXB **Dubai, United Emirates**
Emirates

EWR **Newark, NJ**
Delta Air Lines
United Airlines

FLL **Fort Lauderdale, FL**
Allegiant Air
JetBlue Airways
Spirit Airlines

GUM **Guam**
United Airlines

HKG **Hong Kong**
FedEx Express

HNL **Honolulu, HI**
Hawaiian Airlines
Allegiant Air

HOU **Houston, TX**
Southwest Airlines

IAD **Washington, DC**
United Airlines

IAH **Houston, TX**
United Airlines

IND **Indianapolis, IN**
FedEx Express

IWA **Phoenix, AZ**
Allegiant Air

JFK **New York City, NY**
American Airlines
Delta Air Lines
JetBlue Airways
Virgin America

LAS **Las Vegas, NV**
Allegiant Air
Southwest Airlines
Spirit Airlines

LAX **Los Angeles, CA**
American Airlines
Alaska Airlines
Delta Air Lines
United Airlines
Virgin America
FedEx Express

LGA **New York City, NY**
Delta Air Lines
United Airlines

LGB **Long Beach, CA**
JetBlue Airways

MCO **Orlando, FL**
JetBlue Airways
Southwest Airlines
Frontier Airlines

MDW **Chicago, IL**
Southwest Airlines

MEM **Memphis, TN**
FedEx Express

MIA **Miami, FL**
American Airlines
UPS

MSP **Minneapolis, MN**
Delta Air Lines
Sun Country

OAK **Oakland, CA**
Allegiant Air
Southwest Airlines

ONT **Ontario, CA**
UPS

ORD **Chicago, IL**
American Airlines
United Airlines
Frontier Airlines
Spirit Airlines

PDX **Portland, OR**
Alaska Airlines

PGD **Punta Gorda, FL**
Allegiant Air

PHL **Philadelphia, PA**
American Airlines

PHX **Phoenix, AZ**
American Airlines
Southwest Airlines

PIE **St. Petersburg, FL**
Allegiant Air

SDF **Louisville, KY**
UPS

SEA **Seattle, WA**
Alaska Airlines
Delta Air Lines

SFB **Orlando, FL**
Allegiant Air

SFO **San Francisco, CA**
United Airlines
Virgin America

SLC **Salt Lake City, UT**
Delta Air Lines

STL **St. Louis, MO**
American Airlines

Regional Airlines

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

Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	4
						Over 2,000 Pilots				
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047				
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8%	
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397				
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	
SkyWest Airlines (Skywest)	EMB-120	$37.15	80	$35,664	$76.21	$73,162	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1.2-6%****	
	CRJ-200	$45.77	75	$41,193	$106.67	$96,003				
	CRJ-700	$48.52		$43,668	$113.07	$101,763				
	EMB-175	$48.70		$43,830	$113.20	$101,880				
	CRJ-900	$50.00		$45,000	$117.00	$105,300				

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.

