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Republic Airways

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Skywest Airlines

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PSA Airlines ◆

Piedmont Airlines

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AND ENTHUSIASTS

25 YEARS

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

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

SEE WHAT WE CAN ACHIEVE TOGETHER.



NGPA

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UPCOMING EVENTS

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

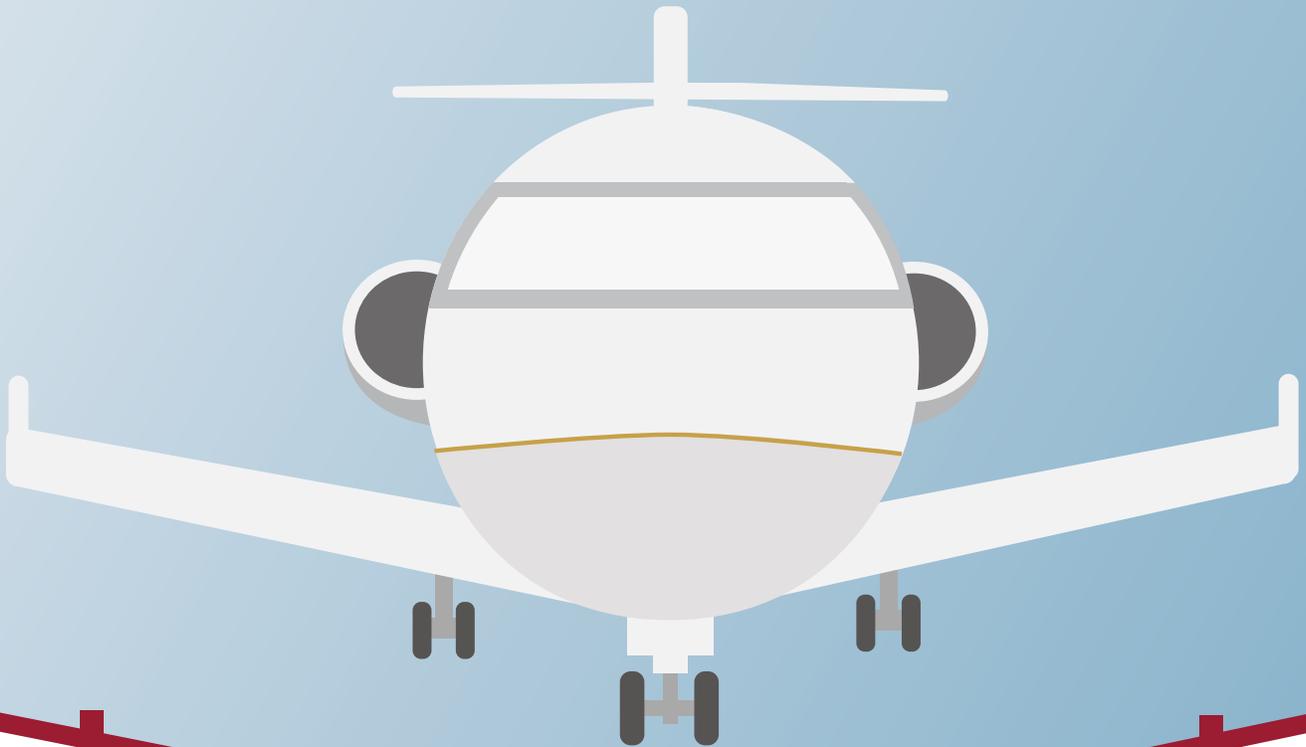
NGPA WINTER WARM-UP & INDUSTRY EXPO / PALM SPRINGS, CA 01.21-24/2016



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

Your Quality of Life Matters

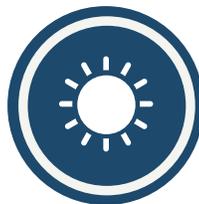
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401k
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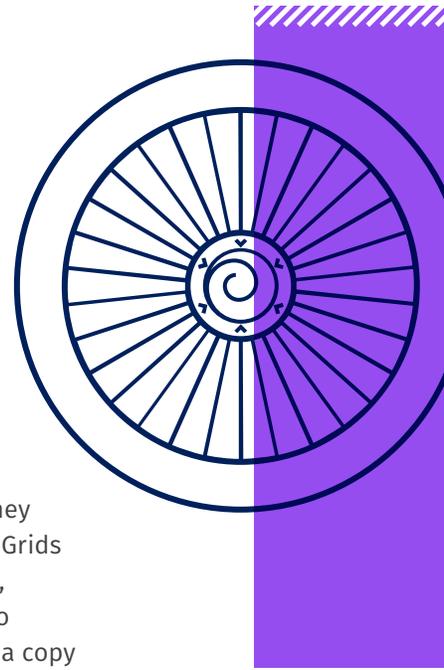
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Dear readers,

I recently received a letter from Brian who questioned the value of The Grids, citing that they are largely out-of-date. Brian's much welcomed feedback prompts me to address how The Grids are developed. While it may not be evident (and maybe we should see how we can fix that), the data in The Grids are about 90% user-generated. We rely primarily on readers (users) to provide what is published. Anyone with a contract from the airlines is encouraged to send a copy to us so that we can verify and include the information in The Grids. To identify the updated items, we shade monthly updates in blue. To address the issues of the bonuses, our contract analysts will investigate and update as we can. We have been working on a positive change for The Grids so I will encourage everyone to stand-by. Improvements are on the horizon.

We are an advertiser-supported publication, without paid subscription fees to our readers. Compared with other publications, our ad-to-content per page is calculated at 40% below the typical subscription magazines and 50% below subscription-free magazines. We are proud of this fact and consider our venture a service to our readers.

We gather the information that the airlines, regional and major, are willing to have published. And, we take great care to vet data the we receive from other sources. But, our greatest source for this data is our readers.

I'd like to thank Brian for bringing this to our attention and allowing me to encourage everyone to submit updates to gridupdates@aerocrewnews.com.

Tailwinds,

Craig D. Pieper

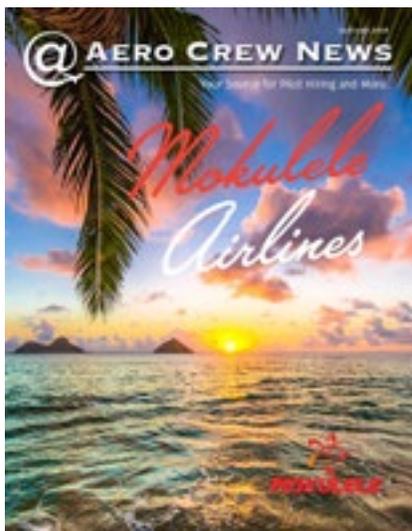
About the Publisher



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

January 2018

Here's what you missed last month, Aero Crew News traveled to Hawaii to feature Mokulele Airlines. Fitness Corner reaffirms your commitment to yourself in New Year, New You. Million-Air sticks with the resolution theme in Make A Commitment This Year, Not A Resolution, To Financial Success. Pilot Perspectives shares Carrie's success story, A Circuitous Route to Success. Safety Matters explains Threat and Error Management. Cockpit2Cockpit and Skylaw have taken a short winter break. And of course, there's always more aviation news with Radar (previously Aviator Bulletins) from Ameriflight, CommutAir, DeerJet, Envoy, Mesa and PSA.



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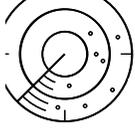
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Aviator Bulletins
Provided by the companies listed

Photographs By
Melody Hood

Additional photographs as noted.



Mesa Airlines is Soaring Through 2018



With only one month into 2018, Mesa Airlines has already signed partnerships with four Universities

to their CFI Cadet Pipeline University Program. These four Universities include; California Baptist University, the University of Alaska Anchorage, U.S. Flight Academy, and Baylor University. With the inclusion of these Universities, they now have a total of 16 Universities in their program in just under six months. But they show no plans of stopping, with future partnerships planned with other universities, as well as attending Job fairs at Universities, by the looks of it, their goal has never been so clear; to help aviation students follow their dreams. By the end of the year, Mesa Airlines wants

their wings to expand all across the nation to help students access the necessities for those dreams. Your future is clear for takeoff with Mesa Airlines.

What are you waiting for? Apply today!

If you'd like to find out more information about their CFI Cadet Program, make sure to check out their Cadet page specifically for helping students out with their questions. (www.mesa-air.com/CFICadet .)

MESA AIRLINES
CFI Cadet Pipeline Partner Schools

For more information please visit www.mesa-air/CFICadet

American Eagle UNITED EXPRESS

Envoy Offer Up to \$45,000 Signing Bonus for Experienced Pilots

Seeking High Value Aviators to Fuel Growth



IRVING, Texas, Envoy Air Inc., the largest wholly owned regional airline subsidiary of American Airlines Group (AAG) recently launched the High Value Aviator (HVA) program, geared to new pilots who join the team with a solid record of Part 121 commercial airline experience. The program provides a unique bonus offer of up to \$45,000 at date of hire.

Envoy has a growing fleet and expanding network and is hiring pilots at a rapid pace, with more than 900 new pilots expected to be added in 2018. They'll join the more than 2,000 current Envoy pilots who can look forward to a seamless flow-through to American Airlines in just about six years, thanks to an industry-leading agreement with the mainline.

"There's a tremendous amount of career progression happening at Envoy today," said Captain Ric Wilson, Vice President Flight Operations. "We're hiring new pilots at record levels and upgrading them to Captain in about two years or less. We've also seen roughly 1,400 Envoy pilots make the leap to American since the flow-through agreement was introduced. All that movement means incredible opportunity for qualified pilots – especially those with prior Part 121 commercial experience."

"We're able to offer up to \$45,000 as a signing bonus to those pilots who already have a solid record and Part 121 commercial experience, because they can immediately add value to the company," said Wilson. "The actual amount offered will vary by candidate, but someone with a clean training record, reliable attendance and at least 600 hours of Part 121 experience can earn a check for \$45,000 when they walk through the door."

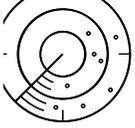
"I started off at another airline, but my goal has always been to fly for American Airlines," said Wil Hehman, a newly minted Envoy pilot who took advantage of the HVA program. "You can certainly apply to AA 'off the street' and hope to get an interview, but flying for Envoy is the best insurance policy in the industry...a guaranteed spot at American, with no additional interview required. And that's on top of Envoy's HVA bonus, generous benefits and leading travel privileges. For me, it was a no-brainer."

Those candidates with Part 121 commercial airline experience should apply online or contact Envoy Pilot Recruitment at envoypilotrecruitment@aa.com or 972-374-5607 for more information.

About Envoy

Envoy Air Inc., a wholly owned subsidiary of American Airlines Group, operates more than 150 aircraft on over 800 daily flights to more than 150 destinations throughout the United States, Canada, Mexico, the Bahamas and Caribbean. The company's more than 15,000 employees provide regional flight service to American Airlines under the American Eagle brand and ground handling services for many American Airlines Group flights. The company was founded in 1998 as American Eagle Airlines, Inc., following the merger of several smaller regional carriers to create one of the largest regional airlines in the world. Envoy is headquartered in Irving, Texas, with hubs in Dallas/Fort Worth, Chicago, New York and Miami, with a large ground handling operation in Los Angeles. Envoy is currently adding 54 spacious Embraer 175 aircraft to its fleet, with options for up to 76 more. Connect with Envoy on Twitter [@EnvoyAirCareers](https://twitter.com/EnvoyAirCareers), on Instagram [@EnvoyAirCareers](https://www.instagram.com/EnvoyAirCareers), and on Facebook at [Facebook.com/envoyaircareers](https://www.facebook.com/envoyaircareers) and [Facebook.com/EnvoyPilotRecruitment](https://www.facebook.com/EnvoyPilotRecruitment).





Ameriflight and Epic Flight Academy Sign Cadet Pathway Program

DALLAS, TX – Ameriflight and Epic Flight Academy have entered into a cadet pathway program that will allow pilots to go from no licenses or aviation experience to piloting aircraft for a large airline in just five years. Participants will begin earning competitive pay six months in and will leave the program debt-free, a rare advantage in the aviation industry.

In the program, participants will receive 10 months of primary training as a student and 15 months of advanced training as a Certified Flight Instructor while accumulating 1200 hours of flight experience at Epic Flight Academy. Upon completion, they will come directly to Ameriflight where they will work as a captain for three years. During this time, they will advance within Ameriflight and have the opportunity to be placed in one of Ameriflight's flow through or gateway programs with large airlines such as UPS Airlines, Omni Air, Allegiant Air, and Frontier Airlines. The cadet program from start to finish can be completed in as little as five years, compared to a university program and building experience through a regional airline which can take close to 11 years along with tens of thousands of dollars in cost.

The first group of the program's cadets will soon be transferring to Ameriflight. Epic will begin enrollment of new individuals in the first quarter of 2018.

"We are excited about expanding the cadet program with Ameriflight," says Danny Perna, CEO of Epic. "The program not only helps students overcome financial barriers to reach their aviation goals, but it also creates a streamlined career pathway that enhances training and safety."

"These programs are a major contributor to Ameriflight's ability to hire qualified pilots to fulfill current needs and meet the demands of the growing ecommerce market," says Brian Randow, CEO of Ameriflight.

About Ameriflight: Ameriflight was founded in 1968 and has grown from a small air charter and cargo service carrier to an international operator and the nation's largest 135 cargo airline. Ameriflight is headquartered in Dallas, TX and has more than 500 employees, including over 100 pilots and 100 aircraft. Ameriflight provides feeder services for overnight express carriers such as UPS, FedEx, and DHL.

The company can be found on the web at ameriflight.com and on Facebook, Instagram, and Twitter at @Ameriflight.

About Epic Flight Academy: Since 1999, Epic Flight Academy has been successfully training airline pilots. Epic Flight Academy, a FAA 141 pilot school, operates in New Smyrna Beach, Florida and annually trains 200 pilots for 77 different countries, providing pilots for more than 33 airlines worldwide. The company can be found on the web at epicflightacademy.com and on Facebook, Instagram, and LinkedIn at @EpicFlightAcademy.



&



Cadet Pathway Program

- ✓ **\$60,000** tuition reimbursement = debt-free flight training!
- ✓ From zero experience to major airline qualified in **5.5** years!



10 + **15**
Months Months



Foundational **student** training at Epic earning private pilot certificate, instrument rating, commercial multi-engine rating, and flight instructor certificate in 10 months. Advance training at Epic as a CFI while accumulating **1,200 flight hours** in 15 months.

3
Years

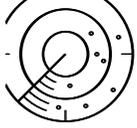


Advance to **AmeriFlight** and fly as a **Captain** accumulating 2160+ turbine hours in three years.



Opportunity to participate in AmeriFlight **flow through** or **gateway program** in as little as five years from start of cadet program.





Help us Unite the World

New Milwaukee Crew Base March 2018

Thanks to the hard work and dedication of our team, Air Wisconsin Airlines completes the transition to United Airlines this month to fly exclusively as United Express. We also have another reason to celebrate—our new Milwaukee crew base opens in March 2018, joining our bases in Chicago O’Hare and Washington Dulles. Air Wisconsin will hire over 250 pilot this year to meet the needs of our growing route structure, and we are confident we will attract qualified aviators by offering high quality of life work rules as well as industry-leading compensation. Unlike other regionals, Air Wisconsin offers Trip and Duty Rigs to ensure your time away from home is used efficiently. New First Officers have a minimum of 12 days off and up to 200% pay for picking up trips. Our commuter friendly policy also makes your life easier. Live where you want; just give yourself two chances to arrive at your scheduled time. Other benefits include, 401(k) with company match up to 8%, worldwide travel privileges,

industry-leading health benefits and paid training. 18-24 months is all it takes to upgrade to Captain with Air Wisconsin Airlines. Our pilots are also eligible to participate in United Airline’s Career Path Program. Unlike flow-through programs, you have the freedom to apply to United through other means or apply to any airline you want.

The opening of this new base is further proof of Air Wisconsin’s commitment to the continuous improvement of our product and service as we grow to meet the needs of United Airlines.

First Officer candidates can apply at www.airwis.com/careers, or contact a recruiter via email at: pilotrecruiting@airwis.com.



