

Air Wisconsin

AIRLINES

New hire First Officers enjoy starting pay of \$35/hour and \$33,000 in sign-on/retention bonuses! The average FO will earn a minimum of \$201K over their first three years depending on 401(k) and benefit selection.



Minimum Compensation Breakdown

	Year One	Year Two	Year Three
Base Wages*	\$35,000	\$41,860	\$44,430
Per Diem	\$6,825	\$7,020	\$7,020
Bonus**	\$15,000	\$10,000	\$8,000
Total Wages & Per Diem	\$56,825	\$58,880	\$59,450
Other Benefits***	\$13,663	\$17,836	\$17,891
Average Total Compensation	\$70,488	\$76,716	\$77,341

*Base Wages are calculated on 1,000 credit hrs per year. 1st Yr FO Rate = \$35, 2nd Yr FO Rate = \$41.86, 3rd Yr FO Rate = \$44.43

**Bonus payment in year three payable \$2,000 per quarter until captain upgrade event occurs.

***Other Benefits - Medical Benefits – based on an EE + 1 level of 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 of up to \$243k over three years. Additionally, as Air Wisconsin is expecting a high level of captain upgrades, an upgrade after 24 months would be anticipated. Note, the compensation levels shown above do not reflect upgrade earning potential.

- 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 Paid CTP Training, if needed
- Employee Referral – \$4,000 for each pilot referred and employed for 18 months
- Travel Benefits for employee and family members

Schedule your interview: pilotrecruiting@airwis.com