

Airline	Total Pilots	Total Employees	Average Credit Hours/Mo	PAY per month & AIRCRAFT				Retirement Plans		
				1st year F/O or F/E Smallest	5th year F/O Medium	10th year Capt Smallest	Max Capt Largest	"A Fund" 30 yr Defined Benefit	"B Fund" Defined Contribution	401(k) Matching
ART	1,600	8,900	75	\$3,206 B717 FO	\$6,103 B737 FO	\$10,800 B717 CAPT	\$12,930 B737 CAPT	0%	10.5%	YES Variable
ABX	800	11,500	65	\$2,487 Any FE or FO	\$8,994 B767 FO	\$12,737 DC-9 CAPT	\$15,566 B767 CAPT	50% of final pay	0%	YES 2.1%
ALA	1,523	9,672	80	\$2,813 Any FO	\$6,853 Any FO	\$11,867 Any CAPT	\$12,303 Any CAPT	57% of final pay	3%	YES No Match
AAL	8,325	71,800	74	\$2,617 Any FO	\$7,097 B737 FO	\$11,579 M80 CAPT	\$14,933 B777 CAPT	38% of final pay	11%	YES No Match
AST	500	53,222	69	\$2,595 Any FE	\$8,110 A300/DC8 FO	\$12,519 B727 CAPT	\$14,896 CAPT	0%	9-15% Variable	YES No Match
CAL	4,900	45,000	82	\$2,507 Any FO	\$7,623 FO	\$11,846 B737 CAPT	\$15,528 Widebody CA	0%	6.75-12.75% Variable	YES 0.75%
DAL	6,066	55,382	77	\$3,820 Any FO	\$7,176 B737-800 FO	\$10,931 MD-88 CA	\$14,717 B777 CAPT	0%	9%	YES No Match
FRT	650	6,000	80	\$2,934 A318/318 FO	\$6,560 A318/318 FO	\$11,710 A318/319 CA	\$12,502 A318/319 CA	0%	2.2-6.0% After 2nd year	YES 5.0%
FDX	4,683	126,000	87	\$4,870 Any FE	\$11,935 Widebody FO	\$16,440 CAPT	\$20,145 Widebody CA	50% of final pay	7%	YES Up to \$500
JBL	1,100	10,165	81	\$4,065 EMB190 FO	\$6,581 A320 FO	\$8,345 EMB190 CAPT	\$12,830 A320 FO	0%	0%	YES 5.0%
NWA	5,000	30,053	78	\$2,347 Any FO	\$6,618 B757 FO	\$9,646 DC9 CAPT	\$13,988 B744 CAPT	0%	5%	YES 3.0%
SWA	5,608	33,895	85	\$4,445 B737 FO	\$10,097 B737 FO	\$16,450 B737 CAPT	\$16,814 B737 CAPT	0%	0%	YES 7.3%
UAL	6,400	52,500	80	\$2,620 Any FO	\$6,581 A319/320 FO	\$10,762 A320/B737 CA	\$15,254 B744/B777 CA	0%	16%	YES No Match
UPS	2,900	338,000	85	\$2,918 Any FE	\$10,798 Any FO	\$18,794 Any CAPT	\$19,572 Any CAPT	30% of final pay	11%	YES No Match
USA	2,957	34,437	82	\$3,380 EMB190 FO	\$6,298 FO	\$7,769 EMB190 CAPT	\$13,479 A330 CAPT	0%	10%	YES No Match
TOTAL	53,012	886,526								
AVERAGE	3,534	59,102	78.7	\$3,175	7,828	12,146	15,030			

AVERAGE ANNUAL PAY \$38,100 \$93,936 \$145,752 \$180,360