Women Leaders Forum of the Coachella Valley honors Desert Jet Founder and CEO, Denise Wilson with “Women Who Rule” Award



Palm Springs, California, January 22, 2018 – Leading aviation services company Desert Jet, is proud to announce its founder, President and CEO, Denise Wilson, will be among a select group of

women being recognized by the Women Leaders Forum of the Coachella Valley (WLF) during their 6th Annual Awards Luncheon and Scholarship Fundraiser Event. Denise is one of four women that WLF will be honoring for their extraordinary community leadership, public service, commitment to education and visionary entrepreneurship with the “Women Who Rule” award. Each honoree has exemplified their dedication to educating, inspiring and empowering others. Denise Wilson will be receiving the WLF Desert Visionary Award.

Founded over 18 years ago, the WLF continues its mission to empower and develop women leaders of all ages and backgrounds in the community and fund college scholarships for the best and brightest members enrolled in WLF’s Young Women Leaders Mentoring Program. Currently, members of WLF are mentoring over 60 young women leaders, all high school seniors, in individualized one on one programs.

“I’m honored to be recognized by the Women Leaders Forum”, said Denise Wilson, President and CEO of Desert Jet. “At a time when the value of the contribution of women is in the limelight, organizations such as the Women Leaders Forum are crucial to developing our next generation of women leaders”.

The awards luncheon and scholarship fundraiser event, scheduled for Friday, January 26, 2018, will be held at

Agua Caliente Resort Spa in Rancho Mirage and begins at 11:00 am with an elegant reception and silent auction, followed by the 12:00 pm awards program and luncheon. For more information on the event, or to purchase tickets, visit www.wlfdesert.org. 100% of the proceeds from this event will fund scholarships to participants in the mentoring program.

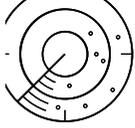
About Denise Wilson and Desert Jet

Denise Wilson is the founder, President and CEO of Desert Jet, a group of aircraft acquisition, sales, management, charter, maintenance and ground handling companies based in the greater Palm Springs area of California. Structured as the private car service of the sky, private flyers can use Desert Jet’s services on-demand, with no requirements like buying a fractional share, jet card or membership.

Denise was a professional oboist-turned-commercial pilot who founded Desert Jet with no investors or start-up capital and led the company to rank on the Inc. 500|5000 list of the nation’s fastest growing, privately-owned companies five consecutive years and named one of the “50 Fastest Growing” womenowned/ led companies worldwide. Denise was named a national winner of the EY Entrepreneurial Winning Women™ program in 2013 and named one of “Ten Top Women CEOs on the Inc. 500 list” by Inc. Magazine in 2012.

Denise is a pilot with over 8000 hours of flight experience, in aircraft as diverse as the Cirrus SR22 and the Boeing 737. She has flown for several airlines including Aloha Airlines, and is a former airline captain. She has been featured, published, and quoted in Inc. Magazine, the Los Angeles Times, Business Jet Traveler, Forbes, Fox Business, Entrepreneur Magazine, Palm Springs Life, Barron’s, the Wall Street Journal, and Aviation for Women Magazine, and is a frequent speaker and presenter.

For more information, please visit www.desertjet.com or contact us at (800) 381-JETS.



Private Jet Card Comparisons Launches First Ever Corporate Gift and Affiliate Programs



NEW YORK, NY – Jan. 11, 2018 – Private Jet Card Comparisons, the only independent buyer’s guide to private jet membership card programs, has launched its first ever Corporate Gift and Affiliate Subscription Programs. The website compares over 100 jet card programs by more than 65 variables saving subscribers hours of research and money by helping them find the program that best fits their flying needs.

Subscriptions to Private Jet Card Comparisons have proven popular with ultra-high net worth individuals, affluent consumers interested in private aviation, C-Level executives, financial planners and lawyers with wealthy clients, personal assistants and buyers at corporate travel and procurement departments.

Barron’s recently wrote, “With so many programs available, the decision process can be disorienting. So for advice on the best deals, Barron’s Penta turned to Doug Gollan, founder of Private Jet Card Comparisons, a modern-day online Kelley Blue

Book for private jet cards that compares over 100 programs by 60-plus characteristics.”

After strong success with individual subscriptions priced at \$250, Private Jet Card Comparisons now offers Corporate Gift Subscriptions and Affiliate Referral Subscriptions.

Corporate Gift Subscriptions are designed to be gifted by companies to affluent clients and other clients who travel privately or want to learn more about private aviation programs. Typical companies that will benefit from the program include wealth management advisors, law firms, corporate consultants and sellers of luxury goods and services. Corporate Gift Subscriptions provide the giver a perfect way to help their best customers navigate the complicated world of finding the best private aviation program offering discounts for bulk purchases.

The Affiliate Referral Subscriptions program enables publishers and influencers who have readers and followers who are interested in private aviation to earn up to \$150 per paid subscriber they refer. The program provides affiliates with advertisements and marketing material, plus full real-time lead tracking. Sign up can be completed in less than 60 seconds at: <https://privatejetcardcomparisons.com/privacy-policy/affiliateprogram/>

“Most of the information we provide isn’t available on jet card provider websites, and it would be impossible for any buyer to replicate the data we have put together. By compiling it into easy-to-use spreadsheets, we provide subscribers a faster and better way to figure out which programs best meet their needs,” said Gollan.





About Private Jet Card Comparisons

Private Jet Card Comparisons compares over 100 jet card programs across 65 variables in easy-to-use spreadsheets saving hours of research and thousands of dollars from choosing the wrong program. Companies compared include: Air Partner, Airstream Jets, Atlantic Jet, Clay Lacy Aviation, Concord Private Jet, Delta Private Jets, EcoJets, ExpertJet, Flexjet, Jet Aviation, Jet Linx Aviation, JetSet Group, JetSuite, Jet The World, Luxury

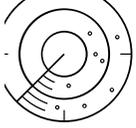
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Working hard to make your childhood dreams come true...



CommutAir Jetting into Growth in 2018

On January 7, CommutAir said farewell to its turboprops as they flew their last revenue flights, and hello to a new era. For the first time in history, CommutAir is an all-jet carrier, operating ERJ-145s and completing a year two fleet-transition project.

However, CommutAir's growth is just beginning. 2018 is planned to be a big year for the Cleveland-based carrier, with fleet growth and pilot hiring as top priorities.

After United's 40% investment, CommutAir will be tripling the size of their all-jet fleet to 61 aircraft. To staff their growth, CommutAir is aggressively hiring pilots who will upgrade within 13-18 months. In the rare case a pilot does not, CommutAir is guaranteeing Captain pay which boosts Year 2 rates to \$55.50/hour. CommutAir will experience explosive growth for the upcoming years, and its demand for captains offers pilots rapid upgrades and fastest path to United Airlines.

To sustain its large new-hire classes and a tripling pilot roster, CommutAir has expanded its training center in Washington Dulles. The new facility doubles the size of the previous training center and can house up to 100+ pilots. The expanded facility also offers the latest flight training technology

and is staffed with industry veteran instructors providing new-hires a seamless training footprint.

"With our new facilities and resources, we were able to cut the new-hire training footprint to ~90 days, which allows our pilots to hit the line, start accumulating hours and flow to United Airlines via our United Career Path Program (CPP), faster than any other program. Pilots simply want to build time the moment they are line-qualified, and our efficient training footprint allows for just that," said Jeff Harris, Director of Flight Training.

While other airlines are dormant on fleet-growth and challenged to fill pilot classes, CommutAir's ignited growth makes it a pilot's ideal destination. This former turboprop airline is increasing its footprint in United's route structure and serves as a springboard for pilots who wish to fly for United Airlines.

Want to hear more?

Contact us today at (440)-779-4588 ext. 399

Have a recruiter contact you by emailing pilotrecruiting@commutair.com

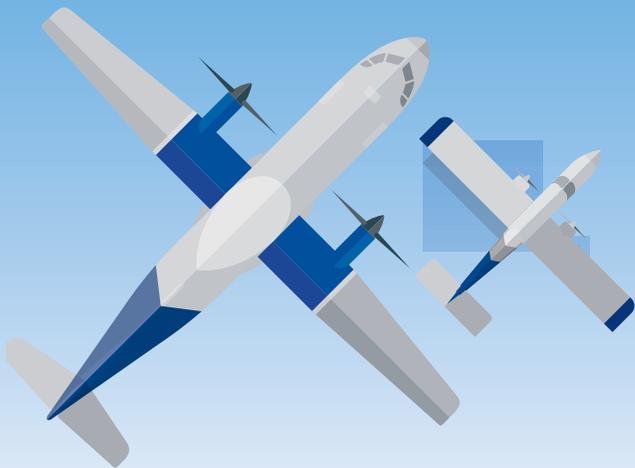
Find out more about CommutAir at Airline Pilot Central or visit FlyCommutAir.com

Apply now at AirlineApps

Enjoy the ride with us.

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

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




Cape Air[®]

Contact our Pilot Recruitment team at pilotjobs@capeair.com or call 508-727-7883.



You are More Than Just a Pilot

BY JOHN HACKWORTH

When we talk about success, what are we really talking about? What are the terms by which we define success, and how does it change from industry to industry, person to person? As with most things, there is no one true answer and the more people you speak with, the greater the variety of answers you'll get. I'm sure there are entire articles or papers in which the sole focus is the concept of success and its effects on the individual's quality of life, but for the sake of this column and its audience, I'll narrow it down to one person and his remarkable career advancement within the airline industry.

While still young, and perhaps still defining what success means to him and contemplating how it may evolve throughout his life and career, my former student and current colleague, Marc Cervantes, has had quite a run of it so far. At 24 years of age, Marc is a first officer at a legacy carrier with an MBA and founder of a non-profit under his belt. While clearly Marc has achieved a great deal for his age, what is important to understand is that a part of what defines Marc's success is more than just his job and title, but his personal and professional development.

Marc, like most of us, has been an aviation enthusiast for as long as he can remember. Growing up in the U.S. but with French parents, Marc was fortunate to travel often and therefore fly quite a bit. His first real memory of flying was on a trip to visit family in France and with the encouragement of his father, he took the opportunity to say hi to the pilots and look around the flight deck. It was from that point that Marc knew what he wanted and as soon as he turned 16, he took it upon himself to begin working on his private pilot's license. Before graduating high school, Marc was a licensed pilot and on his way to attend Embry-Riddle Aeronautical University. This is where our paths crossed. Marc was the first student to whom I was assigned as a brand-new flight instructor.

Marc made easy work of his instrument rating and was on to the next license and a new instructor in no time at all. From the Flight Line Assimilation Program to Tutor Lab assistance, Marc was as focused on his grades and ratings as he was on participating in extracurricular activities. This was at times a very daunting task, especially for such a young person living in Florida and surrounded with so many other distractions. Nonetheless, persistence and discipline afforded Marc the opportunity to become a Flight Instructor while still completing his undergraduate studies and further developing both his airmanship and professional skills.

As a student, Marc accepted an intern position with ExpressJet Airlines in Atlanta, Ga. He spent his summer working in the offices of the Operations Department and took the opportunity to connect and network while working on developing additional workplace skills. His relationship with the airline and its employees would later prove to be of considerable value in Marc's career progression.

Marc would eventually graduate and become a full-time instructor but simply instructing full time was not enough. Marc enrolled in Embry-Riddle's MBA program while still an instructor. In 2014, the airline industry was in full-swing toward profitability and the need for airline pilots was ever increasing. For many in Marc's position, this meant they no longer needed to spend years as an instructor. Though still only 20 years of age, Marc accepted a position at ExpressJet Airlines. His time spent as an intern working diligently and professionally left positive impressions on those whom he's met and served to create the special terms for his job offer. After completing his training, Marc was still not of legal age and therefore needed to wait a period of almost two months before completing his ATP license. As a First Officer for ExpressJet Airlines, Marc wasted no time focusing on



further developing his skill sets. He volunteered for positions within the Union and Gateway Programs and soon found himself Chairman of the Furlough/Leave committee and Vice-Chairman of the P2P committee. Additionally, Marc volunteered with the Big Brothers Big Sisters organization and became a Big for Dante, a now close family friend. These measures and steps were all but pieces of a much bigger picture that show his efforts to not only involve himself in company and industry matters, but to learn from those around him. Clearly, there were times that were more difficult than others, and mistakes were made along the way. The thing that stands out most with Marc is that while the circumstances for him seemed favorable due to the shifting tides in the industry, that he was clearly becoming involved and therefore building a particularly nice résumé, Marc was honing the skills that made him a more well-rounded and conscientious individual. These are some of the key professional developments that allowed Marc to further propel his career at such a young age.

I remember well the night Marc called to talk about an idea for creating a mentorship organization focused on supporting aspiring pilots. It had been quite a few years since we had first met and while still the fun basketball-loving guy I met as a teen, there was something different in his approach, his language and thought processes. His idea was solid and we agreed there was an unfulfilled need in our industry. Almost two years later, and through more ups and downs than we could have possibly predicted, Professional Pilots of Tomorrow is in a healthy position to continue supporting an ever-growing number of members.

Early, on his 23rd birthday, Marc got the call from Delta Air Lines. Soon he was flying the MD-88 out of Atlanta, the city where he first interned years before. A driving force behind his involvement in organizations and good grades was Marc's de-

sire to become a pilot for Delta. His career is looking bright and while his success has been fast and furious, there is great deal more to consider beneath the title.

Character, discipline, and motivation are just some of the key contributors toward a successful career.

Regardless of whether a person becomes a legacy pilot at 23, 30, or any age, what matters is the he/she grows personally along the path and enjoys the process to their best ability. We are more than just pilots, and the process of working toward our goals is worth evaluating and recognizing as part of what makes us successful individuals. Recognizing that, in the end, it's not just about the destination, but the journey that counts. Work on not just landing the job you've always dreamed of, but of becoming a better person in the process. [ACN](#)



About the Author

John Hackworth is an Airbus 320 First Officer and one of the founders of Professional Pilots of Tomorrow. [Read More...](#)



Will You Benefit In 2018 From The New Tax Plan?

STORY: ANDY GARRISON

By the start of February, the new rules for the recent tax law change will be in full swing. For just about every pilot, this begs the question, “Will I benefit from it or will it end up costing me?” Here are a few quick ways to determine its impact upon you in 2018.

(A quick note: This overview is for informational and educational purposes only. Please talk with your tax accountant or tax preparer for guidance specific to your situation).

The big changes for most pilots

While there are thousands of changes to the tax code in the new law, there are a few main categories that will have greater impact on most pilots.

Reduced deductions that most take

For many pilots, the biggest negative change (which is somewhat offset – explained in the next section) is the now \$10,000 combined deduction limit for state and local income taxes and property tax. This means that if you pay over \$10,000 in property tax and/or state income tax, you will likely be limited to a total deduction equaling \$10,000.

Furthermore, there is a reduction in the maximum size of mortgages from which you can deduct interest payments if you itemize your taxes. Previously, the maximum size was \$1,000,000. Starting in 2018, this figure is reduced to \$750,000.





adjustment should be a major benefit. Furthermore, the tax brackets are more favorable, meaning this pilot should owe less in taxes at this level than in previous years. The child tax credits are likely to be far more valuable than the lost personal exemptions if dependents are children under the age of 17.

If you have a side business, you may experience the greatest benefit. If you operate a side business as a “pass through” entity (often Sole Proprietorships, S Corporations and LLCs), the tax bill has set in motion a potentially significant reduction in taxes for you. At the time of this writing, details were still being fleshed out. However, the bill exempts from taxes 20% of income earned through these entities.

Who may not benefit?

If you’re paying very little Federal income tax now, it’s likely you will not benefit as much from the changes. Furthermore, those in high tax states (both state income tax and property tax) may find that the other benefits are offset (completely or partially) by the limiting of these deductions to \$10,000. Finally,



About the Author

Andy Garrison is a private pilot, a Certified Financial Planner™, and holds an MBA. [Read More...](#)

while income tax deductibility isn’t the main reason for giving to charities, the reality is that far fewer people will be able to claim a deduction for charitable giving. This could mean that charities see a negative impact to their income in 2018 and beyond.

