

Section 3
Compensation
Pay Rates/Scales

	AirNet Systems			Air Wisconsin													
	Assorted			BAe-146-200/300, CRJ-200													
	Captain		First Officer	BAe-146								First Officer					
	Jet	Prop	1-1-01	Captain								First Officer					
	1-1-01	1-1-01	1-1-01	10-1-05	10-1-06	10-1-07	10-1-08	10-1-09	10-1-10	10-1-11	10-1-05	10-1-06	10-1-07	10-1-08	10-1-09	10-1-10	10-1-11
1st 6 mos.	\$39,145	\$22,672	\$27,809	--	--	--	--	--	--	--	\$22.99	\$23.34	\$23.69	\$24.04	\$24.41	\$24.77	\$25.14
2nd 6 mos.	\$39,145	\$22,672	\$27,809	--	--	--	--	--	--	--	\$22.99	\$23.34	\$23.69	\$24.04	\$24.41	\$24.77	\$25.14
2nd year	\$39,665	\$24,731	\$29,868	\$65.65	\$66.63	\$67.63	\$68.64	\$69.67	\$70.72	\$71.78	\$39.39	\$39.98	\$40.58	\$41.18	\$41.80	\$42.43	\$43.07
3rd year	\$41,641	\$26,270	\$31,408	\$67.65	\$68.67	\$69.70	\$70.75	\$71.81	\$72.88	\$73.98	\$40.59	\$41.20	\$41.82	\$42.44	\$43.08	\$43.73	\$44.38
4th year	\$43,763	\$27,809	\$32,947	\$69.76	\$70.80	\$71.86	\$72.94	\$74.04	\$75.15	\$76.27	\$41.86	\$42.49	\$43.12	\$43.77	\$44.43	\$45.09	\$45.77
5th year	\$45,926	\$29,348	\$34,590	\$71.92	\$73.00	\$74.09	\$75.21	\$76.33	\$77.48	\$78.64	\$43.16	\$43.80	\$44.46	\$45.13	\$45.80	\$46.49	\$47.19
6th year	\$48,214	--	\$36,358	\$74.13	\$75.25	\$76.38	\$77.52	\$78.68	\$79.86	\$81.06	\$44.49	\$45.15	\$45.83	\$46.52	\$47.21	\$47.92	\$48.64
7th year	\$50,585	--	\$37,502	\$76.43	\$77.58	\$78.74	\$79.92	\$81.12	\$82.34	\$83.57	\$45.86	\$46.54	\$47.24	\$47.95	\$48.67	\$49.40	\$50.14
8th year	\$52,644	--	--	\$78.80	\$79.98	\$81.18	\$82.40	\$83.64	\$84.89	\$86.17	\$47.28	\$47.99	\$48.71	\$49.44	\$50.18	\$50.93	\$51.69
9th year	\$54,704	--	--	\$81.23	\$82.45	\$83.69	\$84.94	\$86.22	\$87.51	\$88.82	\$48.74	\$49.47	\$50.21	\$50.97	\$51.73	\$52.51	\$53.29
10th year	\$56,867	--	--	\$83.75	\$85.00	\$86.28	\$87.57	\$88.89	\$90.22	\$91.57	\$50.24	\$51.00	\$51.76	\$52.54	\$53.33	\$54.13	\$54.94
11th year	\$59,134	--	--	\$86.33	\$87.63	\$88.94	\$90.28	\$91.63	\$93.01	\$94.40	--	--	--	--	--	--	--
12th year	\$61,484	--	--	\$89.01	\$90.35	\$91.70	\$93.08	\$94.47	\$95.89	\$97.33	--	--	--	--	--	--	--
13th year	\$63,356	--	--	\$91.76	\$93.14	\$94.54	\$95.95	\$97.39	\$98.85	\$100.34	--	--	--	--	--	--	--
14th year	\$65,187	--	--	\$94.60	\$96.01	\$97.45	\$98.92	\$100.40	\$101.91	\$103.43	--	--	--	--	--	--	--
15th year	\$67,163	--	--	\$97.53	\$98.99	\$100.48	\$101.99	\$103.52	\$105.07	\$106.65	--	--	--	--	--	--	--
16th year	\$69,222	--	--	\$100.46	\$101.96	\$103.49	\$105.05	\$106.62	\$108.22	\$109.84	--	--	--	--	--	--	--
17th year	\$71,281	--	--	\$103.47	\$105.02	\$106.59	\$108.19	\$109.81	\$111.46	\$113.13	--	--	--	--	--	--	--
18th year	\$72,716	--	--	\$106.57	\$108.16	\$109.79	\$111.43	\$113.11	\$114.80	\$116.52	--	--	--	--	--	--	--
19th year	\$74,172	--	--	\$109.76	\$111.41	\$113.08	\$114.77	\$116.50	\$118.24	\$120.02	--	--	--	--	--	--	--
20th year	\$75,608	--	--	\$113.06	\$114.75	\$116.47	\$118.22	\$119.99	\$121.79	\$123.62	--	--	--	--	--	--	--
21st year	\$77,147	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	\$78,686	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	\$80,225	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	\$81,889	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	\$83,532	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

AirNet - The Company flies assorted light twin engines and jets.