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accey)	EMB-145XR EMB-145 EMB-135	EV	$7,500 w/ ERJ type*, $1,000 Referral	$300 / week & $1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	$1.85/hr	May 2007**	1,815	United, American***	ALPA	Surface 3 LTE	EWR, **IAH**, ORD, CLE, DFW***	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remaining after first year; **Will Reduce 11/2007 to 1/2011; ***AA flying out of DFW
			Online		Feb/15	4.C.2	Nov/2016	Nov/2016					Contract 2004 as amended, Currently in negotiations,
ExpressJet (LASA) (Accey)	CRJ-200 CRJ-700 CRJ-900	EV	$7,500 w/ CRJ type*, $1,000 Referral	$300 / week	Paid for by company; single occupancy	$1.85/hr	June 2007**	1,488	Delta, American	ALPA	Surface 3 LTE	**ATL**, DFW, DTW	*Additional bonus if typed in CRJ or ERJ, $3,500 at end of training, remain after first year, **Will reduce from 5/2008 to 9/2010
			Online	3.C.1		5.A.1	Mar/2016	Apr/2016					Contract 2007 as amended, Currently in negotiations;
							Total	3,303					
SkyWest Airlines (Skywest)	CRJ-200 CRJ-700 CRJ-900 EMB-175	OO	$7,500*	65 Hours	Paid for by company; dual occupancy, Company will pay 50% for single room	1.85/hr ($1.90/hr Eff. 1/1/2017)	2014	4,000	United, American, Alaska, Delta	None	Surface 3 LTE	COS, DEN, DTW, FAT, IAH, LAX, MSP, ORD, PDX, PHX, PSP, SEA, SFO, SLC, TUS **SGU****	*$7,500 w/ Part 121, 135 or type rating for any turbo jet over 12,500 lbs. **SGU is not a base, only HQ.
				3008.19.A	3015.6.A.1	3009.1.A	Aug/2016	Aug/2016					Pilot Agreement signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	RW	EMB-145 $12,500 EMB-170/5 $7,500	$1,600 first mo. then MMG	Paid for by company; single occupancy	$1.95/hr Dom $2.50/hr Int.*	3.5 Years	2,105	United, American, Delta	IBT	iPad	CMH, DCA, GSO, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR, JFK	$1,000 to $11,000 contract signing bonus, based on hire date. $5,000 FO anniversary bonus, $10,000 CA anniversary bonus. *International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Nov/2015	Apr/2016					Contract 2015
Envoy formally American Eagle (Envoy)	CRJ-700, EMB-145, EMB-175	MQ	Up to $22,100* plus $20,000 retention bonus**	64 hr MMG + 16 hrs per diem per day	Paid for by company; single occupancy	$1.85/hr + $0.05 increase in 2018, 2021 & 2024	Oct 2011***	1,850	American	ALPA	iPad Air 2	DFW, ORD, LGA	*Dependent on aircraft assignment once hired; **Paid over two years in quarterly installments and after one year of service; ***Company projects less than 3 years for new hires to upgrade and 6 years to flow to American Airlines.
			Online	4.A	4.B	5.B.1	Dec/2016	Dec/2016					Contract 2003 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
500 - 2,000 Pilots													
Endeavor Air (Flagship)	CRJ-200 CRJ900	9E	$23,000*	MMG, but no per diem	Single Occupancy paid by company	$1.70/hr	July 2007	1,587	Delta	ALPA		JFK, DTW, MSP, LGA	Pay based on DOS+2 years, 1% increases every year, *$23,000 per year until Dec 2018.
			Online	3.D.1, 5.D.4		5.D.1	Dec/2015	Mar/2016					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	No - $1000 Referral*	MMG & Per Diem	Paid for by company; single occupancy	$1.75/hr	Hiring Street CAs**	1,186	American	ALPA		CLT, DAY, TYS	*$1000 referral bonus for employees if they refer a successful applicant, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time.
						5.A.1	Jul/2015	Dec/2015					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	$5,000*	76 Hours during training	Paid for by company; single occupancy	$1.47/hr	4 Months	1,250	United, American	ALPA	iPad**	PHX, DFW, IAD, IAH	*Can be increased by company. **Pilot must have an iPad, but there is a stipend for it.
			LOA 37	5.A.2	5.B.1	5.A.2	Feb/2016	Feb/2016					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	No Bonus, $1000 or $1250 Ref.*	2.5 hours per day	Paid for by company; single occupancy	$1.75/hr dom $1.80/hr int	2.5 - 3 Years	750	American	ALPA		DCA, LGA, ORF, PHL	Pilot hiring and attrition from 10/2013 to 10/2014, *$1250 referral bonus if applicant has CRJ type rating
				4.C	5.A.1	LOA 37	Jul/2015	Apr/2016					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400	QX	None	16 credit hours per week & per diem	Paid for by company; double occupancy	$1.80/hr	July 2014*	635	Alaska	IBT		ANC, BOI, GEG, MFR, PDX, SEA	*Upgrade time should be reduced as they explore more growth with the approval of the Alaska Air Group purchase of Virgin America.
				5.I.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	$1,500 Referal Bonus	MMG & Per Diem*	Paid for by company; double occupancy	$1.65/hr**	Sept 2015	710	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. $1.70,
				3.H, 5.B	5.B.3	5.B.1	Oct/2016	Dec/2015					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	$10,000	$23/hr @ 60 hr	Paid for by company; single occupancy	$1.60/hr	January 2015	555	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015.
			May/15	5.B.3	6.C	5.O	Dec/2015	Dec/2015					Contract 2007 as amended