I do believe most pilots will be paying less in income taxes in 2018 than they otherwise would have had the bill not passed. Because of this, take 15-20 minutes to estimate your income taxes due under the new tax bill. (You can find plenty of calculators online, or contact me for a spreadsheet). Once you have an idea of what you will owe, you can adjust the amount of taxes withheld from your paycheck to potentially boost your monthly cash flow.

Final thoughts

Most pilots will benefit from the recent tax law changes. Most will benefit from the increased standard deduction and expanded child tax credits, and high income pilots are far less likely to be exposed to the Alternative Minimum Tax. Still, those in high tax states are likely to feel the biggest pinch, followed by those who have dependents who are over the age of 17.

Take the time to estimate your 2018 taxes so you can adjust your withholding early in the year. Doing so can make sure you start benefiting now and not just at refund season. Continue saving for retirement and future expenses and working to increase your income.

Safe flying! [ACN](#)

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10

Layover Workout Tips

NEVER let a lame hotel stop your workout!

BY MAX WETTSTEIN

Opinion only – not medical advice

Be an enlightened fit pilot, aware that you can workout anytime, anywhere, with anything, including your own bodyweight. What exactly do I mean by this? As we all come to realize, sooner or later, this airline biz can be quite unpredictable – from weather to mechanical issues, our daily schedules can change, seemingly on whim, deviating us into cancellations, stopovers, or unplanned layovers, sometimes without any overnight luggage, let alone workout gear. The sooner you can deconstruct your workouts to keep them simple, to get back to basics, you will realize that you truly can workout anywhere, and that all you really need is your own body, a bit of desire, and a little creativity. I've worked out in airport parking garages, in hotel stairwells, in my hotel room, and everywhere in between, even barefoot and in my pilot-shoes. Sure, if the hotel has a state-of-the-art fitness facility or access to a local gym, I am stoked and use it, but more often than not, hotel fitness centers are minimal and some equipment is broken.

Mindset:

You need to be able to call an audible on your workout plan, given whatever layover accommodations you may find yourself. Recognize the value the situation brings! There's an unintended benefit – Muscle confusion resulting from randomly changing things is in fact a benefit that prevents fitness plateaus and muscle adaptation. While most fall into complacency in their standard fitness routines, our career lands us in new environments, pushing us out of our comfort zones and into new opportunities for growth. Shift your workout paradigm to perceive each new hotel layover, not as a fitness obstacle but rather as a new challenge. Discover how creative you can be by inventing a new workout and by utilizing whatever happens to be available in your surroundings. Ideally, if you have your overnight roll-aboard, you will have packed a pair of running shoes, a resistance band, and a jump-rope. Following are 10 solid tips to employ when more traditional workouts may not be available or you're stranded without luggage. Always be vigilant and cautious to be aware of any potential risks.

About the Author



Max Wettstein is an Airbus 320 Captain at JetBlue Airways, a former US Navy pilot and fitness professional and author. [Read More...](#)



#1 Yoga & Burpees

There is space in every hotel room to put down a towel and do a complete yoga routine, Burpees and other bodyweight-only resistance exercises, such as lunges, squats, planks, push-ups, butt-lifts, leg-lifts and crunches. The Burpee is a six-part, full-body, functional exercise that involves all muscle-groups. It is reputed to have the highest workout value of any other bodyweight-only exercise.

#2 Go Barefoot

The recent minimalist-shoe movement, while extreme, did teach us that we tend to wear and rely on shoes too much. Our feet become weak over time, if we are always in shoes. So, if you are stranded on a layover without running shoes, see this as an opportunity to train barefoot. If that is just not possible, there is no reason why you cannot train in your pilot-shoes. I have done this many times and it has never been a problem.

#3 Take the Stairwell

If the weather is inclement and there is no hotel

fitness facility, or you're not feeling it for room-yoga, check out the stairwell. It obviously offers a stair-interval workout. Exposed structural steel elements might provide an opportunity to do some pull-ups.

#4 The Gym is All Around Us

I don't care at what airport you happen to be stuck, if you have a few hours to kill, then a workout opportunity is available to you. I often head to the parking garage to do intervals up and down floors, or plyometrics (jump training) and yoga on the roof, often with a good view. But if nothing else, you can go for a brisk walk around the terminals and people-watch.

#5 Train your Brain

Ultimately, no matter where you may be stranded, you always have access to a mental-fitness opportunity. Learn to practice mindfulness or another form of meditation. These are present moment, awareness, or breathing-centered, mental fitness exercises that help positively influence the Amygdala (the fear-center) of the brain.



#6 Take a Nap

Let's face it, most pilots suffer from sleep-deprivation or circadian rhythm disruption. It is on us to manage our sleep, because the work rules aren't going to protect us. Sleep is the foundation of our holistic health. Everything is built upon being adequately rested. Deciding between a nap or a workout with an extra few hours on your layover is always a toss-up, in my opinion. Personally, I would never tell any of my fellow pilots that exercise is more important than sleep. When in doubt, go with extra sleep. Most pilots become really good nappers. If you see an opportunity, put on your shades and log a nap.

#7 Your Luggage is a Dumbbell

I believe in resistance training using only your own bodyweight, however your luggage is always available to hoist in repetitions. Lifting luggage may not be as comfortable as a kettlebell, for example, but luggage is a tool of our trade.

#8 Take a Cold Shower

Taking a cold shower is not only very healthy, it actually serves as a synergistic, moderate cardiovascular exercise, as it causes your blood vessels to constrict, as they do in physical exercise. Cold exposure also

triggers your adrenal glands in an ideal manner making your immune system more robust, kick-starting your metabolism, and thermogenically activating any brown-fat you may have. All you have to do is stand there under the cold water and focus on your breathing.

#9 Isometric-Flexion

Flex your butt and abs, throughout your day, while stuck sitting in the flight deck or in your car in traffic. Nobody has to know or will even notice. Repeatedly, isometrically flexing and squeezing your core, butt and legs is indeed a toning workout that can be discretely done underneath your uniform, anywhere and nobody has to know.

#10 Sitting is Lethal

While this is not a training tip, per se, I just wanted to emphasize that our chosen career is inherently full of occupational health hazards, and the number-one risk hazard is being sedentary due to long-term sitting. Careers that require long-term sitting are linked to a shortened lifespan and early death, and that is without even considering all the other occupational health hazards we face (all of which can all be found on my website, www.PilotFitness.Net). Anything you can do to offset all the sitting you do will help add years onto your life. [ACN](#)



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Safety Management Systems

The future of aviation safety

STORY: SCOTT STAHL

In Safety Matters, we have spent most of the last year talking about the various safety programs that exist, their development, their purpose and their impact upon flight crews. We have also alluded to a bigger system (than just data gathering safety programs) that would allow better safety decision making to influence policy and procedural development.

While each of these programs is important, and each serves a vital purpose in the safe operation of an airline, once massive amounts of anonymous data gathering began, it became widely accepted that each program would be more effective if it were part of a central data gathering and tracking program. This would serve to not only identify problems and trends, but could direct response to prevent issues from becoming greater. This core concept forms the basis of a Safety Management System or SMS.

SMS is a term that most pilots will be familiar with, but may not fully understand because it is a system that exists behind-the-scenes from line flying. Despite its invisibility to most, it serves a vital function to improve the operation on all levels and elevates operational safety to a level that would otherwise be impossible within a safety system. Because it exists “behind the scenes” sort of lends an air of mystery to a system which is fundamentally very simple in concept, but complex in execution. Since it is not really seen directly by the line employees, there is often a lack of understanding about how such a system can improve safety, and more importantly, how employees interact with the system.

SMS is, in concept, a top-down safety system that exists at all levels of the company and seeks to effectively perform the following objectives:

Gather data at all levels of the company that are related to all relevant safety-sensitive job tasks.

Analyze the gathered data to identify trends and incidences that may pose a potential safety risk.

Perform a risk analysis on those trends and incidences to determine severity of risk, cost, frequency, and the need to impose a change of equipment, policy, procedure, or training.

Systematically and proactively implement the recommended changes, policies or training among the necessary work groups.

Continue to monitor the data to determine whether the implemented changes were effective. If they were, no change may be necessary. If they weren't, additional analysis will be performed to attempt to address the issue more effectively.

A good analogy for flight crews for what a SMS system is constantly doing is similar to the concept of Aeronautical Decision Making (ADM) that crew members perform throughout a flight. As pilots, we are constantly evaluating whether a change has occurred and whether we need to react. If we do need to react, we determine the best course of action, implementing that action. We then monitor to see if that action achieved the desired result. The FAA formally represents this as the DECIDE model of ADM, and SMS is very similar in concept, but on a much broader scale. The SMS is unique in that while working on a total operation scale, it is also more sensitive to single occurrences or issues that might not be detected using traditional safety methods. For instance, if an employee notices something that may cause risk in the operation, but hasn't yet resulted in a problem, then SMS allows that employee to report the issue and it will receive the same handling with respect to safety processes as would a bigger problem. This allows for a formal and defined method for employees to report issues before they cause an accident, which is distinctly different than most methods we have already talked about, where something has to occur in order to receive attention.

This seems simple in concept, but why is it important, and why do we care about it?

The reason SMS is so important and effective is that it allows the integration of various programs to provide a central system to improve organizational safety, which in turn, allows synergies that make each program more effective than it would as a stand-alone. It is this synergistic approach that allows all safety risks, regardless of frequency or severity, to be actively addressed and monitored. This not only allows safety team members to address major risks, but also to focus equal attention on safety risks that may otherwise "slip through the cracks." For the first time in formal safety systems, SMS allows for a proactive approach to safety issues that may not have yet resulted in an actual accident, incident or loss. The real key to SMS is, as is the goal for any safety system, to prevent accidents before they happen. By addressing issues as early as possible, the likelihood that an accident or incident will occur is greatly reduced. Employees have direct contact with the job being done and typically recognize a potential risk before any formal system would. How many times has "that is dangerous," or "this could be done better" entered an employee's mind while working? For the first time, SMS allows this to be addressed directly, in a formal safety program that exists company-wide.

Due to the size, complexity, importance, and far reaching effects of SMS, the next article will address the inner workings of an SMS system; the culture, the processes, and the systems that are in place so that an understanding of how it specifically addresses safety issues can be seen.

In yet another article, our discussion will center around how this system is seen and used by regular line employees to build understanding of how important the role of every team member is to a successful SMS system, and that the modern safety system is far different from how it is usually perceived. [ACN](#)



About the Author

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



Dry Leasing the Right Way

STEPHEN B. GLENN AVIATION ATTORNEY

Last month, at a wedding in Hattiesburg, Miss., I met a woman who mentioned that she was from nearby McComb. She appeared to be about my age, so I asked her if she remembered the Lynyrd Skynyrd plane crash in 1977. The accident site was not too far from McComb.

She said she was at a high school football game that night, and suddenly all the doctors in the stands were paged over the PA system to report to the local hospital. That was her first clue that a fatal plane crash had occurred – and that six people were dead, including Ronnie Van Zant, the lead singer of the southern rock band Lynyrd Skynyrd.

Aircraft Leasing

The Lynyrd Skynyrd accident became the impetus for renewed FAA scrutiny over aircraft dry leasing in the U.S., and resulted in Advisory Circular 91-37A, which I still use frequently as a guide to help explain leasing to clients and pilots (now titled AC 91-37B).

The band’s manager had leased the accident aircraft, a 1947-model Convair 240, from its owner only nine days before the crash. It was a three-week lease, with the pilots hired from another company. FAR leasing requirements were followed, but post-accident investigation led the NTSB to find that the band had no understanding of their role as the aircraft’s “operator.”

In response, the FAA immediately did two things: The month after the crash, they instituted the “48-hour notice” requirement now described in FAR 91.23(c)(3). And, in addition to the existing requirements that a large-aircraft lease be mailed to Oklahoma City and carried in the aircraft, 91.23(c)(3) now requires that the nearest FSDO be notified of the first flight under the lease at least 48 hours in advance.

Three months after the accident, the FAA also published Advisory Circular 91-37A, titled “Truth In Leasing.” Aimed at the general public, this document was an attempt to point out the differences between charter and leasing, and outline the legal responsibilities of aircraft lessees. This AC was republished in 2016 as AC 91-37B.

Operational Control

The relevance of all this to pilots today can be seen in the recent NTSB Order EA-5827, dated September 7, 2017, available from the NTSB’s website. A pilot flew a leased King Air 100 from Jackson, Mississippi, to Bessemer, Alabama, with three passengers from a construction company. Upon returning to

Jackson, he was met by the FAA. There was a written lease between the aircraft owner and the construction company, but the company's owner (one of the passengers, a Mr. Webster) believed that they were actually chartering the aircraft.

Mr. Webster also thought that the pilot and the aircraft owner were a "sole source," i.e. that the pilot owned the aircraft, but the aircraft was actually owned by the pilot's sister. The pilot was found to be operating an illegal charter and lost all of his FAA licenses.

In determining the validity of a dry lease, the FAA looks for who maintained "operational control" of a flight. In the NTSB hearing, the FAA counsel asked Mr. Webster the seven questions listed in Advisory Circular 91-37B that determine operational control:

1. Who makes the decision to assign crewmembers and aircraft; accept flight requests; and initiate, conduct, and terminate flights?
2. For whom do the pilots work as direct employees or agents?
3. Who is maintaining the aircraft and where is it maintained?
4. Prior to departure, who ensures the flight, aircraft, and crew comply with regulations?
5. Who decides when/where maintenance is accomplished, and who directly pays for the maintenance?
6. Who determines weather/fuel requirements, and who directly pays for the fuel?
7. Who directly pays for the airport fees, parking/hangar costs, food service, and/or rental cars?

- FAA Advisory Circular 91-37B (2016)



The NTSB Administrative Law Judge found that the pilot was actually the answer to most of these questions, and that operational control therefore resided with the pilot. The flight, therefore, was an illegal charter.

I cannot stress this enough – the violation occurred even though there was a written lease. The most important take-away from this order is the statement that "a written document purporting to fix operational control with the lessee may not be dispositive on the issue of operational control." (Administrator v. DeCruz, NTSB Order no. 5827 at p. 31, citing several other NTSB orders.)

To sum up, dry leases are legal, but the lessee MUST understand that operational control now rests with them. They must operate the flight as if they own the aircraft. The best strategy is to contact a competent aviation attorney to help set up the lease. [ACN](#)



About the Author

Stephen Glenn is an aviation attorney, a pilot, an accident investigator, and an aerospace engineer. [Read More...](#)

Air and Marine Operations

LEARN MORE ABOUT BEING A PILOT WITH AIR AND MARINE OPERATIONS FROM SUPERVISORY AIR INTERDICTION AGENT, AND CBP RECRUITER, TODD GAYLE.



There is no typical day in the life of our Air and Marine Agents. Do you have what it takes to join our team?

Air and Marine Operations, an operational component of U.S. Customs and Border Protection (CBP), offers exciting opportunities and pathways to long and fulfilling careers in federal service. Air and Marine Operations is a federal law enforcement organization dedicated to serving and protecting the American people through advanced aeronautical and maritime capabilities. With approximately 1,800 federal agents and mission support personnel, 240 aircraft, and 300 marine vessels operating throughout the United States, Puerto Rico, and U.S. Virgin Islands, Air and Marine Operations conducts its mission in the air and maritime environments at and beyond the border, and within the nation's interior.



Supervisory Air Interdiction Agent Todd Gayle piloting an AS350 in the El Pase Air Branch area of operations.

Learn more about being a pilot with Air and Marine Operations from Supervisory Air Interdiction Agent, and CBP recruiter, Todd Gayle.

What is the mission of Air and Marine Operations and how does an Air Interdiction Agent accomplish that mission?

Our job is to secure our borders and to facilitate free trade across those borders. We do that by means of our air component with airplanes, helicopters, and unmanned

aircraft systems, and the marine component with boats patrolling the Great Lakes, Rio Grande, Gulf of Mexico, the Caribbean, and both Atlantic and Pacific Oceans.

We're proactively looking not just at the borders, but past them. We want to stop the trafficking and illegal activity before it becomes an issue here in the homeland. Our job is to maintain and protect our way of life by ensuring the free movement of legitimate trade and travel across our borders across

our country by airways, waterways, or highways.

