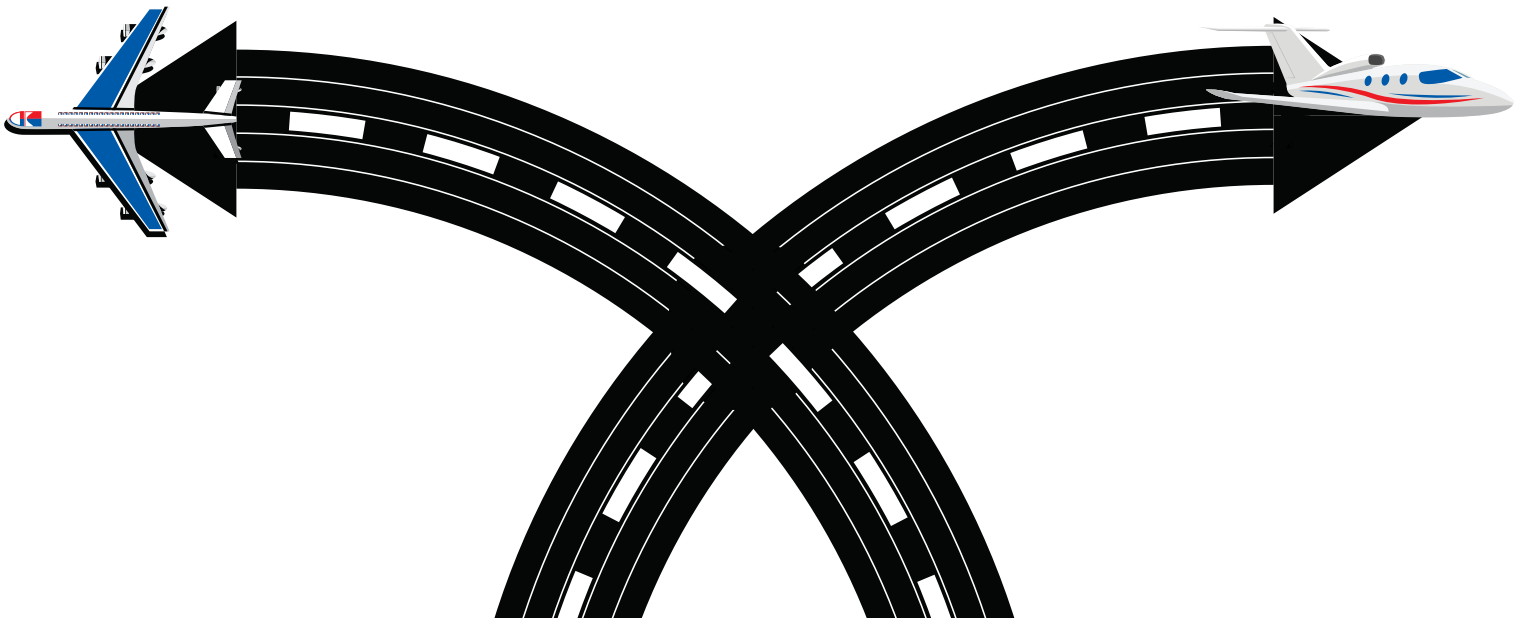


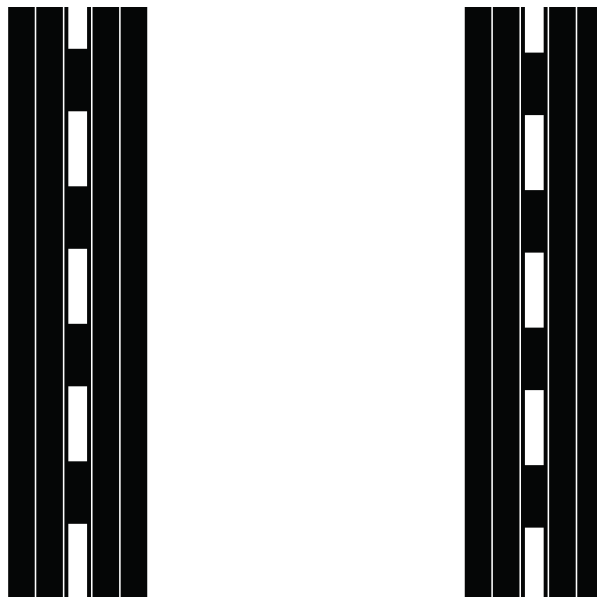
YOUR SKILLS ARE IN DEMAND.

