



## **Deep-Dive Compensation Study Overview**

AirComp RX is the consulting arm of the AirComp Calculator and uses AirComp Calculator data to perform deep-dive compensation studies tailored to client specifications. The studies come in two formats, compensation range presentations and compensation analyses.

### Compensation Range Presentations

Using its proprietary methodology, AirComp RX will provide compensation ranges for the job titles provided by the client.

- Services will include:
  - Full description of methodology – including the use of applicable surveys;
  - Compensation ranges for base salary, total cash compensation, and total direct compensation (if applicable) at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles for the job titles specified.
  - Distribution analysis of total cash compensation for all positions;
  - Target STI percentages for all positions;
  - Generic airline career mapping for pilots vs. four major airlines; and
  - Description of the current compensation environment.
- Deliverables will include:
  - A PowerPoint slide deck provided to Client suitable for presentation to executive personnel along with a Zoom or MS Teams call to deliver and explain the slides; and
  - An Excel workbook with compensation ranges for each job included (if desired).

### Compensation Analyses

Using its proprietary methodology, AirComp RX will provide in-depth compensation analysis for the job titles and personnel compensation levels provided by the client.

- Compensation Analysis will include:
  - Full description of methodology – including the use of applicable surveys;
  - In-depth compensation comparison and analysis of base salary, total cash compensation (with and without 401K match), and total direct compensation (if applicable) at the 10<sup>th</sup>, 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>, and 90<sup>th</sup> percentiles for the job titles specified and associated personnel compensation levels.
  - Distribution analysis for total cash compensation for all personnel;

- Target STI percentage comparison for all personnel;
- Airline career mapping for pilots vs. the three top-paying major airlines;
- Description of the current compensation environment;
- Assessment of employee flight risk; and
- Precise compensation recommendations tailored to the client's specifications.
- Final deliverable will consist of a PowerPoint slide deck provided to Client suitable for presentation to executive personnel along with a Zoom or MS Teams call to deliver and explain the slides.

### AirComp Calculator Access

For both Compensation Range Presentations and Compensation Analyses, access to the AirComp Calculator will be provided for one year after the study with a number of reports equal to the number of job titles or personnel covered in the applicable study.

### Process for the Study

After AirComp RX and the client agree on a service level and associated price, the following events will occur:

- 1) AirComp RX will generate a Statement of Work for the client to execute via DocuSign;
- 2) AirComp RX will provide an invoice for payment via QuickBooks;
  - a) If the price of the study exceeds \$3,000, 50% of the price will be billed at the start of the study and 50% will be billed when the final study is presented to the client;
  - b) If the price of the study is \$3,000 or less, the entire cost of the study will be billed up front;
- 3) For Compensational Analyses, AirComp RX will provide a data sheet for the client to complete with the applicable compensation data;
- 4) Once items 1 – 3 have been completed, AirComp RX will begin work; the typical time required to generate a study is approximately two weeks;
- 5) AirComp RX emails the study to client for client review and comment;
- 6) AirComp RX will make amendments or changes to the study per client direction, if required;
- 7) AirComp RX will email a final version of the study to client along with an invoice for the final payment, if applicable.
- 8) Dr. Christopher Broyhill will present the study to the company personnel desired by the client.