What kind of background do you have and how does it match up for what Air and Marine Operations is looking for in an AIA?

I have prior military experience. In the Army, I actually operated tanks, not aircraft. I used the G.I. Bill I earned in the Army towards a degree in pilot training and aeronautical science.

I've always wanted to work outdoors and didn't want to be stuck in an office job. Being a pilot and flying had always been an interest of mine since I was young. After college, I was hired on with the U.S. Border Patrol which gave me a good idea of what the federal law enforcement lifestyle was like.

What is an average day to day life like for an Air Interdiction Agent?

That's one of the most unique things about our job. Every day is different. There's a diverse amount of aircraft we fly: helicopters, airplanes, and unmanned aircraft systems. But the missions themselves are diverse as well—very diverse. You may support the Border Patrol pushing six backpackers through the mountains and helping arrest those trafficking narcotics or people across the border.

You may find that you're doing a surveillance flight for U.S. Immigration and Customs Enforcement Homeland Security Investigations on a child pornography ring.



Photo Credit: Air Interdiction Agent Edwin Montufar



A UH-60 Black Hawk searching for prison escapees during a massive manhunt in New York. Photo credit Kristoffer Grogan

Those are just a few short examples, but there's dozens of missions sets that we do: from close air support to interdiction, surveillance, and domain awareness. There's just so many things, and every day could change. If you don't want to do the same thing day-in and day-out, then this job certainly will provide you some variety.

What are some of the benefits of working for Air and Marine Operations when it comes to things like health care, career potential, retirement, job fulfillment?

Well there's a ton of benefits. Not just at Air and Marine Operations, but having a federal job. Federal agents, especially at CBP, are well compensated which means a higher standard of living all-around. You'll be taken care of in terms of life, dental, health, and long-term care insurance. You have options as to the location in which you can live, the type of housing you can afford, and the neighborhoods you live around.

Our pilots and agents could retire with as little as 20 years of

service. The retirement structure is set up as such that you can retire in comfort with reduced cost health benefits, and additional money through a 3-tiered retirement system.

Most of all of our agents will get at least two weeks of sick leave, two weeks of holiday, and a varying amount of vacation time—up to five weeks off, depending on how much time in service you have.

As a pilot with Air and Marine Operations, we get to travel a lot. We get to travel out of country and inside the country, from coast-to-coast to the North and South of the United States.

We get to fly multiple airframes. A lot of places—unlike in the military—you might fly one airframe for most of your career, maybe two. If you fly for the airlines, you may fly one or two airframes. Within our agency, there's a myriad of aircraft that you could potentially fly.... You could come into work and potentially fly in an airplane, and then later in the afternoon jump into a helicopter, and fly that.

We have an excellent and a very important mission. Something that only Air and Marine Operations can do. Our capabilities are very unique. No other agency does what we do, or as well as we do it. If you want to serve your country, you don't necessarily have to serve in the military. You can work for us!

We've got very professional aviators with a wide range of experiences and expertise. You're going to learn a lot of things from subject matter experts in all the fields that you'll become familiar with as a federal agent, to help you do your job better.

Additionally, there's collateral duties. If you're interested in firearms, we have firearms training. If you're interested in intermediate force training, peer support, public affairs—we have all these collateral duties, in addition to being a pilot in law enforcement, that you can learn and be a part of.

Do you have any advice for a pilots interested in a career with Air and Marine Operations?

Yes! First step is to go to <http://www.cbp.gov/careers> to get all the basic information on the positions available. Then, to



Air interdiction agents with U.S. Customs and Border Protection, Air and Marine Operations, pre-flight a UH-60 Black Hawk helicopter as they conduct flight operations in near U.S. Bank Stadium in advance of Super Bowl LII in Minneapolis, Minn., Jan. 29, 2018. U.S. Customs and Border

my potential applicants, I tell them, make good choices, make good friends. Associate and hang around people who have your best interests at heart.

Another one is: don't give up. It's a long process. It takes on average about six months to get in. And it requires a lot of patience, but the patience is worth the wait. Lastly, don't be deterred. If this is something you want to do, know that it is a worthwhile pursuit. The benefits will certainly outweigh the time it takes, and the effort required, to get into the organization.



A U.S. Customs and Border Protection, Air and Marine Operations, AStar and a UH-60 Black Hawk helicopter fly over U.S. Bank Stadium in advance of Super Bowl LII in Minneapolis, Minn., Jan. 29, 2018. U.S. Customs and Border Protection photo by Glenn Fawcett



On the cover: U.S. Customs and Border Protection, Air and Marine Operations is Hiring Pilots!
Photo Credit: Air Interdiction Agent Edwin Montufar

How to Apply

Air and Marine Operations has two occupations in the aviation realm: Air Interdiction Agents (pilots) and Aviation Enforcement Agents (aircrew members who are not pilots). The hiring process for both is similar; the only difference is that pilots have different qualification requirements and flight assessments. Air and Marine Operations selects candidates based on an 8-step hiring process, outlined below.

Step 1: Application. Job openings are listed on <http://www.usajobs.gov> and <http://www.cbp.gov/careers>. The position description will include all of the requirements candidates have to meet to be considered.

Step 2: Qualification determination. CBP's Minneapolis Hiring Center is charged with making a formal qualification determination. Applicants must meet the basic requirements for a federal position as well as the specific qualification requirements for the Air Interdiction Agent and Aviation Enforcement Agent positions.

Steps 3-8: Interview, background check, fitness, medical exams, and more. Applicants who meet the qualifications at the time of the review continue through the rest of the hiring process. This includes a background investigation, polygraph exam, medical exam, fitness exam, drug screening, and a 3-part flight assessment. An interview is included in the flight assessment. Any applicant that successfully completes all other phases are offered a flight assessment.

Air and Marine Operations encourages all potentially qualified candidates to apply. Every applicant who successfully completes the hiring process steps outlined above will be provided an interview. This is the best way to interview for a position with Air and Marine Operations; it is not necessary to attend a job fair or other event. To help candidates prepare for their interview, Air and Marine Operations offers flight assessment guidance at <https://www.cbp.gov/careers/frontline-careers/aia/app-proc>.

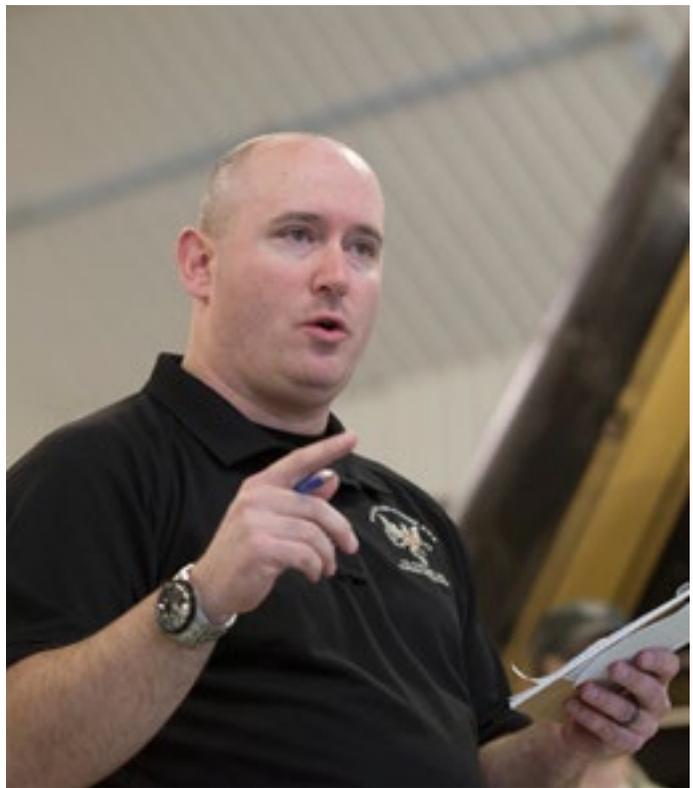
Post-interview process: If you have interviewed with AMO, the results of your 3-part flight assessment are sent to the hiring center. Once it is confirmed that the applicant completed the entire hiring process, Air and Marine Operations headquarters

will contact the applicant and make a formal offer, which also includes an assignment to an AMO location. The entire hiring process typically takes about six months. Any candidate who has accepted a formal offer will either begin attending the Air and Marine Basic Training Academy or begin duty at their Air and Marine Operations location.

Going to the academy: In Fiscal Year 2017, there were five class dates, which offered agents plenty of opportunity to begin training.

How many agents does AMO hire?

AMO is projected to hire between 30 and 50 pilots in Fiscal Year 2018.



Supervisory Air Interdiction Agent Jonathan Johnson of U.S. Customs and Border Protection, Air and Marine Operations, gives a preflight briefing to crews and pilots as they conduct security operations near U.S. Bank Stadium in advance of Super Bowl LII in Minneapolis, Minn., Jan. 29, 2018. U.S. Customs and Border Protection photo by Glenn Fawcett

ALMOST FAMOUS

BY CAPTAIN MIKE DAVIS

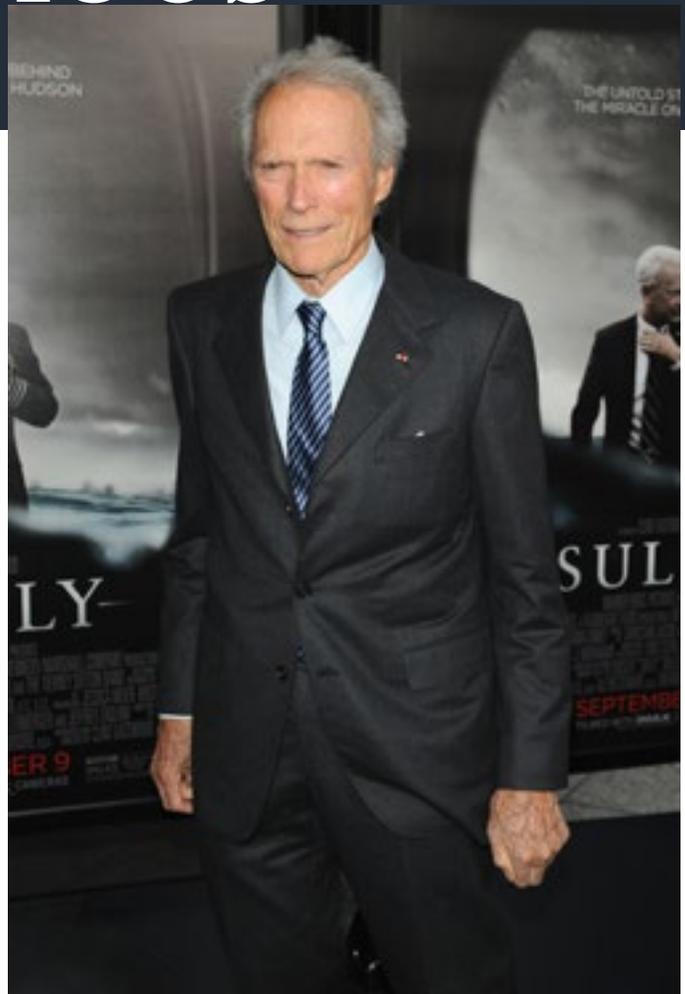
By now most everyone in the United States, and frankly all over the world, has either seen or heard about the story of Captain Chesley Sullenberger, and the crew of US Airways flight 1549. I was honored to have worked on both the accident investigation and on *Sully*, the Warner Brothers movie of the incident.

On January 15, 2009, I was on the job as an Airbus A320 Check Airman in the Charlotte Flight Training Center, when the call came in that US Airways Flight 1549 was down in the Hudson. Like everyone in the country, we watched the continuous coverage of incident, the actions of the captain and his courageous crew. The accident investigation began almost immediately.

Since the Airbus A320 transmits data continuously, using the radar tracks, we could piece together the exact path, altitudes, and speeds that flight had flown. I was tasked with loading these parameters into our flight simulators to try to determine whether there was any possibility the aircraft could have made a return to either La Guardia Airport in New York, or Teterboro Airport in New Jersey. Our team knew exactly at what point the birds had hit the plane so we flew the scenario dozens and dozens of times. Our data supported 100% that Captain Sullenberger and his crew had performed flawlessly in the unprecedented water landing.

In the ensuing weeks, I demonstrated the water landing to investigators, FAA administrators, and several other parties with an interest in the crash. The NTSB (National Transportation Safety Board) conducted an exhaustive investigation which, it should be noted, is their federal mandate. At the end of the NTSB hearings the findings were as we expected; Captain Sullenberger and crew had acted with courageous professionalism that had saved 155 lives.

Months later, my supervisor mentioned that he had forward-



ed my name along with several other pilots' names to Warner Brothers Studios. The studio had asked for contact information for some of those who had worked on the investigation. I received an email from the producer saying that the studio was exploring making a movie of the 1549 story. At that point the movie was neither written nor named. The producer asked if I would send a picture of myself for Mr. Eastwood (no one calls him Clint) and his staff to evaluate. I was quite surprised when I received a call for a close-up and a head-shot for further evaluation. In the end, Warner Brothers and Mr. Eastwood chose 6 US Airways pilots to fly the simulator scenes for the movie. We filled out extensive applications as we all had to join the Screen Actors Guild. Thankfully the studio paid for the applications. We all signed contracts as "extras" and were

paid on a daily basis. Lastly, we signed an ironclad non-disclosure agreement stating that we could not disclose any information about the movie, and that we could not post any of our pictures until movie had been released.

The airline assigned a media representative to the movie and we were kept apprised of progress through her. We received updates on the filming in New York of all the emergency responders. We were shocked to hear that Warner Brothers had purchased two recently retired Airbus A320 aircraft in US Airways paint livery. The plan was to sink them in the studio lake, the same lake where Jaws was filmed. When you watch the film you recognize how realistic the evacuation scene is because it really was sinking. All the details we learned indicated that this was to be a big-budget film, and when the cast of Tom Hanks, Aaron Eckhart and Laura Linney was announced we knew Sully would be a hit.

Toward the end of production, we pilots received calls, and FedEx delivered our scripts. I was "Pilot 1" and my colleagues were pilots 2 through 6. Our lines were simple; we were to fly the simulator and make our normal pilot callouts. We were given call times and told what to wear and where to report.

Early in the morning of our shoot, I arrived at the American Airlines Flight Training Center in Charlotte, N.C. to find about 15 semi-trailer trucks in the parking lot and a mass of technicians setting up for the day's filming. I reported to the security guard, and was led to (Wait for it!) my dressing room. When the other five pilots arrived, we all agreed that we didn't want or need dressing rooms. We were too interested in how this movie stuff was made. They herded us through wardrobe, makeup, and hair. It really was fun, and we all acted like kids. The make-up and hair ladies shared with us that they had just finished the Hunger Games series. Afterward, we attended a production meeting with the producer, director and Captain Sullenberger. During the meeting, we all had input and worked very hard at making sure that our parts were accurate. It should be noted that Sully (the man not the movie) looked at every scene to ensure it was precise. You will find that Sully, the movie is the most technically correct airplane movie ever made. Mr. Eastwood was constantly saying, "Are we doing this right?"

Our roles in the movie were to play NTSB inspectors and our job was to prove (or disprove) that Captain Sullenberger made the correct decision. Working with Mr. Eastwood for eight to nine hours was a privilege I will not soon forget. These are answers to the questions I'm asked: Yes, he is a very nice man, quiet and very polite; he's in great shape; he's 86 years old; his direction is very soft-spoken. He said, "Mike I need you to make a normal takeoff, strike the birds, make a left turn back to La Guardia, and please make it to the runway this time." How cool is that? We shot all day and Mr. Eastwood did not take a break. His employees love him and swear no one in the industry knows how to make better movies. I'm convinced.

After our day of shooting, the production company took everyone to the N.C. Aviation Museum for dinner. If you haven't visited Charlotte and the museum, you should. The actual 1549 aircraft is there, along with the entire story of survival for this crew and 150 passengers.

On September 6, 2016 my wife and I, and my colleagues flew to New York to attend the premiere of Sully. The entire cast, crew, and passengers were there, along with the heroic first responders, and of course, VIPs and media. It was quite the evening! Alas, what was to have been my movie debut ended on "the cutting room floor." Naturally, I was disappointed my scenes were cut, but my friends did a great job. It was a once-in-a-lifetime experience. One we will never forget.