BUSINESS AVIATION VS. THE AIRLINES: WHICH IS THE BETTER FINANCIAL OPTION?

THE DATA MIGHT SURPRISE YOU.



AIRCOMP OPTIONS™



www.AirCompCalculator.com

WHAT WE DO

AIRCOMP OPTIONS™

1

DATA INPUT

You'll give us some data about your current position, aircraft, location and compensation.

ANALYSIS

We'll run your data against our proprietary database that is powered by several well-respected aviation compensation surveys and data from the US Bureau of Labor Statistics. Then, we'll compare your data versus the compensation rates of the best-paying major airlines.

2

REPORT

We'll provide you a report that depicts your compensation against business aviation levels for your position, location and aircraft. The report will also map your compensation level versus a transition to the major airlines. Finally, the report will make specific recommendations based on compensation potential over your aviation career.

3

DON'T MAKE A CAREER CHOICE ON GUESSWORK!
BASE IT ON THE INDUSTRY'S MOST COMPREHENSIVE COMPENSATION DATA!

FROM A SAMPLE REPORT

Base Salary Analysis at the 10th, 25th, 50th, 75th, and 90th Percentiles

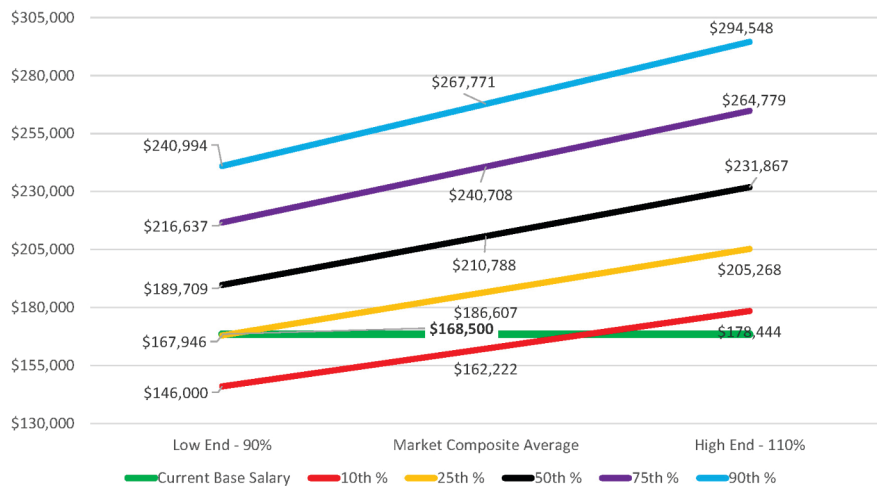


Senior Captain (Jet Class X / KXXX)

Range and Compa-Ratio Analysis

Percentile Range	Current Comp vs Range	Compa-Ratio
90 th	Below	63%
75 th	Below	70%
50 th	Below	80%
25 th	In	90%
10 th	In	104%

Compa-Ratio = Input Base Salary /
Market Composite Average
Desired Ratio Range = 90% - 110%



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FROM A SAMPLE REPORT

Total Cash Compensation Analysis at the 10th, 25th, 50th, 75th, and 90th Percentiles

