

Air Wisconsin

AIRLINES

New hire First Officers enjoy starting pay of \$35/hour and up to \$57,000 in sign-on/retention bonuses! The average Pilot will earn a minimum of \$272K over their first three years depending on elected benefits.



Minimum Compensation Breakdown

	Year One	Year Two	Year Three
Base Wages*	\$35,000	\$56,393	\$74,688
Per Diem	\$6,906	\$7,020	\$7,020
Life and LTD	\$125	\$202	\$267
401K		\$5,311	\$5,975
Medical and Dental	\$6,252	\$6,690	\$7,158
Bonuses	\$39,000	\$10,000	\$4,500
Average Total Compensation	\$87,284	\$85,615	\$99,608

*Base Wages are calculated on 1,000 credit hrs per year. 1st Yr FO Rate = \$35, 2nd Yr FO/CA average Rate = \$56.39, 3rd Yr CA Rate = \$74.69

**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 \$272k 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