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes

General Information

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
							Under 500 Pilots						
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	$1.70/hr	1,000* Hrs 2,500 TT	420	American	ALPA		PHL, MDT, ROA, **SBY**	*1,000 Hours of Part 121 flight time. **$5,000 pilot referal bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Jul/2016	Jul/2016					Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145	AX	$7,500	$35.81 @ 75 hrs	Paid for by company; Single occupancy	$1.80/hr*	July 2015	600	United, American	ALPA	iPad	IAD, STL, ORD DEN, RDU	*Increases to $1.90 in 2017; **Attendance Bonus** 0 Sick Days Used $1000, 1 Sick Day Used $700, 2 Sick Days Used $500, 3 Sick Days Used $300
				3.C.1	5.A.1	5.C.1	Dec/2015	Jun/2016					Contract 2015 as amended
Cape Air (Kap)	ATR-42 C402 BN2	9K	None	40 Hours per week	Paid for by company; Single occupancy	$37/overnight	Upon Reaching ATP Mins	100	Hyannis Air Service DBA Cape Air	IBT	No	New England, New York, Montana, Midwest, Caribbean & Micronesia (See Notes)	HYA, EWB, BOS, PVC, ACK, MVY, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, OLF, GGW, HVR, UIN, MWA, CGI, IRK, TBN, OWB, SJU, MAZ, STX, STT, EIS, GUM
				3.K.A	6.E.5.A	6.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Silver Airways (Silverwings)	Saab 340b	3M	$12,000*	MMG & Per Diem	Paid for by company; single occupancy	$1.85/hr	18 months	160	Self**	IBT		FLL, TPA, MCO, IAD	*$3,000 after IOE, $3,000 after 1 year, $6,000 after 2 years; **11 Codeshares
						5.C	Jul/2015	Jul/2016					Contract 2011 as amended
Ameriflight, LLC (AMFlight)	EMB-120 EMB-110 BE1900 & 99 SA227 C208 PA31	AM	None	$9 - $12.50 per hour* $35 / Day Per Diem	Paid for by company; Single occupancy	$1.45/hr	Immediate	185	UPS FedEx DHL Lantheus ACS Mallinckodt	None	iPad	**DFW**, BFI, PDX, SFO, BUR, ONT, PHX, ABQ, SLC, SAT, OMA, LAN, CVG, SDF, BUF, MHT, EWR, MIA, BQN, SJU	*Hourly rate in training depends on PIC, SIC and aircraft type.
							Oct/2015	Oct/2015					
CommutAir (CommutAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to $15,000*	MMG	Paid for by company; single occupancy	$1.70/hr	Oct/2016	370	United	ALPA	None	EWR, IAD, **BTV****	*With ATP/CTP: $7,000; Without ATP/CTP: $2,000 free ATP/CTP course; $5/121 PIC qualifying hour up to $8,000 **BTV is only HQ
			Online	3.G	5.A.8	5.B.3	Dec/2016	Dec/2016					Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D EMB-120	ZK	No	$36/Day	Paid for by company; dual occupancy	$1.50/hr	May 2016	60		UTU		DEN, PHX	15 Month, $7,500 training contract required for ALL First Officers. Direct Entry Captains contract is prorated over the first 15 months of service.
						4.D	Dec/2016	Dec/2016					Contract 2014 as amended
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*	KS				$50/day	2012	120		None		ANC, BOS	*$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborne Airlines (Seaborne)	DH-8-300 S340	BB				$30/dom, $50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Corvus Airlines (Raven Flight)	B1900C B19000D* DH-8	7H	No	MMG	None, except during SIMs in SEA, Single	$40.00 per over night	November 2009**	81	Ravn Alaska	None	iPad	ANC	*After 6 months pay goes to $40 on B1900, first year pay adjusted for this. **Hageland pilots can transfer at any time once they hit ATP mins, so much uncertainty abounds
							Apr/2016	Apr/2016					Need contract
Island Air (Moku)	ATR-72	WP		MMG*	Paid for by company; Single occupancy	None, On a RON, company will reimburse w/ receipt	Street Captains	53	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	Dec/2016	Dec/2016					Contract 2009 as amended
Total Pilots							20,100						

Contractual Work Rules

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
							Over 2,000 Pilots						
ExpressJet (LXJT) (Accey)	12/12 or 11 for reserve in 30 day month	Yes*	11 or 13; 15**	539	2 hr DPM***; 3.75 on day off	15 hours min per 4 day trip	None	None	100%	100% or 150/200% when red flag is up	$150 / yr****	Company provided	*Reserves past show time only; **11 or 13 based on start time of duty, 15 hours max for reserve phone availability + duty time ***Duty Period Min; ****After completing first year
	21.D.1.b, 21.D.3.a	3.D.4	5.A & 21.I.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and $400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	12	Yes*	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%. Over 87 hours 125%**	Provided by company	Company provided	*Only line holders and available for reassignment. **Premium pay when available is 115%, 130% or 150%
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formally American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	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

Back to Contents

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						500 - 2,000 Pilots							
Endeavor Air (Flagship)	11	Yes	14	501	4	None	None	None	100%	150% 200%**	New hires pay 50%, all others get $240 per year*	None	*Starts 1/1/2015, **200% at company discretion.
	3.R.4	3.N.1	12.H.1	-	3.H.1	-	-	-	8.A	3.M.3	18.C, 18.H	26.A.1	Contract 2013 as amended
PSA Airlines (Bluestreak)	11	Yes*	13 , 14.5 on CDO	195	3.5**	None	None	None	50%**	125% or 150%***	$400****	None	*For line holders only with exceptions to open time pick ups; **with exceptions see contract section; ***Critical Coverage Pay per company; ****After 1 YOS
	12.D.1	3.i.1	12,A1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	11	Yes*	FAA Part 117	205	None	None	None	None	50%	100% or 200%**	Company pays half of blazer and pants only	None	*To line guarantee, **200% for junior manning and improper reassignments.
	12.B	3.G	12	-		-	-	-	6.A	3.H.1	5.E.2	-	Contract 2008 as ammended
Air Wisconsin (Wisconsin)	12/12	Yes*	12, 14 or 13**	294	3 hours or Duty Rig	See Trip Rig	1:2	1:4	100%	150% or 200%***	$260 / yr****	$50*	*Once trip is awarded or assigned for all pilots **Based on start time. ***At the discretion of the company. ****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/LOA 37	18.C.2	18.E	Contract 2003 as ammended
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 discreation
	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 ammended
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 ammended