Air Wisconsin -Wage scales will be reviewed and revised, if appropriate, at 4/1/06, 10/1/08, and 4/1/11.

Section 3
Compensation
Pay Rates/Scales

	Air Wisconsin (cont'd)													
	BAe-146-200/300, CRJ-200													
	CRJ-200													
	Captain							First Officer						
	10-1-05	10-1-06	10-1-07	10-1-08	10-1-09	10-1-10	10-1-11	10-1-05	10-1-06	10-1-07	10-1-08	10-1-09	10-1-10	10-1-11
1st 6 mos.	\$54.22	\$55.03	\$55.86	\$56.70	\$57.55	\$58.41	\$59.29	\$22.99	\$23.33	\$23.68	\$24.04	\$24.40	\$24.77	\$25.14
2nd 6 mos.	\$54.22	\$55.03	\$55.86	\$56.70	\$57.55	\$58.41	\$59.29	\$22.99	\$23.33	\$23.68	\$24.04	\$24.40	\$24.77	\$25.14
2nd year	\$55.91	\$56.75	\$57.60	\$58.46	\$59.34	\$60.23	\$61.13	\$33.55	\$34.05	\$34.56	\$35.08	\$35.61	\$36.14	\$36.69
3rd year	\$57.62	\$58.48	\$59.36	\$60.25	\$61.16	\$62.07	\$63.00	\$34.57	\$35.09	\$35.61	\$36.15	\$36.69	\$37.24	\$37.80
4th year	\$59.41	\$60.30	\$61.21	\$62.12	\$63.06	\$64.00	\$64.96	\$35.65	\$36.18	\$36.73	\$37.28	\$37.84	\$38.41	\$38.98
5th year	\$61.25	\$62.17	\$63.10	\$64.05	\$65.01	\$65.98	\$66.97	\$36.75	\$37.30	\$37.86	\$38.43	\$39.01	\$39.59	\$40.18
6th year	\$63.14	\$64.09	\$65.05	\$66.02	\$67.01	\$68.02	\$69.04	\$37.88	\$38.45	\$39.02	\$39.61	\$40.20	\$40.81	\$41.42
7th year	\$65.09	\$66.07	\$67.06	\$68.06	\$69.08	\$70.12	\$71.17	\$39.06	\$39.65	\$40.24	\$40.84	\$41.46	\$42.08	\$42.71
8th year	\$67.11	\$68.12	\$69.14	\$70.18	\$71.23	\$72.30	\$73.38	<u>\$40.27</u>	<u>\$40.87</u>	<u>\$41.49</u>	<u>\$42.11</u>	<u>\$42.74</u>	<u>\$43.38</u>	<u>\$44.03</u>
9th year	\$69.19	\$70.23	\$71.28	\$72.35	\$73.44	\$74.54	\$75.66	--	--	--	--	--	--	--
10th year	\$71.32	\$72.39	\$73.48	\$74.58	\$75.70	\$76.83	\$77.98	--	--	--	--	--	--	--
11th year	\$73.53	\$74.63	\$75.75	\$76.89	\$78.04	\$79.21	\$80.40	--	--	--	--	--	--	--
12th year	\$75.79	\$76.93	\$78.08	\$79.25	\$80.44	\$81.65	\$82.87	--	--	--	--	--	--	--
13th year	\$78.15	\$79.32	\$80.51	\$81.72	\$82.95	\$84.19	\$85.45	--	--	--	--	--	--	--
14th year	\$80.56	\$81.77	\$82.99	\$84.24	\$85.50	\$86.79	\$88.09	--	--	--	--	--	--	--
15th year	\$83.06	\$84.31	\$85.57	\$86.85	\$88.16	\$89.48	\$90.82	--	--	--	--	--	--	--
16th year	\$85.55	\$86.83	\$88.14	\$89.46	\$90.80	\$92.16	\$93.54	--	--	--	--	--	--	--
17th year	\$88.12	\$89.44	\$90.78	\$92.15	\$93.53	\$94.93	\$96.35	--	--	--	--	--	--	--
18th year	<u>\$90.76</u>	<u>\$92.12</u>	<u>\$93.50</u>	<u>\$94.91</u>	<u>\$96.33</u>	<u>\$97.77</u>	<u>\$99.24</u>	--	--	--	--	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Air Wisconsin -Wage scales will be reviewed and revised, if appropriate, at 4/1/06, 10/1/08, and 4/1/11.

