

Fly Exclusive & Fly Exclusive International Pilot applicants FAQ'S

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 seniority 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 (hometown)?

A: Yes, you would be home based and FE(I) 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 the amount of the training agreement would be reduced.

Q: Would I be required to pay back the training contract if I were 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: The training agreement is \$30,000 for a full Initial, and \$20,000 if you qualify for reduced training. 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 36 months.

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

A: for all aircraft except the G-IV, we have two schedule options, 8 on and 6 off, or 15 on and 13 off. The 15/13 schedule pays a higher Salary than the 8/6 schedule. 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: Pilots volunteering and scheduled to work on an off day will get a bonus day pay of \$750 per day (First Officers) or \$1000 per day (Captains).

Q: Regarding the schedule, will the pilot expect to travel to work on day 1 (of work) and back home on day 15 (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.

Crewmembers leaving the aircraft will be scheduled to return to home base on their last day of rotation, based on operational needs and availability of oncoming crew. All reasonable efforts will be made to get the crewmember home before their scheduled day off. Crews arriving at their home airport will receive the following incentives:

- Arriving after 2100L=\$150
- Arriving after 2359L=\$250
- Arriving after 0600L the next day = full day's pay

Q: I see you have annual pay increases for Pilots, what date is that based on?

A: Your annual pay 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 your current Daily 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 company match of \$.50 per \$1.00 of contribution, up to 4% of your compensation (Company match is fully vested after 2 years of service).

PTO days will accrue at the rate of 8 per year (0.66 per month) your first and second years, and at the rate of 10 per year (.83 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 do not have enough PTO days saved up, you can ask the pilot opposite you on the schedule to swap rotations.

Pilots working on designated holidays will be paid a Double pay 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 EJM uses a flat rate per-diem of \$66 a day. I was curious if EJM 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 \$66 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 Pilot Shirts, two pair of Navy dress pants, tie, epaulettes, and a coat with Company Logo will be provided to you at Basic Indoc. You will receive an additional \$250 a year credit with our Uniform Provider for replacement items.

Q: Regarding additional pay, what if I had the privilege of serving as an Instructor, Standards Captain, or Line Check Airman what would be the additional pay be? 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.

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. Payment is made by direct deposit.