	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes
						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 refenced contract section, **Unless available for premium pay
	25.C.2,3 & 4	3.G.4.a	LOA 12	-	3.G.3.a	3.G.3.a	-	-	8.B.5, 8,C,3	25.G	26.Y.4	-	Contract 2013 as amended
Tran States Airlines (Waterski)	12 line holders 11 reserves	Yes*	14	246	4**	None	None	None	100%	150% 200%***	$25 / month	None	*Line Holders have Cancellation Pay - 100% line by line, block or better, **For reserves only, ***At discretion of company.
	25.B.3.a.2 & d.2	3.F	12.E.1	-	LOA 2011-07	-	-	-	3.H.1	3.E.2	5.F.3	-	Contract 2011 as amended
Cape Air (Kap)	10	Yes	14	170	5	None*	None*	None*	100% for 135 50% for 121	100% or 150%**	Paid in full by company, no set amount per year. Reasonable amount.	Yes as needed	*Pilots are paid per duty hour not flight hour. **Paid above minimum, if it is over 40 hours per week, then it will be paid at 150%
	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
Silver Airways (Silverwings)	11	Yes*	14	161	3, 4 on lost day	Greater of min day, credit, duty rig	1:2	None	50% for first 5 hours, then 100%	100%	$150 / yr**	None	*Greater of line value or actual flown except for named storms, than 50%; **For replacement only.
	6.D.3 & 4	6.H.8.a	8.A.1	-	3.H	3.B.1	3.B.1.c	-	7.D.1	3.D	5.J	-	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	
CommutAir (CommutAir)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	$17.50 per month ($210 / yr)	None	*Additionaly incentive offered at company discretion,
	25.C.1-25.C.2	3.E.1	12.B.1	-	3.D.2.a	-	-	-	8.A.2	3.F.1	5.D.3	-	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	10	No	14 or 15*	59	3.75	None	None	None	50%	100%	$200 per year after first year	None	*For continuous duty overnights, **and every two years thereafter
	3.C.2	-	18.C.1	-	18.B.5	-	-	-	3.C.4	18.J.1.b	19.D	-	Contract 2014 as amended
Peninsula Airways (Penisula)	5 on 2 off												
Seaborne Airlines (Seaborne)	13												
Corvus Airlines (Raven Flight)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then $80 per year	No	
Island Air (Moku)	11/12* Line Holder, 11/10** Reserve	Yes***	FAA Part 117	123	3.8	None	None	None	100%	150%	Company issues 3 shirts, pants, replaces as worn	None	*12 days off during 31 day months, **Reserves have 3 options, Standard (20 days on), Min (17) & Max (23); ***Average pay, can be reassigned
	10.C.1.d; 10.C.1.e.(4)	4.E.1	10.B		4.B	-	-	-	4.F.1	4.A.4	15.AA	-	Contract 2009 as amended

Additional Compensation Details

Over 2,000 Pilots

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
ExpressJet (LXJT (Accey)	EMB-145XR, EMB-145, EMB-135	$45.26	75	$40,734	$98.18	$88,362	< 1 = 7 Days** 2-6 = 14 Days 7-10 = 21 Days +11 = 28 Days	5 H/M Max 640 (110 above 640***)	<5 = 4% 5<10 = 5% 10+ = 6% Vesting*	<5 = 2.5% 5<10 = 4% 10<15 = 5% 15<20 = 5.5% 20+ = 6%	25%	*Based on YOS; **Prorated 7/12ths of a day per month. ***110 Additoinal hours may be accured for any illness longer than 30 days, if more than 255 hours used at once acrual is 7 H/M. ****60-76 seat aircraft pay rates added with new contract extension, currenlty there are none on property.
	60-76 Seat A/C****	$49.98		$44,982	$107.83	$97,047						
	-	3.A.1	3.B.1	HRxMMGx12	3.A.1	HRxMMGx12	8.A.1	7.A	25.A.2	25.B.2	LOA 9	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Accey)	CRJ-200	$46.44	75	$41,796	$101.80	$91,620	**<1 = 14 Days**** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50%of6% 7=75% of 6% 10=75%of8%	None	30%	*Vesting based on YOS, **1.2 Days per month of employment.
	CRJ-700, CRJ-900	$48.48		$43,632	$109.33	$98,397						
	-	3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A.1	14.A.1	27.A.1*	27.A.1	28.A.3	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	CRJ-200	$45.77	75	$41,193	$106.67	$96,003	<6m = 30.8 Hrs >5 = 36.96 Hrs > 10 = 46 Hrs > 15 = 49 Hrs > 16 = 52 Hrs >17 = 55 Hrs >18 = 58 Hrs >19 = 61 Hrs	After 90 Days .0193 Per Hour 1.45 H/M*** After 2 Years .027 Per Hour 2 H/M*** After 5 Years .0385 Per Hour 2.89 H/M***	1-4 yrs, 3% 5-9 yrs, 5% 10 yrs, 7%	None	38%	*MMG for reserve pilots is 76. **Vacation time is based on how much your work, see chart in 3011.1 for per hour basis, Hours quoted in this chart are based on working 800 hours in one year. Pilots set the daily rate for vacation awards. ***H/M based on MMG of 75 hours. ****Based on YOS.
	CRJ-700	$48.52		$43,668	$113.07	$101,763						
	EMB-175	$48.70		$43,830	$113.20	$101,880						
	CRJ-900	$50.00		$45,000	$117.00	$105,300						
	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1		-		Pilot Agreeemnt signed August 2015
Republic Airways (Republic or Shuttle)	EMB-170 EMB-175	$50.42	75	$45,378	$120.11	$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ =6%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4, Vacation is taken out of a PDO bank @ 4 hrs per day.
	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K		14.E	Contract 2015
Envoy formally American Eagle (Envoy)	EMB-145	$39.78	75	$35,802	$89.12	$80,208	<1yr = <7 dys*** 1-2yrs = 7 dys >2yrs = 14 dys >5yrs = 21 dys >16yrs = 28 dys	90dys-5yrs = 3.5hrs/month; >5 yrs = 4hrs/month	1-4 = 3.5% 5-9 = 5.25% 10-14 = 6.4% 15-19 = 7% 20+ = 8%	None	31% to 35% 1% increases per year	*New-hires are capped at 12th year pay for CA and 4 years for FO. **<1 is prorated.
	EMB-175				$93.90	$84,510						
	-	LOA**	LOA	HRxMMGx12	LOA*	HRxMMGx12	8	9.A	28.B**	28.B	28.A.3.b	Contract 2003 as amended