Section 3
Compensation
Pay Rates/Scales

	Air Wisconsin (cont'd)													
	BAe-146-200/300, CRJ-200													
	51-70 Seat Jets													
	Captain							First Officer						
	10-1-05	10-1-06	10-1-07	10-1-08	10-1-09	10-1-10	10-1-11	10-1-05	10-1-06	10-1-07	10-1-08	10-1-09	10-1-10	10-1-11
1st 6 mos.	\$58.01	\$58.88	\$59.77	\$60.66	\$61.57	\$62.50	\$63.43	\$22.99	\$23.34	\$23.69	\$24.04	\$24.41	\$24.77	\$25.14
2nd 6 mos.	\$58.01	\$58.88	\$59.77	\$60.66	\$61.57	\$62.50	\$63.43	\$22.99	\$23.34	\$23.69	\$24.04	\$24.41	\$24.77	\$25.14
2nd year	\$59.81	\$60.71	\$61.62	\$62.55	\$63.49	\$64.44	\$65.40	\$33.54	\$34.05	\$34.56	\$35.08	\$35.60	\$36.14	\$36.68
3rd year	\$61.66	\$62.58	\$63.52	\$64.48	\$65.44	\$66.42	\$67.42	\$34.57	\$35.09	\$35.62	\$36.15	\$36.70	\$37.25	\$37.81
4th year	\$63.58	\$64.53	\$65.50	\$66.48	\$67.48	\$68.49	\$69.52	\$35.65	\$36.18	\$36.72	\$37.27	\$37.83	\$38.40	\$38.98
5th year	\$65.54	\$66.53	\$67.52	\$68.54	\$69.56	\$70.61	\$71.67	\$36.75	\$37.30	\$37.86	\$38.43	\$39.00	\$39.59	\$40.18
6th year	\$67.56	\$68.58	\$69.60	\$70.65	\$71.71	\$72.78	\$73.88	\$37.88	\$38.45	\$39.03	\$39.61	\$40.21	\$40.81	\$41.42
7th year	\$69.65	\$70.70	\$71.76	\$72.84	\$73.93	\$75.04	\$76.16	\$39.06	\$39.64	\$40.24	\$40.84	\$41.45	\$42.07	\$42.71
8th year	\$71.81	\$72.88	\$73.98	\$75.09	\$76.21	\$77.36	\$78.52	\$40.26	\$40.87	\$41.48	\$42.10	\$42.73	\$43.37	\$44.02
9th year	\$74.03	\$75.14	\$76.27	\$77.41	\$78.57	\$79.75	\$80.95	\$41.52	\$42.14	\$42.77	\$43.41	\$44.07	\$44.73	\$45.40
10th year	\$76.32	\$77.46	\$78.63	\$79.81	\$81.00	\$82.22	\$83.45	\$42.80	\$43.44	\$44.09	\$44.75	\$45.42	\$46.10	\$46.79
11th year	\$78.67	\$79.85	\$81.05	\$82.26	\$83.50	\$84.75	\$86.02	--	--	--	--	--	--	--
12th year	\$81.10	\$82.32	\$83.55	\$84.80	\$86.08	\$87.37	\$88.68	--	--	--	--	--	--	--
13th year	\$83.62	\$84.88	\$86.15	\$87.44	\$88.75	\$90.09	\$91.44	--	--	--	--	--	--	--
14th year	\$86.21	\$87.50	\$88.81	\$90.15	\$91.50	\$92.87	\$94.26	--	--	--	--	--	--	--
15th year	\$88.88	\$90.21	\$91.56	\$92.94	\$94.33	\$95.75	\$97.18	--	--	--	--	--	--	--
16th year	\$91.54	\$92.91	\$94.30	\$95.72	\$97.15	\$98.61	\$100.09	--	--	--	--	--	--	--
17th year	\$94.29	\$95.70	\$97.14	\$98.59	\$100.07	\$101.57	\$103.10	--	--	--	--	--	--	--
18th year	\$97.11	\$98.57	\$100.04	\$101.54	\$103.07	\$104.61	\$106.18	--	--	--	--	--	--	--
19th year	\$100.02	\$101.52	\$103.05	\$104.59	\$106.16	\$107.75	\$109.37	--	--	--	--	--	--	--
20th year	\$103.03	\$104.58	\$106.15	\$107.74	\$109.36	\$111.00	\$112.66	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Air Wisconsin -Wage scales will be reviewed and revised, if appropriate, at 4/1/06, 10/1/08, and 4/1/11.