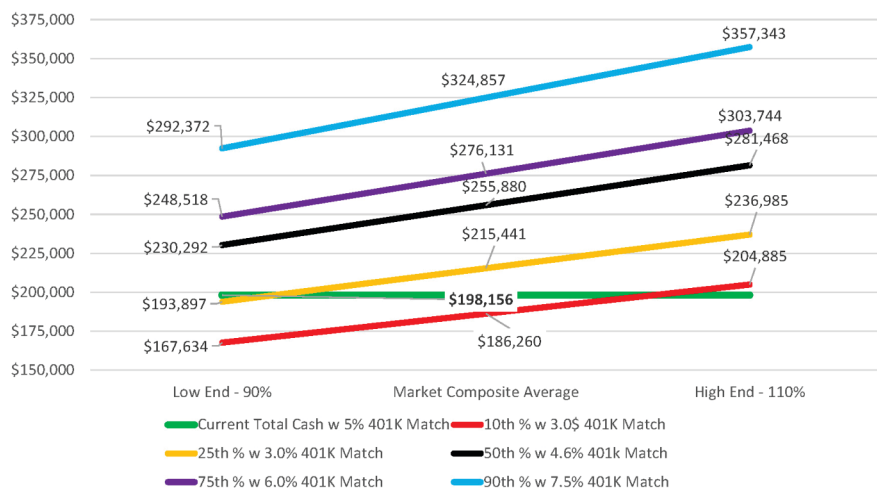


Senior Captain (Jet Class X / KXXX) – Includes 12% Yearly Bonus & 5% 401K Match

Range and Compa-Ratio Analysis

Percentile Range	Current Comp vs Range	Compa-Ratio
90 th	Below	61%
75 th	Below	72%
50 th	Below	77%
25 th	In	92%
10 th	In	106%

Compa-Ratio = Input Total Cash /
Market Composite Average
Desired Ratio Range = 90% - 110%



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FROM A SAMPLE REPORT

Total Compensation Analysis at the 10th, 25th, 50th, 75th, and 90th Percentiles

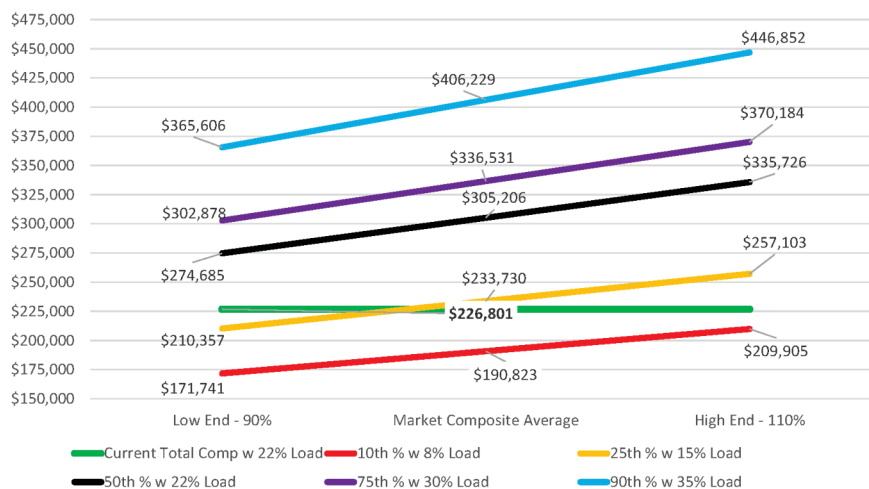


Senior Captain (Jet Class X / KXXX) – Includes 12% Yearly Bonus and 22% Benefits Load)

Range and Compa-Ratio Analysis

Percentile Range	Current Comp vs Range	Compa-Ratio
90 th	Below	56%
75 th	Below	67%
50 th	In	74%
25 th	Above	97%
10 th	Above	119%

Compa-Ratio = Input Total Cash /
Market Composite Average
Desired Ratio Range = 90% - 110%