500-2,000 Pilots

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Endeavor Air (Flagship)	CRJ-200	$38.49	75	$34,641	$84.03	$75,627	<1yr=<7 dys*** 1-2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	2.5 H/M	50% Match: 1-5 = 6% 5-10 = 8% 10+ = 10% Vesting**	None	32% for medical (35% 1/1/15), 25% dental	*Pay based on DOS+2 years, 1% increases every year; **Based on YOS, ***>1 year prorated
	CRJ-900	$39.75		$35,775	$89.96	$80,964						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A.3.b	14.A	28.B	28.B	27.A.2	Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200	$41.78	75	$37,602	$98.37	$88,533	< 1 = 7 days > 2 = 14 days > 7 = 21 days >14 = 28 days	0-5 = 3.5 H/M 5+ = 4 H/M 485 Max	50% Match: .5-5 = 2% 5-7 = 4% 7-10 = 8% 10+ = 8%*	.5-5 = 1.5% 5-7 = 2% 7-10 = 2.5% 10+ = 3.5%	27%	*75% after 10 YOS, **Vesting after 3 YOS.
	CRJ-700 CRJ-900	$43.29		$38,961	$106.67	$96,003						
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.A	14.A	28.C**	28.C	27.B.4	Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200	$37.96	76	$34,620	$80.93	$73,808	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 20 = 28 days	0-1 = 1.52 H/M 1-4 = 2.17 H/M +4 = 3.0 H/M	2%*	None	Based on rates set by company and insurance provider	*Pilots shall receive as the Company matching contribution the greater of the amount contributed to any other Company employees or two percent
	CRJ-700, CRJ-900, EMB-175				$104.39	$95,204						
	-	3.A	4.A.1	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200*	$49.98	75	$44,982	$109.29	$98,361	< 1 = 7 days > 2 = 14 days > 5 = 21 days > 10 = 28 days > 19 = 35 days	3.75 H/M Max 375	3-4% = 1% 5-6% = 2% 7% = 3% 8% = 4% 9% = 5%	3%	25%	*1.5% Pay Raise every year on October 1st., 3.A.2, **Pilot must contribute first percentages to get company matching (second percentage)
	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended
Horizon Air (Horizon Air)	Q-400	$49.43	80.5	$41,383	$119.19	$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year
	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended
Compass Airlines (Compass)	E-170, E-175	$45.80	75	$41,220	$111.24	$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accural, converted to years for comparison, first year is prorated;
	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700	$37.70	74	$33,478	$96.97	$86,109	> 1= 7 days > 2 = 14 days > 7 = 21 days > 15 = 28 days	0-2 = 2 H/M +2 = 3 H/M Max 300	1% Veste 100% after 3 YOS	No	$85 single, $314 family per month**	Reserve MMG is 70, Line holder MMG is 74, *Company match 100%, **2007 rates
	-	?	5.B.2	HRxMMGx12	?	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2007 as amended