Section 3
Compensation
Pay Rates/Scales

	American Eagle ATR-72/Saab-340/ERJ-145/ERJ-140/ERJ-135/CRJ-700								Atlantic Southeast ATR-72/CRJ-200(40/50 seats)/CRJ-700					
	1-1-06								40-59 Seat Jet/44-70 Seat Prop		60-70 Seat Jet		EMB120	
	Captain						First Officer		Captain	F/O	Captain	F/O	Captain	F/O
	Saab-340	ATR-72	ERJ-135	ERJ-140	ERJ145	CRJ-70	Prop	Jet	9-14-02	9-14-02	4-1-02	4-1-02	9-14-02	9-14-02
1st 6 mos.	\$40.48	\$56.81	\$54.45	\$56.99	\$59.18	\$62.29	\$23.51	\$23.51	\$54.73	\$19.02	\$60.20	\$19.02	\$43.30	\$19.02
2nd 6 mos.	\$40.48	\$56.81	\$54.45	\$56.99	\$59.18	\$62.29	\$23.51	\$23.51	\$54.73	\$19.02	\$60.20	\$19.02	\$43.30	\$19.02
2nd year	\$43.50	\$61.06	\$56.06	\$58.69	\$60.94	\$64.14	\$25.27	\$31.77	\$56.36	\$33.82	\$62.07	\$37.24	\$44.59	\$26.75
3rd year	\$45.19	\$62.47	\$57.76	\$60.46	\$62.78	\$66.07	\$28.15	\$34.49	\$58.07	\$34.84	\$63.97	\$38.38	\$45.93	\$27.56
4th year	\$47.86	\$63.88	\$59.48	\$62.26	\$64.65	\$68.07	\$31.05	\$36.20	\$59.80	\$35.88	\$65.96	\$39.58	\$47.32	\$29.39
5th year	\$49.69	\$65.32	\$61.26	\$64.13	\$66.59	\$70.07	\$32.49	\$37.12	\$61.60	\$36.95	\$68.01	\$40.80	\$48.73	\$29.24
6th year	\$52.72	\$66.72	\$63.11	\$66.06	\$68.60	\$72.21	\$33.93	\$37.74	\$63.45	\$38.07	\$70.11	\$42.06	\$50.19	\$30.12
7th year	\$54.29	\$68.15	\$64.37	\$67.38	\$69.97	\$73.64	\$34.37	\$38.22	\$64.71	<u>\$38.82</u>	\$72.27	\$43.36	\$51.19	<u>\$30.72</u>
8th year	\$56.04	\$69.57	\$66.29	\$69.38	\$72.05	\$75.84	<u>\$34.92</u>	<u>\$38.87</u>	\$66.65	--	\$74.50	<u>\$44.70</u>	\$52.73	--
9th year	\$57.97	\$70.99	\$68.28	\$71.47	\$74.22	\$78.12	--	--	\$68.65	--	\$77.51	--	\$54.31	--
10th year	\$59.40	\$72.39	\$70.33	\$73.62	\$76.45	\$80.46	--	--	\$70.71	--	\$80.63	--	\$55.94	--
11th year	\$61.00	\$74.02	\$72.44	\$75.83	\$78.74	\$82.87	--	--	\$72.83	--	\$83.12	--	\$57.62	--
12th year	\$62.25	\$76.34	\$74.61	\$78.10	\$81.10	\$85.35	--	--	\$75.01	--	\$85.69	--	\$59.35	--
13th year	\$63.48	\$76.63	\$76.88	\$80.47	\$83.56	\$87.94	--	--	\$77.27	--	\$88.35	--	\$61.13	--
14th year	\$65.30	\$78.06	\$79.16	\$82.86	\$86.04	\$90.56	--	--	\$79.60	--	\$91.07	--	\$62.96	--
15th year	<u>\$67.32</u>	\$79.50	\$80.51	\$84.27	\$87.51	\$92.08	--	--	<u>\$81.98</u>	--	\$93.89	--	<u>\$64.85</u>	--
16th year	--	\$80.93	\$82.10	\$85.94	\$89.24	\$93.94	--	--	--	--	\$96.71	--	--	--
17th year	--	\$82.05	\$83.32	\$87.22	\$90.57	\$95.34	--	--	--	--	\$99.60	--	--	--
18th year	--	<u>\$82.79</u>	<u>\$84.59</u>	<u>\$88.55</u>	<u>\$91.95</u>	<u>\$96.78</u>	--	--	--	--	<u>\$102.59</u>	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--

American Eagle - Pay rates are adjusted annually based on an industry average calculation.