I promise you will not be disappointed, and if you haven't seen it, I highly recommend you see Sully. [ACN](#)



About the Author

Mike Davis is a Captain/Check Airman for a major international airline based in Charlotte, NC. [Read More...](#)



Your Leadership Profile

How to Enhance Your Airline Application

STORY: MARC HIMELHOCH

You've probably heard the saying, "If what you're doing isn't working, try something different." If you're one of those pilots who has many thousands of flight hours but you've had your applications published for many months and still no interview invitations, it might be time to try something different. You've been told to make frequent updates to your applications, but if the only section you find yourself updating is the Flight Times section, maybe you're repeatedly running full-speed at the same brick wall and expecting a different outcome. How's that working for you?

It's natural to want to compare yourself to other pilots who are getting interview calls to determine where you're going wrong. However, unless you have that pilot's application and résumé in front of you, you're not really making a true comparison. I often see pilots on social media forums asking other pilots who received an interview invitation for their flight time credentials or trip report. Comparisons of trip reports don't tell the entire story. A typical trip report lists the pilot's

flight experience and hours, but no other background information that could be used as a basis for comparison. It's frustrating to read a trip report from someone with far less flight time and wonder why they got a call and you didn't. What the trip report doesn't tell you, for example, is that this pilot has a master's degree, attained Eagle Scout status, upgraded to Instructor Pilot (IP) in his first operational military assignment, and led a church mission to Honduras to help build schools for local children.

So, maybe you haven't done all those wonderful things, but there is still plenty you can do to enhance your résumé and application profile. One of the factors that airlines weigh heavily when screening pilot candidates is their leadership experience. Despite all the talk of a pilot shortage, it's still a highly competitive environment among the major airlines. Building quality flight time is important, but flying hours are just part of the equation. Leadership experience can be an equally, and possibly even more important part of the picture if you already have the minimum flight time qualifications.



You're particularly fortunate if you're reading this with several years remaining before you'll be ready to submit your airline applications because you have plenty of time to enhance your leadership profile. But, even if you're one of those pilots whose applications have already been submitted for several months or years, it's never too late to add to your leadership credentials. Of course, there are many other ways to add points to your application score, but within the past year, leadership experience and education have been highly emphasized by the major airline's hiring departments. Therefore, this article will focus on the leadership component of your profile. Later articles will cover other areas where you can add points to your application profile in areas that are important to the major airline's hiring departments.

Why Airlines Hire for Leadership

Put yourself in the shoes of the airline's hiring department. Do you think they are hiring you to just sit in the right seat your whole career, slinging gear and getting fat on first-class crew meals? Of course not! They are hiring future captains. They need leaders who can see the big picture, resolve conflicts, go above and beyond for their organization, and have demonstrated ability to keep a flying operation running safely and smoothly.

Unlike many days in the military when we would have weather cancel flying and we'd opt for a good lunch

push instead, in Part 121 flying you will be pressured to takeoff as long as you have a legal alternate. Good captains, and good first officers (FOs) who think like captains, will ask the question, "Yes it's legal, but is it smart?" He/ she may get on the phone with dispatch or a chief pilot and either come to a mutual decision to delay the flight, or perhaps add additional fuel and a second alternate for an additional safety margin. Despite the pressures to takeoff and make money for the company, the airline ultimately desires that kind of safety-first leadership on the flight deck.

Another reason the airlines hire for leadership is to keep their flying operation running smoothly. When you start flying in the Part 121 world, you will be amazed at the issues that come up in the back end of the airplane. We had to cancel a takeoff clearance at LAX last week because a dog got loose and was running around the cabin. It happens. Captains deal with issues well beyond the skills of just flying a jet aircraft in daily operations, including passenger issues ranging from medical emergencies to drunk and disorderly conduct. Sometimes your own crewmembers can't get along and it falls to the captain's leadership skills to resolve the conflict.

Airline hiring departments know that a good leader will use all the resources available to resolve a problem. Think about the United Airlines flight 232 accident in 1989. Despite multiple redundant systems, a DC-10 lost



all hydraulic systems (a scenario for which there was no emergency procedure since it wasn't thought possible). Captain Al Haynes knew he was in deep trouble but he also knew he had an experienced check airman riding in the back whom he called upon to help handle the emergency on the flight deck. As a crew, they determined they could partially steer the aircraft using asymmetric thrust from the engines. Miraculously, they were able to maneuver the jet to a crash landing at Sioux City Gateway Airport in Iowa. Despite heavy loss of life, Captain Haynes' leadership and technical skills were credited with saving the lives of the surviving 185 passengers and crew. For all these reasons, the airlines screen pilot applications with an eye toward demonstrated leadership.

Demonstrate Leadership through Career Progression

The airlines have a long history of poaching aviators from the military (much to the chagrin of current DoD leadership) because they know, for the most part, they are getting a highly trained pilot with lots of complex turbine time in challenging flight conditions. They have screened literally hundreds of thousands of pilot applications and résumés over the decades, so they aren't foreign to what a natural military career progression looks like.

In order to maximize your chances of getting an interview, you want your career to show a steady upward vector when viewed on paper. In the air, that means upgrading to the next qualification at the average pace of your peers, or earlier if able. When the hiring department scans your résumé, they should see aircraft qualifications that follow the natural career progression for your flying community (cargo, fighter, bomber, tanker, ISR, etc.) on a pace that either meets or exceeds the norm. If most pilots in your community upgrade to Aircraft Commander (AC) in their first assignment, then that should be your goal too. If you can go one step further and upgrade to Instructor Pilot (IP) in the same assignment, that will definitely catch the eye of the airline-hiring department. This demonstrates a principal I call second order leadership. Although aircraft qualification upgrades are more of a technical skill than leadership training, it also demonstrates a quality common to most leaders – the desire for above average achievement!

This doesn't mean that if you (like myself) are a late

bloomer, in terms of aircraft upgrades, the airlines won't hire you. It just means that you will either have to kick it into high gear later in your career, or make up for it in other areas of your overall application score. I didn't upgrade to IP in the F-16 until I was a major on my fourth operational assignment! However, I was rewarded for busting my rear end in that assignment with an upgrade to Evaluator Pilot (EP) and a follow-on assignment as a Higher Headquarters F-16 Standardization and Evaluation (Stan/Eval) pilot. Hard work does pay off.

You should also show a natural career progression in terms of your duty titles and leadership jobs held in the military. In the Air Force that would typically start with chief of a shop (scheduling, training, stan/eval, etc.), followed by flight commander, Assistant Director of Operations (XO for you USN, USMC, USCG types), Squadron Commander, and other leadership positions up the chain-of-command. Again, the airlines have screened thousands of military pilot applications so they know what to look for. If you strive to continually trend your military career vector as an arrow pointing up and to the right, it will greatly assist your career transition to the airlines.

It's Never Too Late

Many of you are probably reading this right now and saying to yourself, "That's great Marc, but we can't all be the shiny penny. What if I haven't been able to achieve all those qualifications and titles?" Well, it's like the guy who hits age 55 and realizes he forgot to invest for his retirement. He probably won't be as well off as those who started investing at age 28, but if he starts investing now he'll still be better off at age 70 than if he gives up and never invests at all. It's time to start playing catch-up!

Here are a few things you can do to add to your leadership profile while you're still on active duty or serving in the guard/reserve. In addition to aircraft qualification upgrades, there are some key duty titles that look sexy to an airline-hiring department and provide ample opportunity to demonstrate leadership ability.

It should come as no surprise to you that safety is an overriding priority in the airline industry. If you have formal military safety training, you just became more attractive to the airlines. However, as a member of the Cockpit to Cockpit community, you know that's

it's not good enough to just be safety trained. You need to go the extra mile and demonstrate safety leadership. Getting some safety stink on you early in your career will align you nicely for safety leadership positions such as Chief of Safety at the squadron/wing level, or even higher echelons later in your career.

However, you don't need to have the full blown six- to eight-week flight-safety training to demonstrate safety leadership. As a newly pinned-on Lieutenant Colonel, I "volunteered" (i.e. I drew the short straw) to attend the one-day Aircraft Investigation Board President Course. Shortly thereafter, I was provided the opportunity to serve as the board president on a very unique safety investigation in the T-6A community that resulted in a DoD fleet-wide inspection. Our investigation team's recommendations were implemented across the fleet and we were credited with potentially preventing future loss of aircraft and lives. The takeaway here is that one-day of training provided me a great leadership opportunity and it's something for which you can easily volunteer. You can bet that bullet was included on my airline application and it made for a great interview "tell me about a time" story.

There are some other aviation leadership positions that are very common and easy to obtain. In the Air Force, many pilots get roped into becoming a Supervisor of Flying (SOF). I'm sure each service has an equivalent position. The SOF, although not a qualified air traffic controller, works in the air traffic control tower. The SOF acts as a direct representative of the operations group commander (who is ultimately responsible for executing the flying mission on a base – usually an O-6 type). As such, the SOF is responsible for ensuring safe, efficient flying operations, including weather recalls, in-flight and ground emergencies, schedule conflicts, airfield status, and so on. The SOF has to be prepared to deal with any contingencies that may arise relating to the flying operation. You can see why having a SOF qualification (or service equivalent) might look good to an airline looking to hire pilots who can handle stress, and if you do the job long enough, you're almost guaranteed to have a situation arise that will require you to demonstrate leadership. Additionally, you could strive to become the SOF program manager – another great leadership opportunity to help build your leadership profile.

At undergraduate pilot training (UPT) bases, there is

another aviation leadership position similar to SOF called Runway Supervisor Unit (RSU) controller (Runway Duty Officer for USN/USMC/USCG). The RSU literally controls the traffic pattern for UPT bases. The controller leads an RSU team consisting of another IP and two student pilots. Much like the SOF position, the RSU controller is delegated a large amount of trust and responsibility and therefore leadership is an inherent requirement to hold the position. When you control a traffic pattern filled with inexperienced student pilots, many who are flying solo, general buffoonery is commonplace. Therefore, your leadership as a controller will be tested to the max! Other leadership opportunities include upgrading to RSU controller instructor and RSU program manager.

As a community, we tend to scoff at the numerous additional duties lumped on us as military pilots. The next time you're cleaning out your email inbox at work, don't auto-delete all those "We need a project officer for _____" emails. Some of those additional duties can provide an easy leadership opportunity for you. As a young captain, I had a wing commander who was fired up about getting pilots to support the officer's club. I saw an email asking for a project officer to run a membership drive, so I volunteered. With a little support from top base leaders and O'club management, we organized a couple of great O'club parties after flying ended on Friday afternoons, and before I knew it, club membership was up forty percent.

Later in my career, another fun leadership position involved organizing the biannual base airshow. Although it was a ton of work, that one was also a lot of fun and provided me the opportunity to shine (or fall flat on my face). Luckily, in this case, I shined in a high visibility position.

Being a SOF, an RSU controller, or the project officer for a high visibility project on base probably won't, in and of itself, be the magic bullet that gets you noticed by the airlines, but it does get you noticed by your commanders. Once you gain the spotlight of senior leaders in your unit, it can quickly open doors to other jobs and duty titles of more importance. Some people call this the "Halo Effect," but I think that term has a negative connotation usually associated with someone who gets undeserved credit for being better than they really are. Therefore, I call it the "Leadership Snowball



Effect” – success in smaller leadership roles tends to open doors to more important leadership positions in the future. This is how you build a leadership profile that will stand out on airline résumés and applications.

Building a Leadership Profile Outside the Military

I’m aware of the fact that Cockpit to Cockpit and associated articles tend to focus on those of you making the airline transition while still serving in uniform, but I also want to provide some wisdom for those of you who come from a civilian aviation background or are no longer serving in uniform. There are also plenty of ways to enhance your leadership profile outside the military.

Here’s a way to kill two birds with one stone – assume a leadership role in a volunteer organization. We’ve established that the airlines want to hire leaders, and they also love individuals who demonstrate servant leadership by volunteering their time and talent for charitable causes. Many of you probably already perform volunteer service in your community, so why not take it to the next level by taking on a leadership role in that organization?

If you’re passionate about aerospace education, there are numerous leadership positions available through Civil Air Patrol, Young Eagles, Order of Daedalians, or Women in Aviation International. If you have any carpentry skills (or even if you don’t), Habitat for Humanity is always looking for leaders to organize and lead home building projects for the disadvantaged. I used the example (based on a real pilot I know) at the beginning of this article of the pilot who led a church mission to Honduras to help build schools for local children. Whatever cause you’re passionate about, there is opportunity to step up and lead in that endeavor.

If you have a civilian flying job, there are several ways to show that you are willing to roll up your sleeves and do the hard work required to be a leader in your company. Taking on the added responsibility of simulator or ground school academic instructor is a great place to start. Much like the “leadership snowball effect” mentioned earlier with respect to military pilots, outstanding performance as a simulator or ground school IP can open doors to sexier titles that are sure to catch the attention of the

major airlines such as Check Airmen or Chief Pilot.

You can also show initiative by creating your own leadership opportunities. One of my best friends created an annual scholarship for aviation students at his alma mater. I saw another great example of self-initiated leadership after Hurricane Harvey struck Houston and surrounding areas in August of last year. A member of our local flying club organized relief supply donations and an air armada of general aviation aircraft and pilots from the Dallas area to ferry supplies to those affected by the storm.

Summary

It’s true – airlines care about their bottom lines. They want to hire pilots who will contribute to the bottom line by being leaders on the flight deck and within the company as a whole. Leadership demonstrates an ability to keep the operation running smoothly and is a quality of someone who will be a productive member of the organization. A great leader isn’t satisfied with just doing the minimum and you shouldn’t be either.

Once you accumulate competitive flight experience, it’s time to start working on other areas of your airline application. Remember, if what you’re doing isn’t working, try something else. Enhancing your leadership profile can be every bit as important as your flight times once you meet the minimums. It’s not as difficult as you may think and it’s never too late. Start with small leadership titles, projects, and roles then use the momentum created to leverage the leadership snowball effect. Before you know it, you will be appointed to leadership positions and titles that will really catch the attention of the pilot hiring managers at the major airlines.