Back to Contents

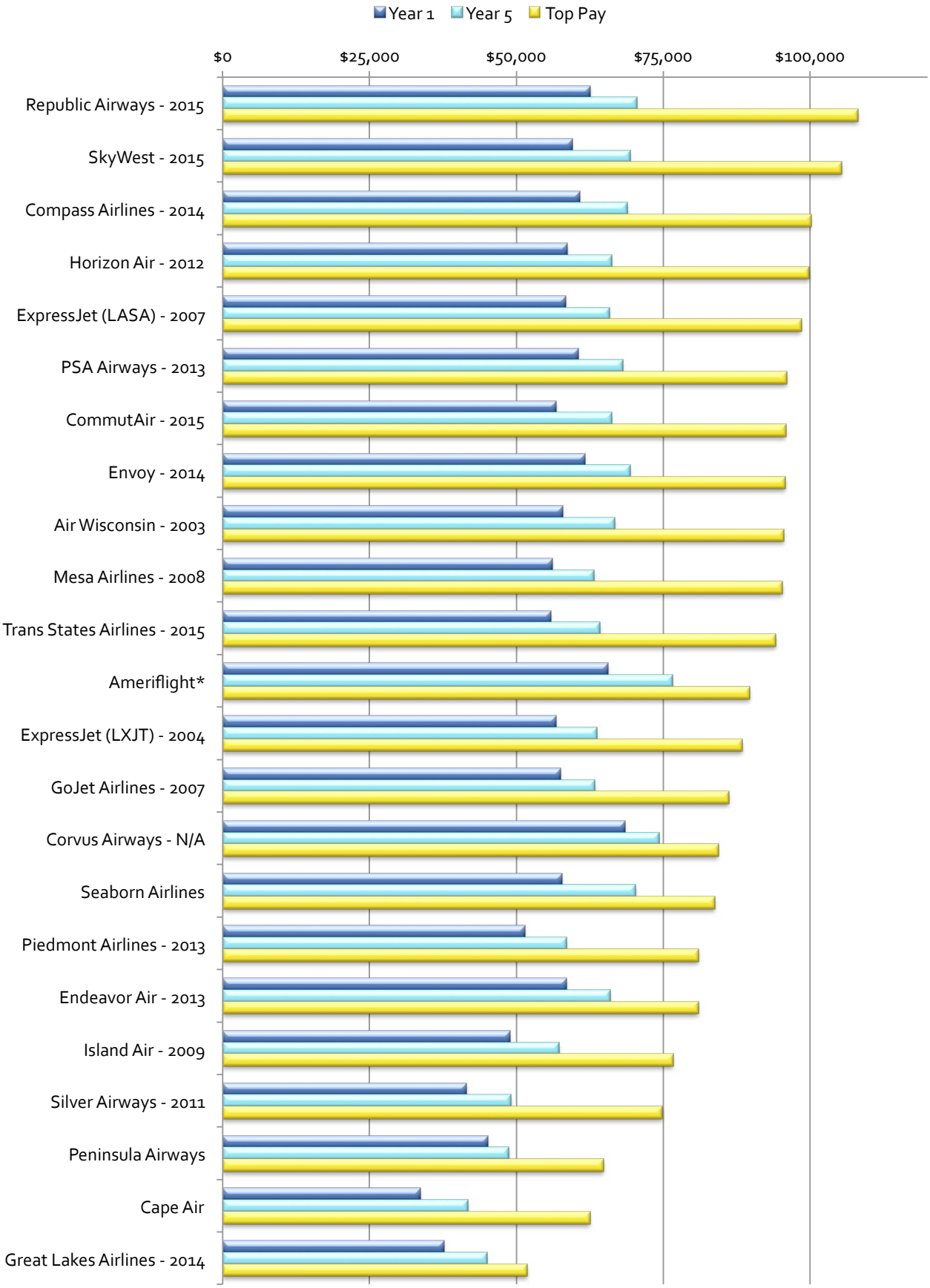
Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
							Under 500 Pilots					
Piedmont Airlines (Piedmont)	Q-100, Q-300	$40.33	75	$36,297	$89.98	$80,982	> 1 = 5 days*** < 1= 5 days 2-7 = 10 days 7-13 = 15 days +14 = 20 days	4 H/M	50% Match: <4 = 6% 4-9 = 9% 10-14 = 10% 15-19 = 11& 20+ = 12%	1%	Set amount** 2016 Max 17%	*50% match based on YOS, **See chart at referenced contract section; ***First year is prorated.
	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
Tran States Airlines (Waterski)	ERJ-145	$44.99	75	$40,491	$104.51	$94,059	< 1 = 7 days** 2 - 5 = 14 days 6 -13 = 21 days +14 = 28 days	0-2 = 3 H/M 3-5 = 3.5 H/M +6 = 4 H/M 450 Max	9+ mos = 4% 3-6 = 6% 7+ = 8% 50% Match	None	35% Employee, 35.9% Emp +2	*Line holder lines built to a minimum 80 hours, **First year is prorated.
	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
Cape Air (Kap)	ATR-42, C402, BN2	$12.72	40	$26,458	$30.02	$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days **+ 10 = 35 Days**		up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
Silver Airways (Silverwings)	Saab 340b	$39.03	75	$35,127	$83.07	$74,763	< 1 = 7 days** 2-6 = 14 days 7-10 = 21 days +11 = 28 days	4 H/M 160 Max	4%*	None	40% for employee, 75% for family	*25% matching, **First year prorated
	-	3.L	3.G	HRxMMGx12	3.L	HRxMMGx12	11.A.1	13.A.1	24.F	24.F	24.B.1	Contract 2011 as amended
Ameriflight, LLC (AMFlight)	All	Salary	160 Units of Pay	$31,000	Salary	$89,650	1.16 Days per month		5%	None	$198 per month	
CommutAir (CommutAir)	Q-200, Q-300, ERJ-145	$45.62	75	$41,058	$106.36	$95,724	1 = 7 days 1-5 =14 days 5-11 = 21 days 11+ = 28 days	2.5 H/M	up to 6%**	None	35.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