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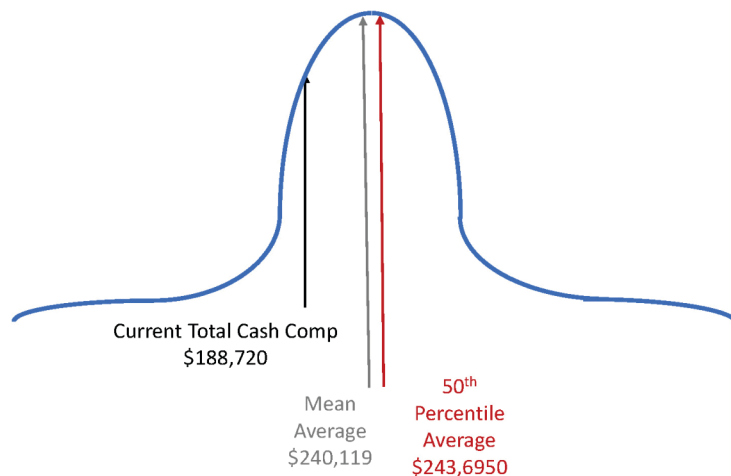
3

FROM A SAMPLE REPORT

Total Cash Compensation Distribution Analysis



Senior Captain (Jet Class X / KXXX) – Includes 12% Yearly Bonus



Distribution is
normally
distributed

50th percentile
average and
mean average
are within 5%

Graph provided for illustration only – not to scale

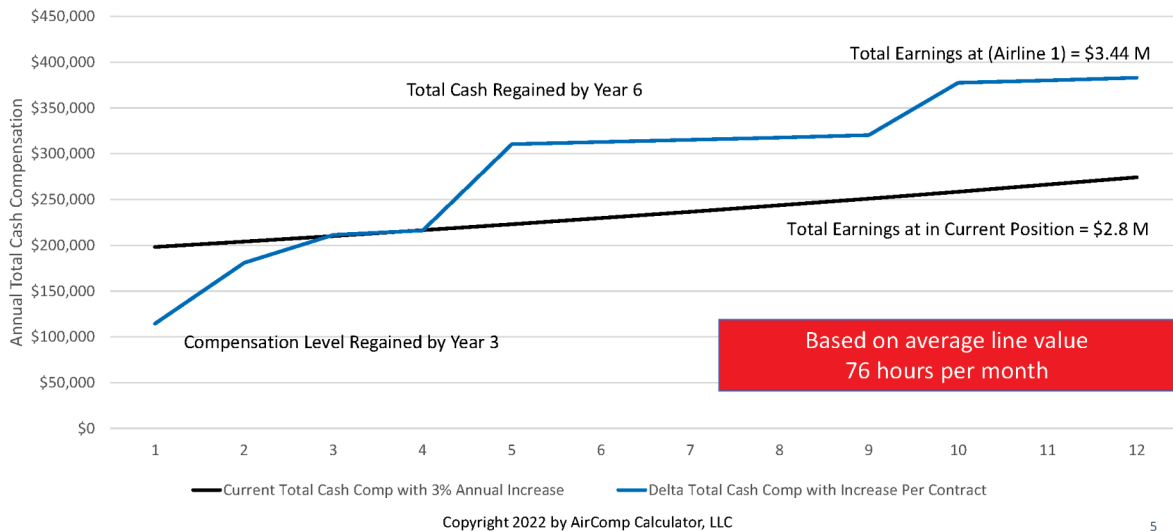
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4