Nobody said being a leader is easy...hard work begets more hard work, but that’s exactly who the airlines want to hire. They want the pilot who has demonstrated that he/she is not afraid of hard work and will step up to the plate as a leader when the time comes. [ACN](#)



About the Author

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

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MAINLINE PARTNERS



Mainline Airlines

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



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

Group	FD Top Out Pay	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC
Group I	\$104.80		\$90,699.52	\$153.65	\$132,754	1-5 = 21 Days 6-15 = 1 additional day per year	5 HM* Max 90**		
Group II	\$163.28		\$138,481.92	\$234.67	\$202,755				
Group III	\$170.27	72	\$147,913.28	\$249.30	\$215,395				
Group IV	\$200.20		\$172,672.80	\$293.11	\$253,247				
Group V	\$213.20		\$181,612.80	\$307.76	\$265,905				
	3.C	15.D.1.b	HRMMGX12	15.D.1.b	HRMMGX12	9.B.1.a	10.A&B		
0737	\$143.32	75	\$126,988	\$213.26	\$191,304	0-1 = Days* 1-4 = 15 Days 5-8 = 21 Days 9-12 = 24 Days 13-16 = 30 Days 20-24 = 35 Days 25-30 = 40 Days >31 = 41 Days	5.5 HM Max 1000	0%	> 5 Yrs - 8% 5-10 Yrs - 9% 10-15 Yrs - 10% + 15 Yrs - 11%
	3.A.3	4.A.1	HRMMGX12	3.A.3	HRMMGX12	7.A.1	14.B		28.D
12, 777	\$184.59		\$159,486	\$270.25	\$233,496				
787	\$175.83		\$152,781	\$258.90	\$223,690				
14, A330	\$174.35		\$150,638	\$255.28	\$220,562				
53, RPT1	\$148.50		\$133,488	\$226.31	\$196,444		1 Yr = 50 2 Yrs = 75		

Sample only; refer to adjacent pages for actual information

Abbreviation and definitions:

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

ALPA: Air Line Pilots Association

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

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

FAPA: Frontier Airline Pilots Association

IBT: International Brotherhood of Teamsters

ISP: International Savings Plan

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

DC: Direct Contribution, the company will contribute the listed

additional amount directly to the employees 401(K), either quarterly or yearly, refer to the contract for more information

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

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

TFP: Trip for Pay

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	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	\$2.30 Dom** \$2.80 Int.**	AA - May/1999 US East Aug/2014 US West Sep/1998	14,738	10,538	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
			6.D.1.d	7.A.5		Oct/2015	Dec/2017					Contract 2015, as amended
Alaska Airlines (Alaska)	B737	AS	85 Hours plus per diem	No Hotel During Initial Training	\$2.15	2012	1,897	921	ALPA	iPad Air	SEA, ANC, LAX, PDX	Alaska bought Virgin America
			11.D.5.b	5.A.1	5.A.1	Dec/2017	Dec/2017					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	9,436	ALPA	Surface	ATL, CVG, DTW, LAX, MSP, NYC, SEA, SLC	
			3.D.4.	5.E.1	5.B	Feb/2016	Apr/2016					Contract 2014, as amended
Hawaiian Airlines (Hawaiian)	A330, A350 B717, B767	HA	3 Hours per day, plus per diem		\$2.00* \$2.50 Int.		600		ALPA		HNL	*Interisland
			9.G.1									Contract 2010, as amended
United Airlines (United)	A350, 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	11,240	8,786	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/2017					Contract 2012 as amended
Major Airlines												
Allegiant Air (Allegiant)	B757, MD-80, A319, A3220	G4	MMG	Single Occupancy, Paid for by company	\$2.00	November 2017	873	73	IBT	iPad	AVL, BLI, CVG, FLL, IWA, LAS, LAX, MYR, OAK, PGD, PIE, PIT, SFB, VPS	*2018 to 2028
			3.P	6.A	3.Z	Dec/2017	Dec/2017	See Note*				Contract 2016, as amended
Frontier Airlines (Frontier)	A319, A320, A321	F9	MMG	No	\$1.90	November 2014	1180	180	FAPA		DEN, ORD, MCO	*2018 to 2028
						Dec/2017	Dec/2017	See Note*				
JetBlue Airways (JetBlue)	A321, A320, A319, E190	B6	\$2,500 per month	Single Occupancy, Paid for by company	\$2.00	E:11/2013 A:12/2013	3,582	840	ALPA	Yes	JFK, BOS, FLL, MCO, LGB	
			Add A, Pg24	Add A, Pg24	11	Dec/2017	Dec/2017	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.	August 2006	9,074	3,374	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
			4.K.6	4.T.1	4.T.3	Dec/2017	Dec/2017					Contract 2016, as amended
Spirit Airlines (Spirit Wings)	A319, A320, A321	NK	\$1,750*/mo	Single Occupancy, Paid for by company	\$2.20	March 2015	1,821		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/2017	Dec/2017					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	2012	820	157	ALPA	Nexis EFB	SFO, LAX, JFK EWR, LGA	Merging with Alaska Airlines
			10.J.1	3.B.e	10.I.1	Dec/2017	Dec/2017					Rule book 2014
Major Airlines												
Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes	

	Aircraft Types	2 Digit Code	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Pilot Retirements 2018-2033	Union	EFBs	Bases	Notes
Cargo Airlines												
Atlas Air (Giant)	B747 B767	5Y	\$1,600 per month	Single Occupancy, Paid for by company	\$2.40	Dec/2011	1,486		IBT	iPad	JFK, MIA, ORD, CVG, HSV, LAX, PAE, ANC	
			3.A.1.f	11.A.7	5.A.3	June/2017						
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	\$4,000 / mo until activation date*	No Hotel	\$2.25 Dom. \$3.25 Int.	May 2015	4,763	2,251	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	Aug/2017					Contract 2006 as amended
Kalitta Air (Connie)	B747	K4	\$600 / week until OE	Week 1 paid by crewmember, then, Single Occupancy	\$1.90 Dom. \$2.80 Int.	Sept 2015	281		IBT	iPad fixed in plane	Home Based	
			5.A		6.A	Dec/2017	Dec/2017					Contract 2016 as amended
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	2,298	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							65,741	38,854				

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)	10/12 or 13*	Yes	FAA 117 w/ exceptions	488	5:10	5:10 x days	2:1		100%*	100% or 150%**	Initial paid for by company	None	*12 in 30 days; 13 in 31 days, **Based on scheduled flight time, ***150% when premium pay offered
	15.D.3.q	4.C	15.C		15.G	15.G	15.E.1		2.QQ	17.1.1	24.O.2		Contract 2015, as amended
Alaska Airlines (Alaska)	??/12	Yes	12:30* 10:00**	430	5	5 x number of days	1:2 or 1:1.75***	1:3.5	50% air & ground	150%	None, Dry cleaning reimbursement available on a trip 4 days or more	None	*Between 05:00-01:59, not to exceed 14 hours. **Between 02:00-04:59, not to exceed 11 hours. ***1:1.75 duty rig applies to duty between 22:00 - 06:00
	2	12.A	12.B		12.A.1.a	12.A.1.b	12.A.2.a	12.A.3	8.C.2	25.P.2	5.E		Contract 2013, as amended
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 amended
Hawaiian Airlines (Hawaiian)	12 or 13 / 12	Yes	14, max 16 For int pilots. 12, max 14* 10, max 12*	361	2** or 4:17 GOP****		60% GOP****	1:4*** GOP****	100% air, 50% ground		Initial paid for by company and every 12 months		*Based on local start time for interisland pilots. **For reserve to report but no flying assigned, ***International pilots only, ****Greater of Provisions; scheduled, flown, duty rig or trip rig.
	10.G.1	4.B.3	10.D.1.a		4.C.1.a		4.C.2	4.C.3.a.2	7.B.1		5.E.1		Contract 2010, as amended
United Airlines (United)	12 / 12 or 13*	Yes	FAA 117	508	5		1:2 or 1:1.75**	1:3.5	100% Blended pay rate	50%, 75% or 100% add pay****	Initial paid for by company along with certain dry cleaning	None	*Reserve pilots have 13 days off min on 31 day month bid periods; **1:1.75 between 2200 - 0559, ***At the discretion of the company
	5-E-4, 5-E-5		5-F-1-a		5-G-2		5-G-1	5-G-3	3-A-3	20-H-4-a	4-G-2		Contract 2012 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Contractual Work Rules

	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)	12 or 11* 12 or 10*	Yes	FAA 117	195	4 for a RON		1:2		50%	130%, 150% or 200%**	Company Provided***	Supplied in AC	*In a 30 day month. **130% open time over 81 PCH, 150% junior man, 200% VFN, ***4 shirts, 2 pants, 2 ties, 1 jacket and 1 over raincoat. Yearly replace 2 shirts, 1 pant and ties as needed.
	14.C	3.F			3.D		3.D		3.H	3.E, 3.L, 3.W	6.4		Contract 2016, as amended
Frontier Airlines (Frontier)	12	Yes	14 hours or FAA 117	177	6 for CDO			1:3.75	50%*		\$20/ month	None	*Unschedule DH pay s 100%
	5.J.7	4.I, 5.P.2	5.J.4					4.G.2.a	4.F.6		2.A.1, 2		
JetBlue Airways (JetBlue)	12	Yes	FAA 117	36	Avg of 5 per day		1:2 or 1:1.45*	1:3.5	Schedule Block	150% over 78 Hrs	\$200 / year		**1 for 1:45 between 0100 and 0500
					Add. B.D.5		Add. B.D.4	Add. B.D.3	Add. B.D.1	Add A & A-2			Agreement 2013, Currently in negotiations
Southwest Airlines (Southwest)	Max 15 Days on Per Month*	Yes	FAA 117	235	5**		.74:1	1:3	100%	100%	\$30 / pay period max \$500	None	*Depending 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 amended
Spirit Airlines (Spirit Wings)	13/12	Yes	14 hours or 11.5 hours	222	4 or 4.5**			1:4.2	100% or 50%***	100%	Pilot pays for initial uniform, replacements per schedule thereafter	None	*Between 01:00-04:00, **4 for day trips and 4.5 for multi day trips, ***50% when deadheading to training
	12.E.1	4.D.2	12.C		4.C.1.b			4.C.1.c	6.A.1 & 2	3.C.3	5.F.3		Contract 2010, as amended
Sun Country Airlines	12 / 10 or 11*	Yes**	FAA 117	196	4		1:2	1:4.2	75%	150%	100%	Supplied in AC	*11 days off in 31 day month, **Subject to reassignment
	12.B.1	4.F	12.C				4.D & E	4.D & E	8.A.2.a	25.I	26.O		
Virgin America (Red Wood)	11/13	Yes*	60 Mins < FAA FDP	159	3.5	-	-	-	50% or 3.5 min	100%*	Initial paid for by company, then \$230** per year	None	*Unless picked up at premium pay it is 150% add pay. **\$30 per year for shipping costs. Merging with Alaska Airlines
	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
Cargo Airlines													
Atlas Air	13 in 30 14 in 31	None above minimum guarantee	14 Hours for 2 Pilots, 16 Hours for 3 or 22 Hours for 4 or more	332	None	None	None	1/4.95	1/2.85 Biz Class or better* or \$300 comp	100%	Provided by the company	None	*Biz class only on international DH or when duty day exceeds 16 hours with DH.
			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	6, 4.75**		1:2, 1:1.92, 1.1.5	1:3.75	100%		Initial paid by company, \$200 / year		*Days off based on TAFB, 4 wk or 5 wk bid period, **Reserve pilots
	25.D.1	4.F			4.F.2.b		4.F.2.d	4.F.2.a	8.A.1		26.B.3		Contract 2006 as amended
Kalitta Air	13 or 14*	Yes	Dom 16, 18, 20** Int 18, 26, 30**	127	1 hr or 3.65 (on Day off)				50%	150% on days off	\$200 after first year. Initial paid by crewmember.	None	*13 on 30 day months, 14 on 31 days months. **Duty based on number of crews, single, augmented or double.
	2, pg 13		18.B.5		5.E & G				19.H	5.G	6.D.1 & 2		
UPS (UPS)	11	Yes	11 or 13*	410	4 or 6**		1:2	1:3.75	100%	100%	Provided by the company	None	*11 for EDW (Early duty window) and 13 for non EDW. **6 hours minimum for each turn.
	13.D.11	13.H.5	13.A.1.a		12.F.5-6		12.F.4	12.F.3	12.B.3.d	13.K	4.A.2		Contract 2016 as amended
	Min Days off (Line/Reserve)	Pay Protection	Max Scheduled Duty	Number of pages in Contract	Min Day Credit	Min Trip Credit	Duty Rig	Trip Rig	Deadhead Pay	Open time pay	Uniform Reimbursement	Headset Reimbursement	Notes

Additional Compensation Details

Aircraft Type	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA 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*	\$116.38	72	\$100,552.32	\$170.42	\$147,243	1-5 = 21 Days 6-15 = 1 additional day per year	5 H/M** Max 60***	None		*Numbers based off of 12 years experience. **Accumulated time can only be used for the year after it is accumulated, except after first six months you may use up to 30 hours. ***January 1st sick accrual either goes to long term or gets paid out to the pilot. See section 10.B for more information.							
	Group II*	\$179.48		\$155,070.72	\$262.77	\$227,033												
	Group III*	\$188.85		\$163,166.40	\$276.50	\$238,896												
	Group IV*	\$220.65		\$190,641.60	\$323.04	\$279,107												
Alaska Airlines (Alaska)		3.C	15.D.1.b	HRxMMGx12	15.D.1.b	HRxMMGx12	9.B.1.a	10.A & B			Contract 2015, as amended							
	B737, A319 A320	\$168.68	75	\$151,812	\$251.00	\$225,900	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%	15%	20%	*New hire pilots receive 1 vacation day per every full month of employment.						
Delta Air Lines (Delta)		3.A.3	4.A.1	HRxMMGx12	3.A.3	HRxMMGx12	7.A.1	14.B		28.D	Contract 2013, as amended							
	747, 777	\$219.07		\$189,276	\$320.71	\$277,093	1-5 = 14 Days 6-11 = 21 days 12-18 = 28 days 19+ = 35 days	1 Yr = 50 2 Yrs = 75 3 Yrs = 100 4 Yrs = 125 5 Yrs = 145 6 Yrs = 170 7 Yrs = 195 8 Yrs = 220 9-19 Yrs = 240 20+ Yrs = 270	0%	15%	22%	International pay override is \$6.50 for CA and \$4.50 for FO. Section 3.C, *62 hours for line holders, ALV minus 2, but not less than 72 or greater than 80.						
	787	\$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												
	B737-8 & 7	\$175.82		\$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												
	Hawaiian Airlines (Hawaiian)		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
B717		\$121.53	75	\$109,376	\$174.11	\$156,699							1-2 = 15 Days 3-4 = 16 Days 5-10 = 21 Days 10-11 = 23 Days 12-14 = 27 Days 15-18 = 29 Days 19-24 = 33 Days +25 = 38 Days	7.5 H/M without a sick call. 5.65 H/M with a sick call Max 1080**	0%	15%	20%	*Coming in 2017. **No max after pilots 59th birthday.
B767 A330		\$144.58		\$130,119	\$207.13	\$186,417												
A350*																		
United Airlines (United)		3.D	3.F	HRxMMGx12	3.C	HRxMMGx12	6.B.1	12.A.1, 2 & 3				Contract 2010, as amended						
	B747, B777 B787 B767-400	\$208.59	70	\$175,216	\$305.39	\$256,528	1-4 = 14 Days 5-10 = 21 Days 11-24 = 35 Days +25 = 42 Days	5 H/M Max 1300 Hrs New hires receive 60 hours after completing training.	0%	16%	20%							
	B767-200 B757-300	\$173.96		\$146,126	\$254.70	\$213,948												
	B737-8/9, A320	\$167.89		\$141,028	\$245.80	\$206,472												
	A319, B737-700	\$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

