



Pilot Retention Payment

Endeavor Air will make retention payments to all Pilots who are employed during and remain employed on the last day of, twelve separate retention periods beginning in 2015 and ending in 2018.

Subject to meeting the eligibility requirements¹ of the Program, receive retention payments paid throughout 2015, 2016, 2017, and 2018 paid as follows for the referenced retention periods:

Period on the Seniority List	Payment Amount
01-01-2015 to 04-30-2015	\$6666.67
05-01-2015 to 08-31-2015	\$6666.67
09-01-2015 to 12-31-2015	\$6666.67
<i>*Updated*</i> 01-01-2016 to 04-20-2016	\$7666.66
05-01-2016 to 08-31-2016	\$7666.67
09-01-2016 to 12-31-2016	\$7666.67
01-01-2017 to 04-20-2017	\$7666.67
05-01-2017 to 08-31-2017	\$7666.67
09-01-2017 to 12-31-2017	\$7666.67
01-01-2018 to 04-20-2018	\$7666.67
05-01-2018 to 08-31-2018	\$7666.67
09-01-2018 to 12-31-2018	\$7666.67

Bonus for Pilots Hired After October 31, 2016

A Pilot hired after October 31, 2016, will receive a ten thousand dollar (\$10,000.00) bonus upon successful completion of initial training.

Thereafter, a pilot will be eligible for retention payments of up to twenty thousand dollars (\$20,000.00) during his first year of service and up to twenty-three thousand dollars (\$23,000.00) for each calendar year through 2018.

The payments referenced above are subject proration under certain circumstances, including, but not limited to:

- 1) A pilot hired after the commencement of a retention period.
- 2) A pilot not in active service for more than fourteen days in any month during a specific retention period will have any retention payment owed for that period pro-rated by one month to reflect the unavailability.

¹The above information is for summary only. Full eligibility and detailed provisions of the Pilot Retention Program will be found in the Endeavor Air ALPA collective bargaining agreement.