Section 3
Compensation
Pay Rates/Scales

	Colgan Air				Comair - Current CBA							
	Beech 1900/Saab 340				CRJ-700/CRJ-200 (40/50 seats)							
	9-15-02				CRJ-70				CRJ-50/44/40			
	Captain		First Officer		Captain		First Officer		Captain		First Officer	
Beech 1900	Saab 340	Beech 1900	Saab 340	6-22-04	6-22-05*	6-22-04	6-22-05*	6-22-04	6-22-05*	6-22-04	6-22-05*	
1st 6 mos.	\$32.00	\$40.00	\$20.00	\$21.00	\$66.34	\$69.32	\$23.40	\$24.45	\$60.31	\$63.02	\$23.40	\$24.45
2nd 6 mos.	\$32.00	\$40.00	\$20.00	\$21.00	\$66.34	\$69.32	\$23.40	\$24.45	\$60.31	\$63.02	\$23.40	\$24.45
2nd year	\$33.50	\$41.50	\$22.00	\$23.00	\$68.40	\$71.48	\$41.04	\$42.89	\$62.18	\$64.98	\$37.18	\$38.85
3rd year	\$35.00	\$43.00	\$24.00	\$25.00	\$70.49	\$73.66	\$42.29	\$44.20	\$64.08	\$66.96	\$38.33	\$40.05
4th year	\$36.50	\$44.50	\$25.00	\$26.00	\$72.70	\$75.97	\$43.62	\$45.58	\$66.09	\$69.06	\$39.51	\$41.29
5th year	\$38.00	\$46.00	\$26.00	\$27.00	\$74.94	\$78.32	\$44.96	\$46.99	\$68.13	\$71.20	\$40.73	\$42.56
6th year	\$39.50	\$47.50	\$27.00	\$28.00	\$77.25	\$80.73	\$46.35	\$48.44	\$70.23	\$73.39	\$42.01	\$43.90
7th year	\$41.00	\$49.00	\$28.00	\$29.00	\$79.64	\$83.23	\$47.78	\$49.94	\$72.40	\$75.66	\$43.31	\$45.26
8th year	\$42.50	\$50.50	\$29.00	\$30.00	\$82.12	\$85.81	\$49.27	\$51.49	\$74.65	\$78.01	\$44.63	\$46.64
9th year	\$44.00	\$52.00	\$30.00	\$31.00	\$85.41	\$89.26	--	--	\$76.95	\$80.41	--	--
10th year	\$45.50	\$53.50	\$31.00	\$32.00	\$88.86	\$92.86	--	--	\$79.34	\$82.91	--	--
11th year	\$47.00	\$55.00	\$32.00	\$33.00	\$91.60	\$95.73	--	--	\$81.79	\$85.47	--	--
12th year	\$48.50	\$56.50	\$33.00	\$34.00	\$94.43	\$98.67	--	--	\$84.31	\$88.10	--	--
13th year	\$50.00	\$58.00	\$34.00	\$35.00	\$97.36	\$101.74	--	--	\$86.93	\$90.84	--	--
14th year	\$51.50	\$59.50	\$35.00	\$36.00	\$100.36	\$104.88	--	--	\$89.61	\$93.64	--	--
15th year	\$53.00	\$61.00	\$36.00	\$37.00	\$103.47	\$108.12	--	--	\$92.38	\$100.00	--	--
16th year	--	--	--	--	\$106.57	\$111.36	--	--	\$95.15	\$101.75	--	--
17th year	--	--	--	--	\$109.77	\$114.71	--	--	\$98.01	\$103.25	--	--
18th year	--	--	--	--	\$113.12	\$118.22	--	--	\$101.00	\$105.55	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--

- Comair - 1. Longevity freeze in place subject to Comair meeting certain aircraft fleet minimums.
2. If certain fleet requirements are not met by 12/31/06 and/or 12/31/07 the 6/22/05 rates will become effective; otherwise 6/22/04 rates remain in effect.
3. If an agreement is not reached by 1/1/08, pilots will receive a 2% pay increase.

Section 3
Compensation
Pay Rates/Scales

	Comair - Ratified CBA (See note, below)								CommutAir	
	CRJ-700/CRJ-200 (40/50 seats)								B-1900	
	CRJ-70				CRJ-50/44/40				Current	
	Captain		First Officer		Captain		First Officer			
DOS 2006	DOS+36	DOS 2006	DOS+36	DOS 2006	DOS+36	DOS 2006	DOS+36	Captain	First Officer	
1st 6 mos.	\$56.59	\$57.72	\$20.25	\$20.66	\$54.13	\$55.21	\$20.25	\$20.66	\$30.00	\$16.00
2nd 6 mos.	\$56.59	\$57.72	\$20.25	\$20.66	\$54.13	\$55.21	\$20.25	\$20.66	\$30.00	\$18.00
2nd year	\$58.35	\$59.52	\$31.50	\$32.13	\$56.17	\$57.29	\$31.50	\$32.13	\$31.20	\$19.00
3rd year	\$60.14	\$61.34	\$33.95	\$34.63	\$58.41	\$59.58	\$33.95	\$34.63	\$33.40	\$21.00
4th year	\$62.01	\$63.25	\$35.08	\$35.78	\$60.20	\$61.40	\$35.08	\$35.78	\$34.60	\$22.00
5th year	\$63.92	\$65.20	\$35.88	\$36.60	\$62.02	\$63.26	\$35.88	\$36.60	\$35.80	--
6th year	\$65.90	\$67.22	\$36.65	\$37.38	\$63.90	\$65.18	\$36.65	\$37.38	\$37.00	--
7th year	\$67.94	\$69.30	\$37.25	\$38.00	\$65.65	\$66.96	\$37.25	\$38.00	\$38.20	--
8th year	\$70.04	\$71.44	\$37.37	\$38.12	\$67.68	\$69.03	\$37.37	\$38.12	\$39.40	--
9th year	\$72.20	\$73.64	<u>\$37.50</u>	<u>\$38.25</u>	\$69.75	\$71.15	<u>\$37.50</u>	<u>\$38.25</u>	\$40.60	--
10th year	\$74.45	\$75.94	--	--	\$71.90	\$73.34	--	--	\$41.80	--
11th year	\$76.74	\$78.27	--	--	\$74.07	\$75.55	--	--	\$43.00	--
12th year	\$79.11	\$80.69	--	--	\$76.42	\$77.95	--	--	\$44.20	--
13th year	\$81.57	\$83.20	--	--	\$78.65	\$80.22	--	--	\$45.40	--
14th year	\$84.08	\$85.76	--	--	\$81.07	\$82.69	--	--	<u>\$46.60</u>	--
15th year	\$86.69	\$88.42	--	--	\$83.23	\$84.89	--	--	--	--
16th year	\$89.28	\$91.07	--	--	\$84.53	\$86.22	--	--	--	--
17th year	\$91.96	\$93.80	--	--	\$85.76	\$87.48	--	--	--	--
18th year	<u>\$93.80</u>	<u>\$95.68</u>	--	--	<u>\$86.79</u>	<u>\$88.53</u>	--	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--

Comair - New restructuring deal has been ratified but is awaiting Bankruptcy Court, with cannot approve the deal until Comair's F/As reach agreement.
reach agreement.