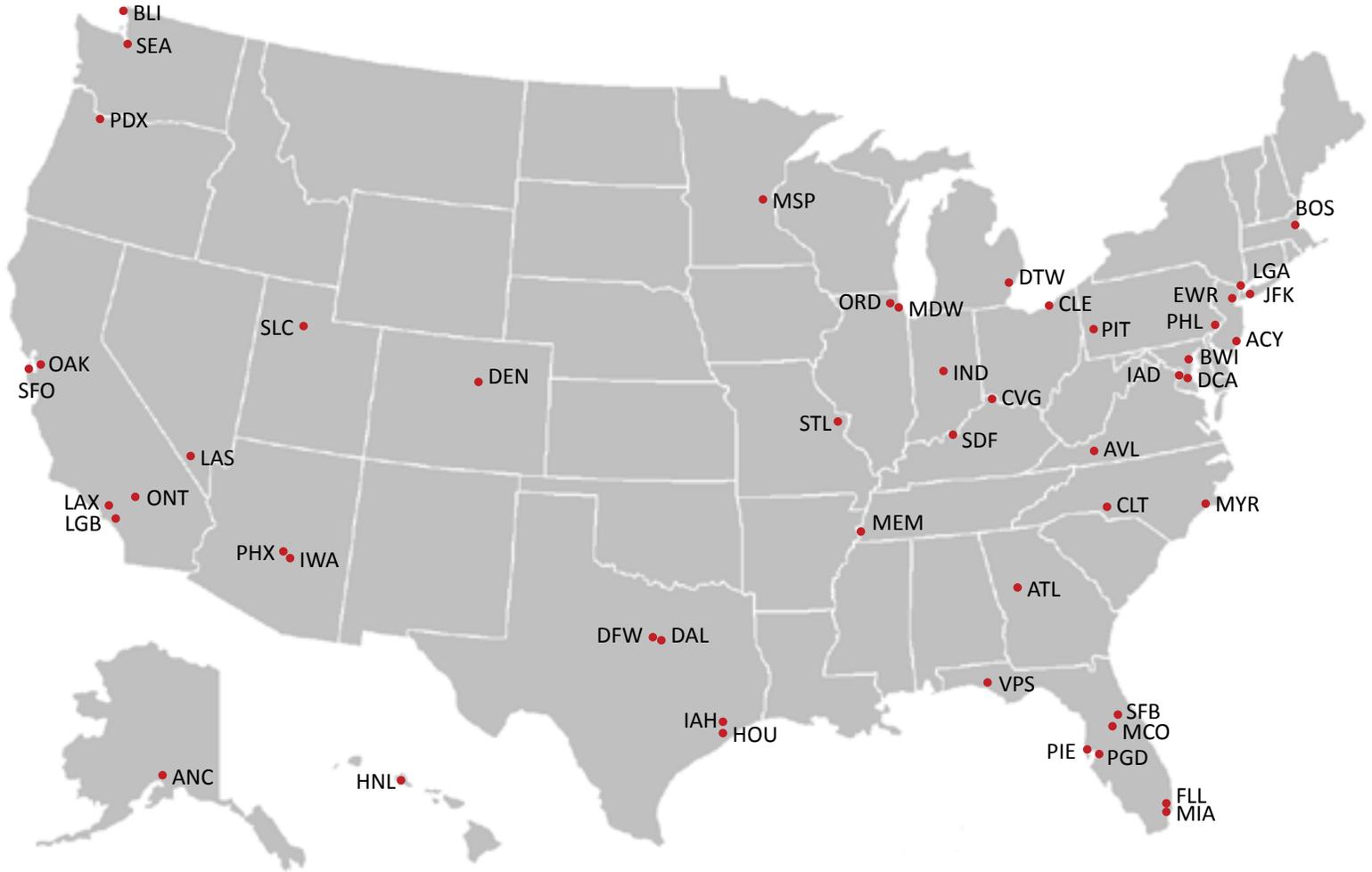


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Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	FO Base Pay	Top CA pay	CA Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
Major Airlines												
Alleghiant Air (Alleghiant)	B757, MD-80, A319, A3220	\$145.17	70	\$121,943	\$216.42	\$181,793	1 = 7 Days 2-4 = 14 Days 5-8 = 21 Days 9+ = 28 Days	4 H/M Max 600	5% at 200%*	None	EE - \$134 EE+Child - \$177 EE+Spouse - \$281 EE+Family - \$394	*The company will match 200% of what the pilot contributes up to 5%.
Frontier Airlines (Frontier)		3.CC	3.C	HRxMMGx12	3.CC	HRxMMGx12	9.A.1	10.A	4.C	4.C	5.A	Contract 2016, as amended
	A319, A320, A321*	\$100.01	75	\$90,009	\$166.68	\$150,012	1-5 = 15 Days 6-10 = 21 Days 11+ = 28 Days	1 Day / Month Max 120 Days	5% 1:2	After 3 years 2.2% up to 6% at 9 years		*A321 coming end of 2015
JetBlue Airways (JetBlue)		4.3		HRxMMGx12	4.3	HRxMMGx12	8.B	15.B.2 & 3	16.B.2	16.4		
	A320 family	\$148.71	70	\$124,916	\$218.66	\$183,674	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	\$133.82		\$112,409	\$196.83	\$165,337						
Southwest Airlines (Southwest)		3.C*		HRxMMGx12		HRxMMGx12	3.J**	3.J	3.E	3.E	3.F.1	Agreement 2013, Currently in negotiations
	B737	\$157.36	85	\$160,507	\$224.80	\$229,296	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)		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1	28.C		27.B	Contract 2010, as amended
	A319 A320 A321	\$109.27	72	\$94,409	\$185.32	\$160,116	> 1 = 7 Days* 1-4 = 14 Days 5-14 = 21 Days 15-24 = 28 Days +25 = 35 Days	4 H/M Max 400	9%		EE = \$143.90 EE+1 = \$305.66 EE+1 C = \$322.33 EE+2 C = \$454.73 Family = \$454.73*	*2010 insurance rates subject to annual increases.
Sun Country Airlines		3.A	4.A	HRxMMGx12	3.A	HRxMMGx12	7.A	14.A.1	28.C		27.B	Contract 2010, as amended
	B737NG	\$112.93	70	\$94,861	\$168.55	\$141,582	0-8 = 15 days 9-13 = 22 days +14 = 30 days	4 H/M	4%	2%	\$0 to \$300 depending on plan and single, single +1 or family	
Virgin America (Red Wood)		Appendix A	4.A.1	HRxMMGx12	Appendix A	HRxMMGx12	7.A.1	14.A		28.B.2	27.A.2	*Reserves have a MMG of 75, 10.D.1. **Two sick banks, normal and catastrophic. Merging with Alaska Airlines
	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	-	-	Rule book 2014
		Appendix A	10.C.2*	HRxMMGx12	Appendix A	HRxMMGx12	9.A.1	8.B.1				
Cargo Airlines												
Atlas Air		3.A.1	3.B.1**	HRxMMGx12	3.A.1	HRxMMGx12	7.A.1	14.A	28.A.1		Appendix 27-A	
	B747 B767*	\$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%	*B767 pay is 91.97% of B747 pay, **First year is 50 hours MMG, Out-Base is 105 hours MMG, ***Catastrophic sick days accrue at 2 days per month. If the normal bank is full the additional day goes into the catastrophic bank, ****Company will match 50%
ABX Air		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
	B-767	\$153.03	68	\$124,872.48	\$218.61	\$178,385.76	>1 = 1 Day/Mo 1-5 = 14 Days 5-15 = 21 Days 15+ = 28 Days	1 Day / Month No Max				
FedEx Express (FedEx)		19	19.D.1	HRxMMGx12	19	HRxMMGx12	10.A	9.A				
	A380	\$186.33	85	\$190,057	\$262.84	\$268,097	>1 = >15 days* 1-4 = 15 days 4-5 = 15 days** 5-9 = 22 days 9-10 = 22days** 10-19 = 29 days 19-20=29 days** +20 = 36 days	6 H/M		None, Pension plan(s) available	Pilot: \$61 / mo. Pilot + Family: \$230 / mo	*Less than 1 year prorated at 1.5 days per month; **Additionally days prorated for certain years, ***65 CH in 4 wks, 85 CH in 5 wks, 102 CH in 6 wks.
	Wide Body	\$174.15		\$177,633	\$245.65	\$250,563						
	Narrow Body	\$153.22		\$156,284	\$211.75	\$215,985						
Kalitta Air		3.C.1.a	4.A.1***	HRxMMGx12	3.C.1.a	HRxMMGx12	7.B	14.B.7.C		28	27.G.4.a	Contract 2006 as amended
	B747	\$168.70	64	\$129,562	\$249.67	\$191,747	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** <5 Yrs No Cost	*The company will match 100% of the amount contributed. **\$20 for individual, \$40 for family (per month)
UPS (UPS)		5.B.2	5.K	HRxMMGx12	5.B.1	HRxMMGx12	8.A	7.A	10.A		9.C.3	
	B757, B767, A300, B747, MD-11	\$212.69	75	\$207,373	\$300.00	\$292,500	1-4 = 14 Days 5-10 = 21 Days 11-19 = 28 Days 20+ = 35 Days	5.5 Hours Per Pay Period No Max		12%	\$50 to \$410* Per Month	*Based on 13 bid periods for the year. **Based on plan selected and employee only or employee and family.
		12.B.2.g	12.D.1	HRxMMGx13*	12.B.2.g	HRxMMGx13*	11.A.1.b	9.A.1		15.A.1	6.G	Contract 2016 as amended
		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

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

Regional Airlines

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



Highlighted blocks indicate best in class.

Blue blocks indicate recent updates

Airline name and ATC call sign

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

Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	
Over 2,000 Pilots									
ExpressJet (LXJT) (Accey)	EMB-145XR	\$45.26		\$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*
	EMB-135		75						
	60-76 Seat 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		\$41,796	\$101.80	\$91,620	<1 = 14 Days** 1-5 = 14 Days 6-14 = 21 Days +15 = 28 Days	0-4 = 2.75 H/M 4-7 = 3 H/M 7-10 = 3.25 H/M +10 = 3.5 H/M Max 500	1=20% of 6% 2=30% of 6% 3=40% of 6% 4-6=50% of 6% 7=75% of 6% 10=75% of 8%
	CRJ-700, CRJ-900	\$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		\$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

Abbreviations and Definitions:

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

ALPA: Air Line Pilots Association

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

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

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

IBT: International Brotherhood of Teamsters

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

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

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

UTU: United Transportation Union

YOS: Years of Service with the company.

General Information

THE GRID

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Over 2,000 Pilots													
ExpressJet (LXJT) (Accoy)	EMB-145XR EMB-145 EMB-135	EV	\$7,500 w/ ERJ type*, \$1,000 Referral, \$10,000 Ret.**	\$300 / week & \$1,400 per diem to checkride, then MMG	Paid for by company; single occupancy	\$1.85/hr	Sept 2011	2,530	United	ALPA	Surface 3 LTE	EWR, IAH, ORD, CLE	*Additional bonus if typed in CRJ or ERJ, \$3,500 at end of training, remaining after first year; **\$10,000 retention bonus at the end of 2018
			Online		Feb/15	4.C.2	Dec/2017						
ExpressJet (LASA) (Accoy)	CRJ-200 CRJ-700 CRJ-900	EV	\$7,500 w/ CRJ type*, \$1,000 Referral, \$10,000 Ret.****	\$300 / week	Paid for by company; single occupancy	\$1.85/hr	June 2007**	2,530	Delta*** American	ALPA	Surface 3 LTE	ATL, DFW, DTW, LGA***	*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. ***Delta Connection in ATL, DTW & LGA closing by Nov. 2018; ****Bonus if on property until the end of contract with DAL
			Online	3.C.1		5.A.1	Sep/2017		Dec/2017				
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	\$1.95 Eff. 7/1/2017	February 2017	4,550	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	Dec/2017	Dec/2017					Pilot Agreement signed August 2015
Republic Airway (Republic)	EMB-170 EMB-175	RW	\$10,000* \$12,500**	\$1,600 first mo. then MMG	Paid for by company; single occupancy	\$1.95/hr Dom \$2.50/hr Int.***	April 2014	2,061	United, American, Delta	IBT	iPad Air	CMH, DCA, IND, LGA, MCI, MIA, ORD, PHL, PIT, EWR	*No Part 121 Experience, **Part 121 Experience; ***International per diem only applies when block in to block out is greater than 90 mins.
					10.A.2.a	4.B.1	Dec/2017	Dec/2017					Contract 2015
Envoy formerly 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	Sept 2017	2,173	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/2017	Dec/2017					Contract 2003 as amended
500 - 2,000 Pilots													
Endeavor Air (Endeavor)	CRJ-200 CRJ900	9E	\$10,000*	MMG, but no per diem	Single Occupancy paid by company	\$1.80/hr	October 2017	1,905	Delta	ALPA	iPad 2**	JFK, DTW, MSP, LGA, ATL	Pay based on DOS+2 years, 1% increases every year, *\$10,000 training completion bonus, Starts Jan 1, 2018, **Company supplied
			Online	3.D.1, 5.D.4		5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
PSA Airlines (Bluestreak)	CRJ-200 CRJ-700 CRJ-900	OH	\$16,520, \$5,000*, \$1000** \$20,000***	\$38.50 / HR MMG & Per Diem	Paid for by company; single occupancy	\$1.75/hr	November 2016	1,582	American	ALPA	iPad	CLT, DCA, CVG DAY, TYS	*Additional with CRJ type, **Referral bonus, **Hiring street captains if they meet the minimum qualifications otherwise once they reach 1,000 hours SIC time. ***20,000 retention bonus starting year 2, (\$2,500 per quarter for 2 years).
				3.F.1		5.A.1	Dec/2017	Dec/2017					Contract 2013 as amended
Mesa Airlines (Air Shuttle)	CRJ-200 CRJ-700 CRJ-900 EMB-175	YV	\$22,100* \$20,000**	76 Hours during training	Paid for by company; single occupancy	\$1.60/hr	March 2017	1,220	United, American	ALPA	iPad***	PHX, DFW, IAD, IAH	*Paid after completion of training **Paid after completion of year 3 ***Pilot must have an iPad, but company pays \$40 a month
			LOA 37	5.A.1	5.B.1	5.A.2	Dec/2017	Dec/2017					Contract 2008 as amended
Air Wisconsin (Wisconsin)	CRJ-200	ZW	Yes \$33,000 \$4,000 or \$4,500*	2.5 hours per day	Paid for by company; single occupancy	\$1.75/hr dom \$1.80/hr int	Jan, 2014	534	American United	ALPA	iPad	DCA, ORF, PHL (ORD & IAD in the Fall)	*\$33,000 min bonus for all new hires, \$4,000 or \$4,500 referral bonus, later for Airmen Training Program
			Website	4.C	5.A.1	LOA 37	Dec/2017	Dec/2017					Contract 2003, Pilot data from 10/6/2014 seniority list.
Horizon Air (Horizon Air)	DH-8-Q400 ERJ-175	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.
				5.1.4	6.C	5.G.1	Dec/2016	Dec/2016					Contract 2012 as amended
Compass Airlines (Compass)	EMB-175	CP	\$17,500 Signing \$1,500 Referral Bonus	MMG & Per Diem*	Paid for by company; double occupancy	\$1.65/hr**	October 2015	659	Delta, American	ALPA	iPad	MSP, LAX, SEA	*Per diem only when not in base for sims; **DOS + 24 Mos. \$1.70.
				3.H, 5.B	5.B.3	5.B.1	Dec/2017	Dec/2017					Contract 2014 as amended
GoJet Airlines (Lindbergh)	CRJ-700 CRJ-900*	G7	\$12,000** \$5,000***	\$23/hr @ 60 hr	Paid for by company; single occupancy	\$1.60/hr	December 2017	600	United, Delta	IBT		ORD, RDU, STL, DEN	*7 CRJ-900s being delivered by the end of 2015. **New hire bonus, ***With CL-65 type.
			Jan/2017	5.B.3	6.C	5.O	Dec/2017	Dec/2017					Contract 2016 as amended
Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes	

	Aircraft Types	2 Digit Code	Sign on Bonus	Pay During Training	Hotel during new hire training	Per Diem	Most Junior CA hired	Number of Pilots	Do Business For:	Union	EFBs	Bases	Notes
Under 500 Pilots													
Piedmont Airlines (Piedmont)	DH-8-100 DH-8-300 ERJ-145	PI	\$15,000	MMG + 1/2 per diem per day	Paid for by company; single occupancy	\$1.70/hr	January 2017	350	American	ALPA		PHL, MDT, ROA, SBY	*1,000 Hours of Part 121 flight time. **\$5,000 pilot referral bonus for employees.
			LOA 16	5.D.4	5.A.3	5.D.1	Dec/2017	Dec/2017					Contract 2013 as amended
Trans States Airlines (Waterski)	ERJ-145	AX	\$30,000*	\$35.81 @ 75 hrs or 4 hours per day	Paid for by company; Single occupancy	\$1.90/hr	June 2016	600	United, American	ALPA	IPad	IAD, STL, ORD DEN, RDU	*Paid out over 3 years, restrictions apply. 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/2017	Jun/2016					Contract 2015 as amended
Cape Air (Karp)	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, MVV, RUT, LEB, RKD, AUG, PVD, ALB, OGS, MSS, SLK, HPN, BIL, SDY, GDV, DLF, 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
Amerflight, LLC (AMFlight)	EMB-120 EMB-110 BE 1900 & 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, BFL, 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					
CommuteAir (CommuteAir)	DH-8-100 DH-8-200 ERJ-145	C5	Up to \$15,000*	MMG	Paid for by company; single occupancy	\$1.80/hr	Apr/2017	291	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/2017	Dec/2017					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	December 2017	30		UTA		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/2017	Dec/2017					Contract 2014 as amended
Pennula Airways (Pennula)	Saab 340A, Saab 340B*	KS				\$50/day	2012	120		None		ANC, BOS	*\$1,100/Mo. Base Salary
							Oct/2014						Need contract
Seaborn Airlines (Seaborn)	DH-8-300 S340	BB				\$30/dcm, \$50/int	January 2013	90				SJU, STX	
							Oct/2014						Need contract
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	C208, C207, PA31, B1900 DH-8	7H	\$15,000 for all pilots in 2017, \$5,000 referral	MMG	None, except during SIMs in SEA, Single	\$40.00 per over night	March 2015**	215	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
							Jun/2017	Jun/2017					Need contract
Island Air (Moku)	Q-400	WP	\$12,000	MMG*	Paid for by company if not in HNL; Single occupancy	None, On a RON, company will reimburse w/ receipt	July 2017	70	Codeshare with UAL	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	Nov/2017	Nov/2017					Contract 2016 as amended
Total Pilots	20,634												