	-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended
Great Lakes Airlines (Lakes Air)	B1900D, EMB-120	$42.40	75	$38,160	$57.51	$51,759	0-3 = 7 Days 4-5 = 14 Days +6 = 21 Days	.94* or 1.56 H/M	Equal to other employees	None	Equal to other employees	*From zero to 3 years, **$3500 in yearly cash incentives for EMB 120 FO, $5000 for BE 1900 PIC and $7500 for EMB 120 PIC
	-	3.A	3.C.1	HRxMMGx12	3.A	HRxMMGx12	5.A	6.B.1	20.B	-	20.A	Contract 2014 as amended
Peninsula Airways (Penisula)	Saab 340A, Saab 340B*											
	-											Need contract
Seaborne Airlines (Seaborne)	DHC-6-300	$44.00	75	$39,600	$93.00	$83,700			Yes*			*Based on profitability
	S340	$40.00		$36,000	$69.00	$62,100						
	-			HRxMMGx12		HRxMMGx12						Need contract
Corvus Airlines (Raven Flight)	B1900C, B19000D, DH-8	$64.00	60	$37,440	$117.00	$84,240	2.9 Hours Per Week	2 Days Per Year	2%	None	$450-$500 / Mo. $750-$800 / Mo.	
	-			HRxMMGx12		HRxMMGx12						Need contract
Island Air (Moku)	Q-100	$38.57	80	$37,027	$79.83	$76,637	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-6 = 5% 6-8 = 3% 8-10 = 2% 10-12 = 1% 12+ = 0%	1-3 = 1% 3-4 = 3% 4-5 = 4% 5-6 = 5% 6-8 = 7% 8-10 = 8% 10-12 = 9% 12+ = 10%	0% for employee, full cost for family, after 3rd year then 0% for all	*After 5 YOS.
	ATR-72	$40.50		$38,880	$100.98	$96,941						
	Q-400			$0	$100.98	$82,400						
	-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	14.A	Contract 2009 as amended
	Aircraft Types	**FO Top Out Pay (Hourly)**	**MMG**	**Base Pay**	**Top CA pay**	**Base Pay**	**No. of Vacation weeks & accrual**	**Sick Time Accrual**	**401(K) Matching (%)**	**401(K) DC**	**Percentage of health care employee pays**	**Notes**

