

Air Japan B-767 First Officer

	Monthly Base	Supp. Pay	Pension *	Exp. Pay**	Commuting***	Accommodation	Per Diem	Monthly Total	Annual	Bonus	CCB	
Trainee	\$ 7,162.00	\$50.00	\$ -	\$ -	\$ -	\$ -	+\$44/nt	\$ 7,212.00	\$ 86,544.00	\$550.00/mo. ²	-	\$ 86,544.00
1st Year	\$ 7,162.00	\$50.00	\$ 550.00	\$ -	\$ 2,000.00	\$ 550.00	\$ 976.00	\$ 11,288.00	\$ 135,456.00	-	-	\$135,456.00
2nd Year	\$ 8,238.00	\$50.00	\$ 550.00	\$ 86.00	\$ 2,000.00	\$ 550.00	\$ 976.00	\$ 12,450.00	\$ 149,400.00	-	-	\$149,400.00
3rd Year	\$ 8,524.00	\$50.00	\$ 550.00	\$ 177.00	\$ 2,000.00	\$ 550.00	\$ 976.00	\$ 12,827.00	\$ 153,924.00	\$ BONUS ¹	-	\$153,924.00
4th Year	\$ 8,691.00	\$50.00	\$ 550.00	\$ 360.00	\$ 2,000.00	\$ 550.00	\$ 976.00	\$ 13,177.00	\$ 158,124.00	\$ BONUS ¹	-	\$183,124.00
5th Year	\$ 8,885.00	\$50.00	\$ 550.00	\$ 552.00	\$ 2,000.00	\$ 550.00	\$ 976.00	\$ 13,563.00	\$ 162,756.00	\$ BONUS ¹	\$ 18,000.00	\$205,756.00

<<NEW>> Bonus¹	Up to USD \$25,000/yr. for First Officers and up to USD \$36,000/yr. for Captains. You will be paid based on the Japanese Fiscal Year in which you were hired. See payment schedule below.
(CCB) Contract Completion Bonus	CAPT: USD \$30,000; F/O: USD \$18,000 based on 5 years of continuous active service.
Training Bonus²	\$550/mo. while in training will be accumulated and paid upon completion of training.

Retirement*	Company funded pension plan USD \$550/mo. After completion of training. Voluntary 401k plan available. (Non-US Citizens may opt out for additional salary)
Experience Pay**	From the second year on at \$86/mo. up to \$612/mo.
Commuting Allowance***	USD \$2,000/mo. or option of having a reserved Business Class seat to and from home.
Accommodation Allowance	USD \$550/mo.
Per Diem	\$44/nt. while in training; \$976/mo. there after
Days Off	10 consecutive days off and 2 commuting days/mo. 18/19 operational days/mo.
Vacation	24 days/yr.
Sick Leave	Accrue 0.5 days/mo.; Maximum accrual allowed: 12 days.
Social Security	CREW makes contributions toward Social Security Benefits. (US Citizens)
Unemployment Insurance	CREW makes contributions toward unemployment insurance benefits (US Citizens)
Health Insurance	Company paid international medical insurance through Aetna Global for most pilots and their eligible dependents. Aetna and Overseas Insurance from Longreach Aviation.
Life Insurance	Basic Life Insurance.
Disability Income Insurance (Optional)	85% of insured's income.
Loss of License (Optional)	Loss of license benefit of USD \$150,000 and aggregate limit of liability: USD \$2,000,000 for any one event.
Travel Benefits	ZED/ID fare travel available on Star Alliance Carriers, ANA Group, and AF/DL/KE/AS/HA and KA airlines for the pilot and their eligible dependents after 6 months of service.
Family Visit	Company provided Economy class tickets and accommodations up to 7 nights for spouse and dependents while in training only. Spouse is allowed 2 company paid round-trip tickets; dependents are allowed 1 company paid round-trip ticket.

*All benefits are calculated based on active duty days.

**Disability Income Insurance and Loss of License plans are available at the pilot's expense.

This information is for illustrative purposes and is meant to provide general terms and conditions. Terms and Conditions may be subject to change. Refer to your employment contract for more details.

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¹ AJX Bonus payment schedule:

Payment No.	1	2	3	4	5
FY	2018	2019	2020	2021	2022
CAP	30,000	30,000	30,000	36,000	36,000
FO (Fiscal year of hire)	2019		0	0	25,000
	2018	0	0	25,000	25,000
	2017	0	25,000	25,000	25,000
	2016	0	25,000	25,000	25,000
	2015 Or before	25,000	25,000	25,000	25,000

*Japanese Fiscal Year begins April 1st.

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