

**Table 5 Total Compensation Summary by Job Title**

<b>Table 5 Total Compensation Summary by Job Title</b>	<b>Count</b>	<b>Average</b>	<b>Minimum</b>	<b>10<sup>th</sup> Percentile (10%)</b>	<b>First Quartile (25%)</b>	<b>Median (50%)</b>	<b>Third Quartile (75%)</b>	<b>90<sup>th</sup> Percentile (90%)</b>	<b>Maximum</b>
Aviation Dept. Mgr. I (does not fly)	41	159,101	30,000	39,000	80,000	150,000	193,000	306,000	448,200
Aviation Dept. Mgr. II (does some flying)	323	168,396	45,000	90,000	118,000	155,000	210,000	265,000	405,000
Chief Pilot	496	130,758	20,000	72,000	92,518	124,993	161,428	200,000	279,000
Senior Captain	397	140,643	39,000	95,000	113,000	140,000	166,592	191,300	232,834
Captain	973	114,919	26,500	73,400	89,000	110,000	137,400	163,000	237,600
Copilot	173	76,104	21,600	42,000	58,000	74,999	91,000	113,550	161,000
Director of Maintenance	196	122,715	20,000	80,000	93,500	117,000	145,705	171,500	265,000
Manager of Maintenance	121	121,834	52,000	75,000	98,000	120,009	143,707	168,447	220,256
Maintenance Foreman	41	94,617	34,507	56,826	70,720	99,000	113,952	126,750	146,699
<b>A&amp;P Maintenance Technician</b>	311	<b>89,372</b>	24,000	45,000	69,230	87,600	108,143	123,600	194,310
Maintenance Technician Helper	28	50,062	27,500	29,494	33,600	44,160	53,460	75,000	111,319
Avionics Technician	8	69,016	45,968	45,968	46,800	53,373	88,884	95,000	105,410
Scheduler	170	65,434	19,000	42,000	50,000	63,000	74,260	91,031	161,000
Licensed Dispatcher	26	93,207	35,808	66,000	74,000	86,473	105,000	121,689	164,000
Flight Attendant	113	83,634	21,000	48,000	65,248	82,000	101,667	123,000	163,000
Line Service Personnel	117	36,393	19,750	21,000	27,581	34,000	42,000	52,989	76,600

<b>Table 4 (continued) Base Salary Summary by Corporate Sales</b>	<b>Count</b>	<b>Average</b>	<b>Minimum</b>	<b>10<sup>th</sup> Percentile (10%)</b>	<b>First Quartile (25%)</b>	<b>Median (50%)</b>	<b>Third Quartile (75%)</b>	<b>90<sup>th</sup> Percentile (90%)</b>	<b>Maximum</b>
<b>\$2.5-5 billion</b>									
Aviation Dept. Mgr. I (does not fly)	3								
Aviation Dept. Mgr. II (does some flying)	33	167,344	84,388	122,000	132,730	160,000	185,000	205,000	350,000
Chief Pilot	32	137,973	68,000	96,000	120,000	134,000	148,500	175,000	222,000
Senior Captain	37	125,328	82,000	95,000	105,000	125,000	142,264	150,000	184,500
Captain	95	109,623	65,000	73,000	90,250	108,500	125,000	145,000	185,000
Copilot	10	84,425	42,000	42,000	60,000	75,000	108,750	110,000	131,250
Director of Maintenance	16	116,258	90,000	90,684	99,500	113,000	127,229	130,000	150,000
Manager of Maintenance	13	104,436	79,800	85,000	87,416	99,275	121,954	130,368	131,000
Maintenance Foreman	4								
<b>A&amp;P Maintenance Technician</b>	36	<b>78,835</b>	52,000	61,428	67,000	75,300	87,495	95,457	<b>115,000</b>
Maintenance Technician Helper	4								
Avionics Technician	0								
Scheduler	17	60,011	35,547	40,000	42,950	58,200	72,816	75,383	92,000
Licensed Dispatcher	0								
Flight Attendant	5								
Line Service Personnel	8								
<b>\$5-10 billion</b>									
Aviation Dept. Mgr. I (does not fly)	4								
Aviation Dept. Mgr. II (does some flying)	23	180,169	130,759	147,000	150,000	180,000	195,000	225,000	235,000
Chief Pilot	20	138,767	95,000	115,000	117,500	135,000	144,000	158,000	230,000
Senior Captain	33	130,413	92,000	101,403	122,004	133,285	140,000	145,000	185,000
Captain	82	106,474	60,000	80,000	95,000	103,000	120,000	135,000	158,000
Copilot	14								
Director of Maintenance	13	121,361	87,500	90,000	110,000	119,494	130,000	151,700	153,000
Manager of Maintenance	8	132,588	110,000	110,000	117,500	126,920	139,000	145,000	172,000
Maintenance Foreman	5								
A&P Maintenance Technician	29	78,233	49,400	62,000	72,000	75,800	87,000	91,500	104,700
Maintenance Technician Helper	4								
Avionics Technician	0								
Scheduler	21	59,794	32,900	46,300	50,000	59,925	69,000	72,000	79,500
Licensed Dispatcher	0								
Flight Attendant	7								
Line Service Personnel	0								