CommutAir - First Officers receive \$18.00 per hour after 90 days of service.

Section 3
Compensation
Pay Rates/Scales

	Empire Airlines F-27/Cessna			Era Aviation DHC-6/CV580/DH-8						ExpressJet ERJ-145/ERJ-135								
	Captain		F/O	DHC-6 - Bethel		DHC-6 - Anchorage		CV580 & DH-8		Captain						First Officer		
	Current		Current	Current	F/O	Current	F/O	Current	F/O	ERJ-145			ERJ-135			ERJ-145/ERJ-135		
	F-27	Cessna		Current	Current	Current	Current	Current	Current	12-1-05	12-1-06	12-1-07	12-1-05	12-1-06	12-1-07	12-1-05	12-1-06	12-1-07
1st 6 mos.	\$41,600	\$31,200	\$25,012	\$42,800	\$23,903	\$38,910	\$21,730	\$45,630	\$21,730	\$58.71	\$60.18	\$61.68	\$51.90	\$53.20	\$54.53	\$22.04	\$22.59	\$23.15
2nd 6 mos.	\$43,160	\$32,500	\$26,000	\$42,800	\$23,903	\$38,910	\$21,730	\$45,630	\$21,730	\$58.71	\$60.18	\$61.68	\$51.90	\$53.20	\$54.53	\$22.04	\$22.59	\$23.15
2nd year	\$44,720	\$33,540	\$27,040	\$43,900	\$26,279	\$39,910	\$23,890	\$47,650	\$27,000	\$60.46	\$61.97	\$63.52	\$53.45	\$54.78	\$56.15	\$32.80	\$33.62	\$34.46
3rd year	\$46,540	\$35,360	\$28,080	\$45,000	\$27,379	\$40,910	\$24,890	\$49,680	\$30,400	\$62.29	\$63.85	\$65.45	\$55.07	\$56.44	\$57.85	\$34.84	\$35.72	\$36.61
4th year	\$48,360	\$37,180	\$29,120	\$46,100	\$28,479	\$41,910	\$25,890	\$51,700	\$33,430	\$64.15	\$65.75	\$67.39	\$56.71	\$58.12	\$59.58	\$37.16	\$38.09	\$39.04
5th year	\$50,024	\$39,000	\$30,004	\$50,850	--	\$46,230	--	\$53,720	\$34,430	\$66.08	\$67.73	\$69.43	\$58.42	\$59.88	\$61.37	\$38.28	\$39.23	\$40.21
6th year	\$52,000	\$40,820	--	\$53,230	--	\$48,390	--	\$55,740	--	\$68.06	\$69.76	\$71.51	\$60.17	\$61.67	\$63.21	\$39.42	\$40.41	\$41.42
7th year	\$53,820	\$42,120	--	\$53,780	--	\$48,890	--	\$57,760	--	\$69.41	\$71.15	\$72.93	\$61.36	\$62.90	\$64.47	\$40.61	\$41.62	\$42.66
8th year	\$55,640	\$43,420	--	\$56,200	--	\$51,090	--	\$59,780	--	\$71.50	\$73.28	\$75.12	\$63.20	\$64.78	\$66.40	\$41.83	\$42.87	\$43.94
9th year	\$57,200	\$44,720	--	\$58,360	--	\$53,050	--	\$61,800	--	\$73.64	\$75.48	\$77.37	\$65.10	\$66.73	\$68.39	--	--	--
10th year	\$58,240	\$46,020	--	\$60,400	--	\$54,910	--	\$64,040	--	\$75.85	\$77.75	\$79.69	\$67.05	\$68.73	\$70.45	--	--	--
11th year	\$59,280	\$47,320	--	\$62,440	--	\$56,760	--	\$66,060	--	\$78.13	\$80.08	\$82.08	\$69.06	\$70.79	\$72.56	--	--	--
12th year	\$60,320	\$48,360	--	\$64,700	--	\$58,820	--	\$68,090	--	\$80.47	\$82.48	\$84.54	\$71.13	\$72.91	\$74.74	--	--	--
13th year	\$61,360	\$49,400	--	\$66,740	--	\$60,670	--	\$70,110	--	\$82.88	\$84.96	\$87.08	\$73.27	\$75.10	\$76.98	--	--	--
14th year	\$62,400	\$50,440	--	\$68,780	--	\$62,530	--	\$72,130	--	\$85.37	\$87.50	\$89.69	\$75.47	\$77.35	\$79.29	--	--	--
15th year	--	--	--	\$70,830	--	\$64,390	--	\$73,140	--	\$87.08	\$89.25	\$91.49	\$76.98	\$78.90	\$80.87	--	--	--
16th year	--	--	--	\$72,860	--	\$66,240	--	\$74,150	--	\$88.82	\$91.04	\$93.32	\$78.52	\$80.48	\$82.49	--	--	--
17th year	--	--	--	\$73,890	--	\$67,170	--	\$75,160	--	\$90.60	\$92.86	\$95.18	\$80.09	\$82.09	\$84.14	--	--	--
18th year	--	--	--	\$74,910	--	\$68,100	--	\$76,170	--	\$92.41	\$94.72	\$97.09	\$81.69	\$83.73	\$85.82	--	--	--
19th year	--	--	--	--	--	--	--	\$77,180	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	\$78,190	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	\$78,980	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Era - All BET-based pilot pay displayed includes 10% cost of living allowance.