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) (Acoey)	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 & 21.1.4.b	-	8	3.D.5	-	-	6.A.2	21.H.9.d	24.H.3	-	Contract 2004 as amended, Currently in negotiations
ExpressJet (LASA) (Acoey)	12*/11	Yes	12.5, 14, 13.5, 11**	571	3:45	None	1:2**	None	100% Air / 50% ground	150%	\$17 / month after 90 Days	None	*Bid period with 30 days line holder is only 11 days off; **Based on start time ***1:1 after 12 hours of duty;
	12.D.2	3.G.4	12.B.1	-	3.F.1 & 2	-	3.F.1 & 2	3.F.1 & 2	8.A.1 & 2	13.G	5.D.4	-	Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	12	Yes*	FAA Part 117	188	4:12	None	1:2**	None	100%	150%	\$100/6 mo***	None	*Must remain on reserve for that period; **1:1 after 12 hrs; ***After completing first year and \$400 max
	3017.7.C.1.g	3008.12.A	3016.1	-	3017.3.A	-	-	-	3008.14.A	-	3009.3.A	-	Pilot Agreement signed August 2015
Republic Airways (Republic or Shuttle)	12*	Yes**	14	217	4:12	See Trip Rig	1:2	1:4	75%	100%, Over 87 hours 125%***	Provided by company****	Company provided	*2 Golden Day Off (GDO) Periods per year, 1 GDO Period has 3 days off. **Only line holders and available for reassignment. ***Premium pay when available is 115%, 130% or 150%, ****Includes luggage
	23.E.1	3.E & F	23.C.1	-	3.B.2	-	3.B.3	3.B.4	3.G.1	3.C	4.B, C, F	-	Contract 2015
Envoy formerly American Eagle (Envoy)	11	Yes	FAA Part 117	616	3.9 Res 3.7 Line	None	None	None	75%	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

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
500 - 2,000 Pilots													
Endeavor Air (Endeavor)	12	Yes	14	501	4	25 Hours 5 Day Trip	None	None	100%	150% 200%**	New hires pay 50%, all others get \$240 per year*	None	*Starts 1/1/2015, **200% at company discretion.
PSA Airlines (Bluestreak)	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
Mesa Airlines (Air Shuttle)	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
Air Wisconsin (Wisconsin)	12.D.1	3.i.1	12.A.1	-	4.D	-	-	-	3.L	3.J	17.B.2.A	-	Contract 2013 as amended
Horizon Air (Horizon Air)	11	Yes*	FAA Part 117	187	None	None	None	None	62.5%	100% or 200%**	Company pays half of hat, topcoat, jacket, two pairs of pants.	None	*To line guarantee, **200% for junior manning and improper reassignments.
Compass Airlines (Compass)	12.B	3.G	12	-	-	-	-	-	6.A	3.H.9	5.E.2	-	Contract 2017 as amended
GoJet Airlines (Lindbergh)	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. ***200% for critical trips. ****After completing first year
Compass Airlines (Compass)	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 amended
Compass Airlines (Compass)	11 or 12*	Yes**	FAA Part 117	392	4	None	None	None	80% air*** 75% ground	100%****	Company pays 1/2 of initial uniform, \$20/mo allowance	None	*12 days off during 31 day bid periods; **May be reassigned; ***85% after 5/1/17 ****150% premium pay per company
GoJet Airlines (Lindbergh)	11/12	Yes	FAA Part 117	165	4*	4*	None	None	75% 100% 2 DOS	150% 200%**	\$25 / Month	None	*With restrictions, report before Noon, finish after 5pm, **At company discretion,
	7.A.2.a	5.B.1	7.B	-	5.B.1	5.B.1	-	-	5.E	5.D	26.L.5	-	Contract 2016 as amended
Under 500 Pilots													
Piedmont Airlines (Piedmont)	11	Yes	14	185	4	4 per day*	None	None	75% air; 50% ground	100%**	\$25 / month	None	*See examples in referenced contract section, **Unless available for premium pay
Trans States Airlines (Waterski)	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
Cape Air (Kap)	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,
Silver Airways (Silverwings)	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
Ameriflight, LLC (AMFlight)	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%
Great Lakes Airlines (Lakes Air)	14.E.2	3.I	14.B	-	3.B.V.I.	-	-	-	3C1B	-	-	25.A.5	Contract 2012 as amended
CommutAir (CommutAir)	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.
Seaborn Airlines (Seaborn)	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
Island Air (Moku)	Fly 4-5 days per week	Yes	FAA 135	NA	NA	NA	NA	NA	100%	100%	None	None	*Additionally incentive offered at company discretion,
Seaborn Airlines (Seaborn)	12/11	Yes	14	131	3.75	None	None	None	75%	100%*	\$17.50 per month (\$210 / yr)	None	*Contract 2015 as amended
Seaborn Airlines (Seaborn)	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
Seaborn Airlines (Seaborn)	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
Seaborn Airlines (Seaborn)	3.C.2	-	18.C.1	-	18.B.5	-	-	-	3.C.4	18.J.1.b	19.D	-	Contract 2014 as amended
Seaborn Airlines (Seaborn)	5 on 2 off												
Seaborn Airlines (Seaborn)	13												
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	10	No	FAA Part 117	NA	2.4	0	0	0	30%	100%	New Hire Paid by Company then \$80 per year	No	
Seaborn Airlines (Seaborn)	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
Seaborn Airlines (Seaborn)	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 2016 as amended

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes	
Over 2,000 Pilots													
ExpressJet (LXJT (Accoy)	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. ****10 Additional hours may be accrued for any illness longer than 30 days, if more than 255 hours used at once accrual is 7 H/M. *****60-76 seat aircraft pay rates added with new contract extension, currently there are none on property.	
	60-76 Seat A/C****	\$49.98		\$44,982	\$107.83	\$97,047							
ExpressJet (LASA (Accoy)	-	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	
	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%/6% 7=75% of 6% 10=75% of 6%	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								Contract 2007 as amended, Currently in negotiations
SkyWest Airlines (Skywest)	-	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	
	CRJ-200	\$48.10	75	\$43,290	\$112.09	\$100,881	<6m = 30.8 Hrs >6 = 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, 4% 5-9 yrs, 6% 10 yrs, 10%	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	\$50.99		\$45,891	\$118.82	\$106,938							
	EMB-175	\$51.17		\$46,053	\$119.27	\$107,343							
CRJ-900	\$51.94	\$46,746		\$121.05	\$108,945								
Republic Airways (Republic or Shuttle)	-	3027.2	3008.5.A.3*	HRxMMGx12	3027.1	HRxMMGx12	3011.1**	3012.1	-	-	-	Pilot Agreement signed August 2015	
	EMB-170 EMB-175	\$50.42	75	\$45,378	\$120.11	\$108,099	1 = 12.6 days 2 = 13.65 days 3 = 14.7 days 4 = 15.75 days 5 = 16.8 days 6 = 17.85 days 7 = 18.9 days 8 = 22.05 days 9 = 23.1 days 10 = 24.15	PDO* 1 Yr = 4.20 H/M 2 Yr = 4.55 H/M 3 Yr = 4.90 H/M 4 Yr = 5.25 H/M 5 Yr = 5.60 H/M 6 Yr = 5.95 H/M 7 Yr = 6.30 H/M 8 Yr = 7.35 H/M 9 Yr = 7.70 H/M 10 = 8.05 H/M No Max	<6 = 2.5% 6-13 = 4% 13+ = 6%	None	35% for Legacy PPO Medical Plan 25% for PHP Pilot Health Plan 35% for TPO Traditional PPO Plan	*Yearly accrual rate is based on a monthly accrual rate. Rates shown are multiplied by 12 divided by 4. Vacation is taken out of a PDO bank @ 4 hrs per day.	
Envoy formerly American Eagle (Envoy)	-	3-1	3.K.1	HRxMMGx12	3-1	HRxMMGx12	8.A.1***	8.A.1	14.K	-	14.E	Contract 2015	
	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			
500-2,000 Pilots													
Endeavor Air (Endeavor)	CRJ-200	\$65.74	75	\$59,166	\$117.70	\$105,930	<1yr=<7 dys*** 1 2yrs=7 days >2yrs=14days >5yrs=21days >16yrs=28days	3.5 H/M	100% Match: 1-5 = 3% 5-10 = 5% 10-20 = 8% 20+ = 12.5% 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	\$67.09		\$60,381	\$122.20	\$109,980							Contract 2013 as amended
PSA Airlines (Bluestreak)	-	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	
	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								
Mesa Airlines (Air Shuttle)	-	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	
	C200/E145	\$52.00	76	\$92.58	\$99.65	\$90,881	< 1 = 7 days > 2 = 14 days > 5 = 21 days >15 = 28 days >20 = 35 days	0-1 = 1.52 H/M 2-4 = 2.17 H/M +5 = 3.0 H/M	50% Match: 0-9 = 6% 10+ = 10%	None	Based on rates set by company and insurance provider		
	C700/E170			\$99.65	\$90,881								
	C900/E175			\$105.08	\$95,833								
C900-C	\$108.00			\$98,496									
Air Wisconsin (Wisconsin)	-	3.A	4.A.1*	HRxMMGx12	3.A	HRxMMGx12	7.A	8.A	24.B	-	24.A	Contract 2017 as amended	
	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)	
Horizon Air (Horizon Air)	-	3.A.1	4.A	HRxMMGx12	3.A.1	HRxMMGx12	7.B.2	14.A.1	28.B**	28.A	27.D.2.a	Contract 2003 as amended	
	Q-400 ERJ-175	\$49.43	80.5	\$41,383	\$119.19	\$99,786	< 5 = 14 days > 5 = 28 days	3 H/M	6%	None	Company Discretion	*MMG based on 35 day bid period. Approximately 10.4 bid periods per year	
Compass Airlines (Compass)	-	App. A.D	5.B.1	HRxMMGx10.4	App. A.B	HRxMMGx10.4	13.B	14.A.1	27.C	27.C	27.A	Contract 2012 as amended	
	E-170, E-175	\$45.80	75	\$41,220	\$111.24	\$100,116	< 1 = 7 days > 1 = 14 days > 5 = 21 days > 15 = 28 days	0-2 = 3 H/M 2-5 = 3.25 H/M 5+ = 3.5 H/M Max 450	50% Match: 9m-4 = 4% 3-5 = 6% 6+ = 8%	None	29% Employee, 34% Family	*Contract is based on months of service for vacation accrual, converted to years for comparison, first year is prorated;	
GoJet Airlines (Lindbergh)	-	3.D	4.A.1	HRxMMGx12	3.D	HRxMMGx12	7.A.2**	14.A	28.B.2	-	27.B.2	Contract 2014 as amended	
	CRJ-700	\$44.33	75	\$39,897	\$111.24	\$98,781	> 1 = 7 days 2-5 = 14 days 6-13 = 21 days +14 = 28 days	0-2 = 2 H/M 2-5 = 3 H/M +6 = 4 H/M Max 300	9mo-2yr 4% 3-6 = 6% +7 = 8%*	None	Emp: \$147.78 Emp + 1: \$363.85 Emp + 2 or more \$554.44	Reserve MMG is 70, Line holder MMG is 74, *Company match 50%	
-	5.A.1.b	5.N.1	HRxMMGx12	5.A.1.a	HRxMMGx12	13.A.1	14.A	27.D.1	27.D	27.B.1	Contract 2016 as amended		

Additional Compensation Details

	Aircraft Types	FO Top Out Pay (Hourly)	MMG	Base Pay	Top CA pay	Base Pay	No. of Vacation weeks & accrual	Sick Time Accrual	401(K) Matching (%)	401(K) DC	Percentage of health care employee pays	Notes
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 = 14 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.
Trans States Airlines (Watersid)	-	3.B	3.C.1	HRxMMGx12	3.A	HRxMMGx12	7.A.4	14.A.1	28.B.2	28.B.3	27.B.2	Contract 2013 as amended
ERJ-145	\$45.67	75	\$41,103	\$106.07	\$95,463	< 1 = 7 days** 2-7 = 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.	
Caps Air (Kap)	-	3	3.C.1*	HRxMMGx12	3	HRxMMGx12	7.A.1	14.A	28.D	-	27.C.2	Contract 2011 as amended
ATR-42, C402, BN2	\$12.72	40	\$26,458	\$30.02	\$62,442	1 = 7 Days 2 = 14 Days 5 = 21 Days + 10 = 35 Days			up to 4%**	None	50%	*Pay is per duty hour and minimum pay per week is 40 hours; **25% matching
Silver Airways (Silverwings)	-		Per week*	HRxMMGx52		HRxMMGx52	8.A.1		5.G.1	-	5.A & B	Need contract
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	
Amerflight, LLC (AMFlight)	-	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
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	30.0%	*FO max out at 6 years, CA max out at 20 years ERJ. **50% based on YOS
-	3.M	3.D.1*	HRxMMGx12	3.M	HRxMMGx12	7.A.1	14.A.2	28.D.1	28	27.C	Contract 2015 as amended	
Great Lakes Airlines (Lakes Air)	B1900D, EMB-120	\$42.40	75	\$38,160	\$57.51	\$51,759	0-3 = 7 Days 4-5 = 14 Days +6 = 21 Days	.94* or 1.56 H/M	Equal to other employees	None	Equal to other employees	*From zero to 3 years, **\$3500 in yearly cash incentives for EMB 120 FO, \$5000 for BE 1900 PIC and \$7500 for EMB 120 PIC
-	3.A	3.C.1	HRxMMGx12	3.A	HRxMMGx12	5.A	6.B.1	20.B	-	20.A	Contract 2014 as amended	
Peninsula Airways (Peninsula)	Saab 340A, Saab 340B*											Need contract
Seaborn Airlines (Seaborn)	DHC-6-300	\$44.00	75	\$39,600	\$93.00	\$83,700			Yes*			*Based on profitability
S340	\$40.00		\$36,000	\$69.00	\$62,100							Need contract
-			HRxMMGx12		HRxMMGx12							
Ravn Alaska (Corvus Airlines & Hageland Aviation Services)	B1900, 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-400	\$61.88	80	\$59,405	\$123.60	\$118,656	< 1 = 15 days +3 = 19 days +5 = 23 days	7.6 H/M 480 Max 720 Max*	1-3 = 1% 3-4 = 3% 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.
-	3.A	4.A.2	HRxMMGx12	3.A	HRxMMGx12	5.A	12.A.1	LOA 2	LOA 2	LOA 2	14.A	Contract 2016 as amended



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

THE GRID



ABQ	Albuquerque, NM Ameriflight, LLC	ATL	Atlanta, GA ExpressJet Airlines	BOI	Boise, ID Horizon Air	BUR	Burbank, CA Ameriflight, LLC
ACK	Nantucket, MA Cape Air	AUG	Augusta, ME Cape Air	BOS	Boston, MA Peninsula Airways	CGI	Cape Girardeau, MO Cape Air
ALB	Albany, NY Cape Air	BFI	Seattle, WA Ameriflight, LLC	BQN	Aguadilla, PR Ameriflight, LLC	CLE	Cleveland, OH ExpressJet Airlines
ANC	Anchorage, AK Horizon Air Peninsula Airways Corvus Airlines	BIL	Billings, MT Cape Air	BUF	Buffalo, NY Ameriflight, LLC	CLT	Charlotte, NC PSA Airlines
						CMH	Columbus, OH Republic Airways

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

Mainline Flight Attendants

General Information

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

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).

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)												

Regional Flight Attendants

General Information

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

Contractual Work Rules

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

Additional Compensation Details

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



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Career Services

Application Review

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Friday, March 9th