

Fly Exclusive Pilot applicants FAQ'S

Q: (from SIC applicant) I see you have a different pay scale for Commercial Rated Pilots and ATP Rated Pilots, do you offer any assistance in obtaining the ATP?

A: Yes. If CP with ATP-CTP completed, we will upgrade you to ATP at your Initial Type Training. If CP without ATP-CTP completed, we will send you to a ATP-CPT course prior to your annual recurrent type training (additional training contract is required).

Q: (from SIC applicant) What kind of plane would I be flying, and would it include a PIC type rating?

A: You would be hired into the CE-525 (CJ3), CE-560 (Encore Plus), CE-560XL (Excel), CE-680 (Sovereign), CE-750 (Ten), or G-IV. You would get a full PIC type in your assigned aircraft.

Q: What is the upgrade time to Captain?

A: Upgrades are currently running 6 to 18 months. We need an Argus rated crew, so between 100 and 250 PIC in type is required for upgrade depending on the PIC time of the other crewmembers. Total time, jet time, ability, attitude, maturity, performance reviews, and company needs would all be considering factors. Pilots are currently flying 40 or more hours a month.

Q: Could I work with you and still live in (home town)?

A: Yes, you would be home based and FE would fly you out and back for each rotation. The local travel to/from your home to your domicile airport, and airport parking, would be at your time and expense.

Q: Regarding training, I also see that you have a Training Contract. Typically, this is the norm in a business that incurs the huge cost of investing in a pilot's Type Rating. Since I already have a type rating for one of your aircraft, would this be the case?

A: Yes, the training contract is required for initial new hires. If you qualify for a reduced training curriculum (INH-12, INH-35, or INH-59), the amount of the training agreement would be reduced. The training agreement covers the actual cost of Simulator Training.

Q: Would I be required to pay back the training contract if I was furloughed?

A: No, the training contract would only be triggered if the employee "***voluntarily terminates his or her employment with the company or is terminated for cause***".

Q: What is the amount of the training contract?

A: CE-525 Initial = \$16000, CE-560 Initial = \$25000, CE-560XL Initial = \$20000, CE-680 Initial = \$26000, CE-750 Initial = \$22000, G-IV Initial = 24000. If you qualify for reduced training the amount would be less. To qualify for reduced training, you must have completed a PIC proficiency check, in the assigned aircraft,

in accordance with 135.293/297, 91.1065/1069, or 61.58, as appropriate, within the last 12 to 59 months. ATP-CTP with upgrade recurrent for Commercial Pilots = \$8000.

Q: Regarding the schedule, I see that you have an 8/6 and a 15/13?

A: for all aircraft except the G-IV, we have two schedule options. The standard schedule is 8 on and 6 off. The optional schedule is 15 on and 13 off. The 15 and 13 is only available if we have someone to pair you against. Both pay the same. The G-IV is a 15/13 schedule ONLY.

Q: How far in advance does the crew get their flight and/or break schedule?

A: 30 days in advance for the final schedule, but Paid Time Off (PTO) requests must be submitted at least 60 days in advance but no more than 90 days in advance.

Q: Is there any opportunities to pick up extra days?

A: Yes, if you volunteer and are scheduled to work on an off day, you will get a bonus day pay at these rates Per Day; FO = \$500; CJ/Encore/XL PIC = \$650; SV PIC = 700; X PIC = \$750; G-IV PIC = \$900.

Pilots on flights that start before 06:00 or end after 22:00 local will be paid a \$150 bonus.

Pilots on a designated maintenance recovery flight will be paid a \$150 bonus.

Q: Regarding the schedule, will the pilot expect to travel to work on day 1 (of work) and back home on day 8 (last day of work), safeguarding his/her days off, or will they be expected to travel during off days?