Section 3
Compensation
Pay Rates/Scales

	Great Lakes EMB-120/B-1900			Gulfstream Turboprop						Horizon CRJ-700/Q-400/Q-200					
	Captain		First Officer	19 seats or less		20-39 seats		40-50 seats		65-75 Seat TurboJet		65-75 Seat TurboProp		32-42 Seat TurboProp	
	15-29 Seats	30-50 Seats	15-50 Seats	Captain	F/O	Captain	F/O	Captain	F/O	Captain	F/O	Captain	F/O	Captain	F/O
	<i>11-1-99</i>	<i>11-1-99</i>	<i>11-1-99</i>	<i>1-1-05</i>	<i>1-1-05</i>	<i>1-1-05</i>	<i>1-1-05</i>	<i>1-1-05</i>	<i>1-1-05</i>	<i>9-13-05</i>	<i>9-13-05</i>	<i>9-13-05</i>	<i>9-13-05</i>	<i>9-13-05</i>	<i>9-13-05</i>
1st 6 mos.	\$25.89	\$31.89	\$15.30	\$30.82	\$17.40	\$37.42	\$21.19	\$45.13	\$21.19	\$70.73	\$28.52	\$65.06	\$28.52	\$50.18	\$28.52
2nd 6 mos.	\$25.89	\$31.89	\$15.30	\$30.82	\$17.40	\$37.42	\$21.19	\$45.13	\$21.19	\$70.73	\$28.52	\$65.06	\$28.52	\$50.18	\$28.52
2nd year	\$27.19	\$33.34	\$17.22	\$32.19	\$18.76	\$38.52	\$22.56	\$47.33	\$22.56	\$72.92	\$41.98	\$67.08	\$38.62	\$51.84	\$32.04
3rd year	\$28.45	\$34.71	\$18.36	\$33.57	\$19.84	\$40.17	\$24.49	\$48.43	\$24.49	\$75.15	\$43.22	\$69.14	\$39.76	\$53.48	\$33.22
4th year	\$29.83	\$36.27	\$19.50	\$34.95	\$21.20	\$42.10	\$25.59	\$49.80	\$25.59	\$77.50	\$44.45	\$71.29	\$40.89	\$55.12	\$34.40
5th year	\$31.11	\$37.82	--	\$36.32	\$22.29	\$44.30	\$27.79	\$50.91	\$27.79	\$79.89	\$45.69	\$73.50	\$42.03	\$56.82	\$35.58
6th year	\$32.38	\$39.43	--	\$37.97	--	\$46.50	\$28.62	\$52.01	\$28.62	\$82.37	\$46.92	\$75.77	\$43.17	\$58.57	\$36.75
7th year	\$33.20	\$40.63	--	\$40.72	--	\$47.33	\$29.72	\$52.83	\$29.72	\$84.90	\$48.15	\$78.11	\$44.30	\$60.36	\$37.92
8th year	\$34.02	\$41.84	--	\$42.93	--	\$49.53	\$30.82	\$53.93	\$30.82	\$87.52	\$49.39	\$80.52	\$45.44	\$62.22	--
9th year	\$34.87	\$43.10	--	\$45.13	--	\$51.73	--	\$56.13	--	\$91.07	--	\$83.78	--	\$64.14	--
10th year	--	\$44.39	--	\$46.23	--	\$52.83	--	\$57.51	--	\$94.72	--	\$87.15	--	\$66.10	--
11th year	--	\$45.73	--	\$47.33	--	\$53.93	--	\$58.89	--	\$97.64	--	\$89.83	--	\$68.14	--
12th year	--	--	--	--	--	\$55.03	--	\$60.37	--	\$100.67	--	\$92.62	--	\$70.23	--
13th year	--	--	--	--	--	\$56.13	--	\$61.58	--	\$103.79	--	\$95.49	--	\$72.38	--
14th year	--	--	--	--	--	\$57.23	--	\$62.74	--	\$106.99	--	\$98.43	--	\$74.61	--
15th year	--	--	--	--	--	\$58.33	--	\$63.67	--	\$110.30	--	\$101.48	--	\$76.65	--
16th year	--	--	--	--	--	--	--	--	--	\$113.61	--	\$104.52	--	--	--
17th year	--	--	--	--	--	--	--	--	--	\$117.01	--	\$107.65	--	--	--
18th year	--	--	--	--	--	--	--	--	--	\$120.52	--	\$110.88	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	IslandAir				Mesa											
	DH-8				B1900/DH-8/ERJ-145/CRJ-200/CRJ-700/CRJ-900											
	DH-8				0-19 Seat Turboprop				20-74 Seat Turboprop				50-59 Seat TurboJet			