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

Captain Yearly Pay Comparison

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

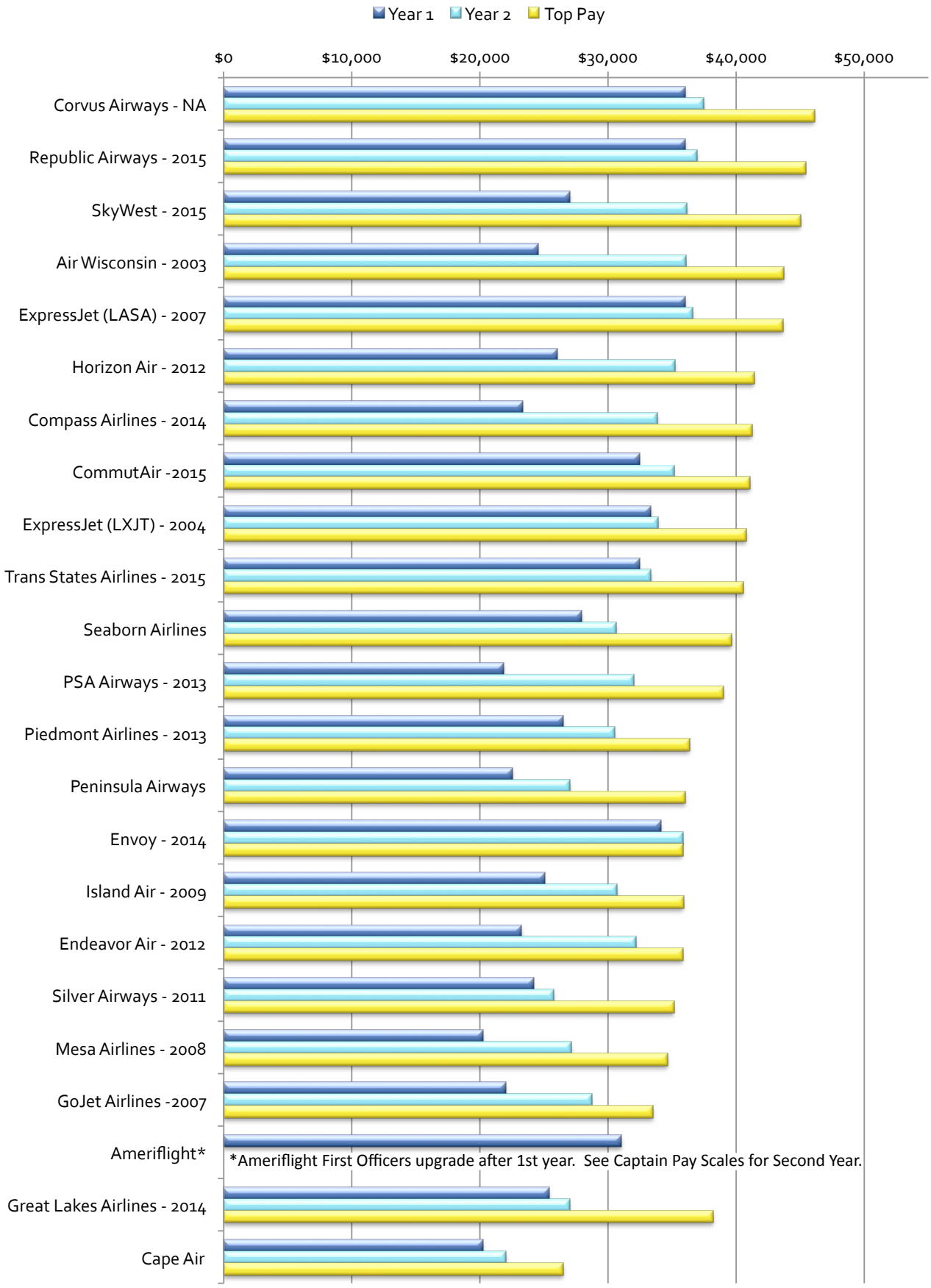


The year indicates the year the contract was signed. No year indicates the contract wasn't available at date of publishing.
Yearly pay rate based on MMG times bid periods times hourly rate of bid periods per contract. *Ameriflight is based on salary.

Back to Contents

First Officer Yearly Pay Comparison

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



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

ABQ **Albuquerque, NM**
Ameriflight, LLC

ACK **Nantucket, MA**
Cape Air

ALB **Albany, NY**
Cape Air

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

ATL **Atlanta, GA**
ExpressJet Airlines

AUG **Augusta, ME**
Cape Air

BFI **Seattle, WA**
Ameriflight, LLC

BIL **Billings, MT**
Cape Air

BOI **Boise, ID**
Horizon Air

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

BQN **Aguadilla, PR**
Ameriflight, LLC

BUF **Buffalo, NY**
Ameriflight, LLC

BUR **Burbank, CA**
Ameriflight, LLC

CGI **Cape Girardeau, MO**
Cape Air

CLE **Cleveland, OH**
ExpressJet Airlines

CLT **Charlotte, NC**
PSA Airlines

CMH **Columbus, OH**
Republic Airways

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

Mainline Flight Attendants

General Information

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Number of FA's	Union	Average Reserve Time	Most Junior Base	Most Senior Base	Bases	Notes
American Airlines (American)	B787, B777, B767, B757, B737, A350, A330, A321, A320, A319, MD82/83, E190	AA	None	Company Provided; Double Occupancy			APFA				BOS, CLT, DCA, DFW, LAX, LGA, MIA, ORD, PHL, PHX, RDU, SFO, STL	
												Contract 2014, As Amended
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	No hourly wage, $24/day perdiem	DoubleTree or Holiday Inn Express	$24/day ($1/hour)	1,000	TWU*		N/A**	N/A	BLI, FLL, HNL, IWA, **LAS,** OAK, PGD, PIE, SFB	*(currently in contract negotiations) **F/A candidates are allowed to give preference of base during interview process. We do out best to accommodate those requests, but cannot always place candidates at their first preference
						May/2016						
Total Flight Attendants						1,000						

| | Aircraft Types | 2 Digit Code | Pay During Training | Hotel during new hire training | Per Diem | Number of FA's | Union | Average Reserve Time | Most Junior Base | Most Senior Base | Bases | Notes |

Contractual Work Rules

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

| | Min Days off (Line/Reserve) | Pay Protection | Max Scheduled Duty | Min Day Credit | Min Trip Credit | Incentive Pay | Downtown Hotel | Deadhead Pay | Open time pay | Uniform Reimbursement | Job Shares Available | Jetway Trades | Notes |

Additional Compensation Details

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

| | Aircraft Types | FA Starting Pay | MMG | Base Pay | FA Top Out Pay | Base Pay | No. of Vacation weeks & accrual | Sick Time Accrual | 401(K) Matching (%) | 401(K) DC | Percentage of health care employee pays | Notes |

Regional Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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

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

Career Services

Application Review Career Consulting

Resume Critique Interview Prep

Upcoming Job Fairs

Women in Aviation INTERNATIONAL

March 2-4, 2017

Aero Crew Solutions will be attending the Women in Aviation Industry Expo in Orlando, FL at Disney's Coronado Springs Resort

NGPA | NATIONAL GAY PILOTS ASSOCIATION

January 19-20, 2017

Aero Crew Solutions will be attending the NGPA Industry Expo in Palm Springs, CA at the Renaissance Palm Springs Hotel.

Please stop by our booth if you are attending either event. 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.

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