FROM A SAMPLE REPORT

Total Cash Compensation Analysis

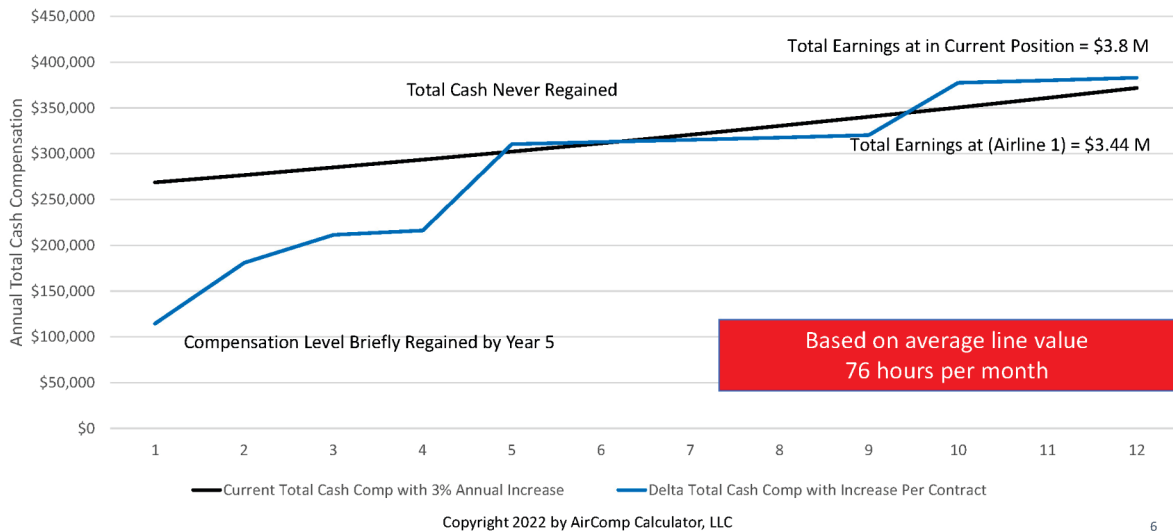
Departure for (Airline 1) at Current Compensation Level



FROM A SAMPLE REPORT

Total Cash Compensation Analysis

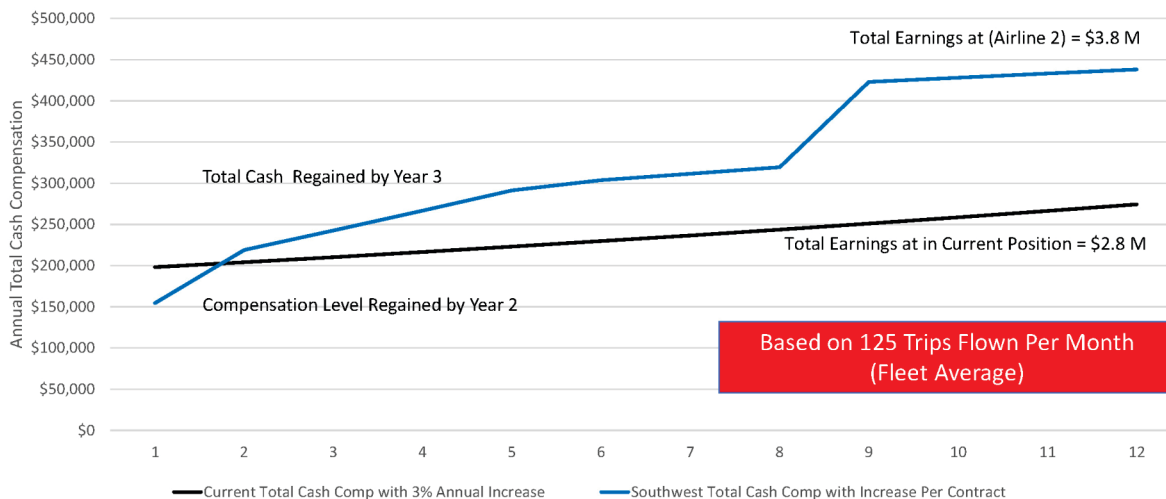
Departure for (Airline 1) at 50th Percentile Average



