

Air Wisconsin

AIRLINES

New hire First Officers enjoy starting pay of \$35.53/hour and up to \$57,000 in sign-on/retention bonuses! The average Pilot will earn a minimum of \$275K over their first three years depending on elected benefits.



Minimum Compensation Breakdown

| | Year One | Year Two | Year Three |
|-----------------------------------|-----------------|-----------------|------------------|
| Base Wages* | \$35,574 | \$56,744 | \$75,244 |
| Per Diem | \$7,004 | \$7,020 | \$7,556 |
| Life and LTD | \$127 | \$203 | \$269 |
| 401K | | \$5,339 | \$6,020 |
| Medical and Dental | \$6,466 | \$6,918 | \$7,403 |
| Bonuses | \$39,000 | \$10,000 | \$4,500 |
| Average Total Compensation | \$88,171 | \$86,224 | \$100,992 |

*Base Wages are calculated on 1,000 credit hrs per year. 1st Yr FO Rate = \$35.53, 2nd Yr FO/CA average Rate = \$56.74, 3rd Yr CA Rate = \$75.15

**Bonus payment in year three includes one pilot referral. Not included is an additional retention bonus of \$8,000 (payable \$2,000 per quarter) as it assumes a captain upgrade event occurred.

***Other Benefits - Medical Benefits – based on an EE only coverage; 401(k) – based on a combination of 8% Company contribution and match assuming a 9% employee deferral; Life Insurance, and Long Term Disability. Assuming a pilot defers 9% of their compensation in the 401(k) plan, and depending on the level of coverage chosen for their medical insurance equates to total compensation at least \$275k over three years. Additionally, as Air Wisconsin is expecting a high level of captain upgrades, an upgrade between 18-24 months would be anticipated.

- 401(k) company contribution/match up to 8% (highest in regional industry for FOs)
- Medical Insurance – best in the regional industry - high quality plan designs with a low premium share of 25% - includes plans with no deductible and no out of pocket expense
- Premium Pay Opportunities up to 200%
- 100% Cancellation & 100% Deadhead Pay
- Trip & Duty Rigs – 1:4 and 1:2 hours, respectively
- High Quality of Life Work Rules – 75 Hour Monthly Guarantee / 12 Duty Free Days Off
- Company provided CTP Training, if needed
- Employee Referral – \$4,500 for each pilot referred and employed for 18 months
- Travel Benefits for employee and family members

Schedule your interview: pilotrecruiting@airwis.com