

Annual Pay Comparisons

Airline	Guarantee	2017 Hourly Rate
American	73	257
United Airlines	70	274
Delta	65	277
Kalitta	64	262
UPS	81	292
Federal Express	74	296

*Average 767 Operator North America = \$285 per hour with a 71-hour guarantee

2010-2016 Pay Increase Percentages

Hete	54.70%
Turner	48%
Payne	48%
Pilots	11.50%

*Average Executive Compensation Applied to the Pilots = \$294 per hour

Base Salary	2010	2011	2012	2013	2014	2015	2016
Joe Hete	\$420,000	\$470,000	\$520,000	\$535,000	\$550,000	\$600,000	\$650,000
Quint Turner	\$255,000	\$265,000	\$285,000	\$302,500	\$314,000	\$345,000	\$377,000
Joseph Payne	\$220,000	\$250,000	\$266,500	\$280,000	\$291,500	\$305,500	\$325,000
ABX Captain (12 yr)	\$160,000	\$163,200	\$166,464	\$169,793	\$173,178	\$178,385	\$178,385

% Change in Base Salary	2010	2011	2012	2013	2014	2015	2016
Joe Hete	BASE	11.9%	10.6%	2.9%	2.8%	9.1%	8.3%
Quint Turner	BASE	3.9%	7.5%	6.1%	3.8%	9.9%	9.5%
Joseph Payne	BASE	13.6%	6.6%	5.1%	4.1%	4.8%	6.5%
ABX Captain (12 yr)	BASE	2.0%	2.0%	2.0%	2.0%	3.0%	0.0%
CPI-W (US%)	BASE	3.2%	1.7%	1.5%	0.3%	0.1%	1.3%

Annual % Change in Base Salary