FROM A SAMPLE REPORT

Total Cash Compensation Analysis

Departure for (Airline 2) at Current Compensation Level



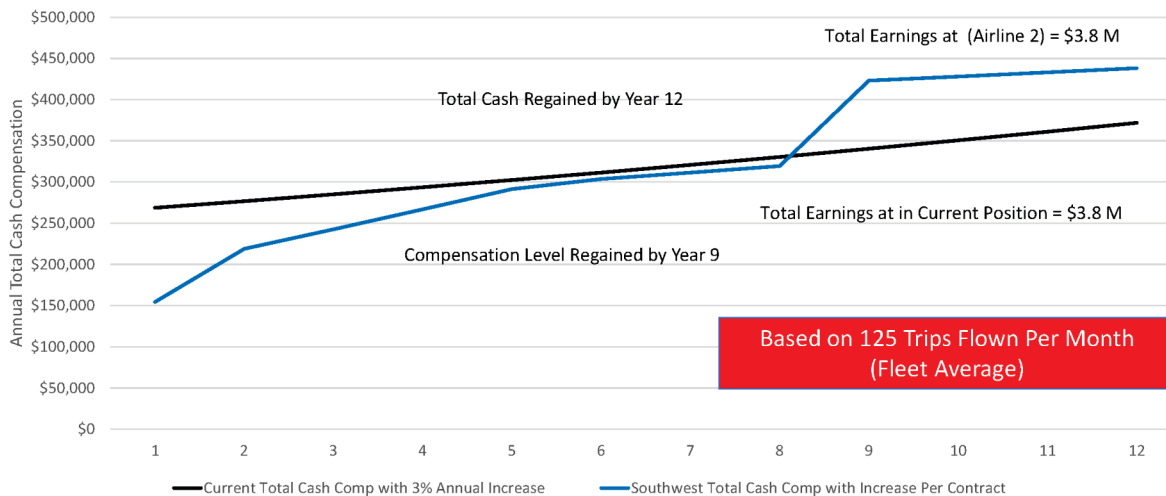
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7 7

FROM A SAMPLE REPORT

Total Cash Compensation Analysis

Chief Pilot vs Departure for (Airline 2) at 50th Percentile Average



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8 8

FROM A SAMPLE REPORT

Observations and Recommendations



- Current compensation levels are well below the 50th percentile range
 - Current base salary and total cash compensation are in the 10th and 25th percentile ranges
 - Current total compensation is in the 25th percentile range
- Current total cash compensation should be increased \$35,000 to \$55,000 if the 50th percentile is targeted
 - It is considered an industry best practice to pay at the 75th percentile

FROM A SAMPLE REPORT

Observations and Recommendations



(Airline 1) Observations

- If compensation level is not increased, departure for (Airline 1) would be cash positive
 - Compensation level would be regained by year 3
 - Cash lost in transition would be regained by year 6
 - Gain in earnings over 12 years would be approximately \$1.14 million
- If compensation level is increased to the 50th percentile, departure for (Airline 1) would be somewhat cash negative
 - Compensation level would be briefly regained in years 5 – 9
 - Cash lost in transition would never be regained
 - Loss in earnings over 12 years would be approximately \$.35 million

(Airline 1) Recommendations

- If compensation level is not increased, departure for (Airline 1) is recommended
- If compensation level is increased to at the least the 50th percentile, departure for (Airline 1) is not recommended



Observations and Recommendations

(Airline 2) Observations

- If compensation level is not increased, departure for (Airline 2) would be cash positive
 - Compensation level would be regained by year 2
 - Cash lost in transition would be regained by year 3
 - Gain in earnings over 12 years would be approximately \$1.0 million
- If compensation level is increased to 50th percentile, departure for (Airline 2) would be cash neutral
 - Compensation level would be regained by year 9
 - Cash lost in transition would be regained by year 12
 - No significant gain in earnings over 12 years

(Airline 2) Recommendations

- Departure for (Airline 2) is recommended if compensation level is not increased to at least the 50th percentile
- If compensation level is increased to at least the 50th percentile, departure for (Airline 2) is not recommended.

READY FOR HELP WITH YOUR DECISION?

A small investment today can provide the data you need to make the best financial decision for the rest of your aviation career.

We'll take your objective data, analyze it, and extrapolate it to present our best depiction of your potential compensation over time.

The final report isn't just valuable tool for decision making, it may also help you in your employment negotiations.

Know where you stand today and help predict what tomorrow may bring with AirComp Options™ brought to you by the AirComp Calculator™

For more info go to www.aircompcalculator.com/options.

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AIRCOMP OPTIONS™**