A: Travel would take place on the first and last day of your scheduled rotation (on-days) and are paid days. If you were not able to make it home on your 8th day caused by us using you on the last day and/or a delay in transportation, you would be compensated on this pay scale:

Get home after 9pm on the day rotation ends - \$100

Get home after midnight - \$150

After 3am the next day - \$200

After 6am the next day - \$300

After 9am the next day - \$400

After 12pm the next day - Bonus Day Pay on assigned Fleet.

Q: I see you have built in annual pay increases through year five for First Officers and year ten for Captains, what date is that based on?

A: For Pilots hired as First Officers, your FO pay annual increase is based on hire date. When a First Officer upgrades to Captain, you transition to Captain pay, and your Captain pay annual increase is based on your upgrade date.

For Pilots hired as Captains, your Captain pay annual increase is based on hire date.

Q: Is recurrent training during the crewmembers on or off days?

A: Recurrent training (except on-line training) is normally conducted on "on" days. If recurrent training was conducted on an "off day" you will be paid at the following rate:

If you are on an 8/6 schedule: Annual Salary/208 = Daily Rate.

If you are on an 15/13 schedule: Annual Salary/195 = Daily Rate.

Q: Who is the carrier for the Company paid health/vision/dental insurance?

A: Aetna for health, Met Life for vision & dental.

Q: Does your company offer a 401k, life insurance, vacation time, or holiday pay?

A: Yes, we have a 401K with a Dollar for Dollar Company match of your contributions up to 4% of your Salary (Company match is fully vested after 2 years).

PTO days will accrue at the rate of 6 per year (0.5 per month) your first and second years, and at the rate of 10 per year (.833 per month) thereafter. Unused PTO days will roll over to the next year, you won't lose unused days. You should request PTO at least 60, but no more than 90 days in advance.

If you want time off but don't have enough PTO days saved up, you can ask the pilot opposite you on the schedule to swap rotations.

If you are sick, with no PTO days remaining, your salary for that pay period will be reduced according to the daily rate for the days missed:

If you are on an 8/6 schedule: Annual Salary/208 = Daily Rate.

If you are on an 15/13 schedule: Annual Salary/195 = Daily Rate.

Pilots working on designated holidays will be paid a \$250 bonus per holiday worked and receive Double Per Diem. They are: New Year's Day, Memorial Day, Easter, Independence Day (July 4th), Labor Day, Thanksgiving Day, and Christmas Day.

Q: I see that EJL uses a flat rate per-diem of \$60 a day. I was curious if EJL covers any additional costs the crew will routinely incur like uniforms (cleaning/repair), excessive cellphones charges, etc.? Does the company cover room and board expenses (hotel, etc.) while the crew is on tour (even when they are standby, not flying, performing administrative duties)?

A: You will receive \$60 per-diem for each day when away from base / home (Domestic) and \$85 per-diem (International). You will receive an additional \$40 per month smart phone stipend.

Airline tickets, hotels, rental cars, taxis, tolls, are all company paid. All Pilots are issued an American Express card. Other approved expenses paid out of pocket will be reimbursed with receipt. The Company also pays for your KCM Badge and 1st. Class Medicals.

Regarding uniforms, four silver Pilot Shirts, two pair of Navy dress pants, epaulettes, and a coat with Company Logo will be provided to you at Basic Indoc.

Q: Regarding additional pay, what if I had the privilege of serving as an Instructor, Standards Captain, or Line Check Airman for your 135 certificate. What would be the additional pay or stipend? Also, could I commute in this position, or would I need to relocate?

A: An Instructor, Standards Captain, or Line Check Airman would not need to relocate. The extra pay would be negotiated.

Q: Do you have a Pilot referral program?

A: Yes, if you refer a Pilot who is hired and successfully completes training, you will receive a \$2,500 bonus when your referral completes 6 months with the company. You must still be employed with the company to receive the bonus.

There are two pay periods a month. The 1st through 15th is paid on the 20th. The 16th through the last day of the month is paid on the 5th. Your rate per pay period is your annual salary divided by 24.

Your salary starts on your first day of in-house Basic Indoc, pro-rated for your start date vs. the number of days in that pay period.

Payment is made by direct deposit.