	12-1-05		12-1-06		Captain		First Officer		Captain		First Officer		Captain		First Officer	
Captain	F/O	Captain	F/O	3-19-06	9-19-07	3-19-06	9-19-07	3-19-06	9-19-07	3-19-06	9-19-07	3-19-06	9-19-07	3-19-06	9-19-07	
1st 6 mos.	\$43.44	\$22.23	\$45.17	\$23.12	\$29.88	\$30.48	\$18.88	\$19.26	\$39.16	\$39.94	\$18.88	\$19.26	\$53.24	\$54.30	\$21.30	\$21.72
2nd 6 mos.	\$43.44	\$22.23	\$45.17	\$23.12	\$29.88	\$30.48	\$18.88	\$19.26	\$39.16	\$39.94	\$18.88	\$19.26	\$53.24	\$54.30	\$21.30	\$21.72
2nd year	\$45.47	\$27.28	\$47.29	\$28.37	\$31.28	\$31.91	\$21.22	\$21.64	\$40.68	\$41.49	\$21.22	\$21.64	\$54.89	\$55.99	\$28.53	\$29.10
3rd year	\$45.89	\$27.54	\$47.73	\$28.64	\$32.92	\$33.58	\$22.87	\$23.33	\$42.16	\$43.00	\$22.87	\$23.33	\$56.55	\$57.68	\$31.83	\$32.46
4th year	\$48.52	\$29.11	\$50.46	\$30.27	\$34.64	\$35.33	\$24.58	\$25.07	\$43.89	\$44.77	\$24.58	\$25.07	\$58.25	\$59.42	\$33.19	\$33.85
5th year	\$50.90	\$30.54	\$52.94	\$31.76	\$36.24	\$36.96	\$25.30	\$25.80	\$45.46	\$46.37	\$25.30	\$25.80	\$59.97	\$61.17	\$34.18	\$34.86
6th year	\$53.34	\$32.00	\$55.47	\$33.28	\$37.73	\$38.49	--	--	\$47.05	\$47.99	--	--	\$61.72	\$62.95	\$34.98	\$35.68
7th year	\$56.32	\$33.79	\$58.57	\$35.14	\$38.86	\$39.64	--	--	\$48.36	\$49.33	--	--	\$63.40	\$64.67	\$35.45	\$36.16
8th year	\$59.38	\$35.63	\$61.75	\$37.05	\$40.01	\$40.81	--	--	\$49.71	\$50.70	--	--	\$65.44	\$66.75	\$35.95	\$36.66
9th year	\$60.57		\$62.99		--	--	--	--	\$51.05	\$52.07	--	--	\$67.45	\$68.80	\$36.45	\$37.18
10th year	\$61.78		\$64.25		--	--	--	--	\$52.38	\$53.43	--	--	\$69.52	\$70.91	--	--
11th year	\$63.01		\$65.53		--	--	--	--	\$53.81	\$54.89	--	--	\$71.53	\$72.96	--	--
12th year	\$64.27		\$66.85		--	--	--	--	\$54.98	\$56.08	--	--	\$73.71	\$75.19	--	--
13th year	\$65.56	--	\$68.18	--	--	--	--	--	\$55.82	\$56.94	--	--	\$75.90	\$77.42	--	--
14th year	\$66.87	--	\$69.55	--	--	--	--	--	\$56.69	\$57.83	--	--	\$78.25	\$79.81	--	--
15th year	\$68.21	--	\$70.94	--	--	--	--	--	--	--	--	--	\$79.34	\$80.93	--	--
16th year	\$69.57	--	\$72.36	--	--	--	--	--	--	--	--	--	--	--	--	--
17th year	\$70.96	--	\$73.80	--	--	--	--	--	--	--	--	--	--	--	--	--
18th year	\$72.38	--	\$75.28	--	--	--	--	--	--	--	--	--	--	--	--	--
19th year	\$73.83	--	\$76.78	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	\$75.31	--	\$78.32	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	Mesa (cont'd)								Mesaba						
	B1900/DH-8/ERJ-145/CRJ-200/CRJ-700/CRJ-900								Saab-340/RJ-85 (69 seat)						
	60-76 Seat TurboJet				>76 Seat TurboJet				1-31-06						
	Captain		First Officer		Captain		First Officer		Captain						First Officer
3-19-06	9-19-07	3-19-06	9-19-07	3-19-06	9-19-07	3-19-06	9-19-07	15-19 Prop	20-35 Prop	36-39 Prop	40-55 Prop	40-59 Jet	60-69 Jet	First Officer	
1st 6 mos.	\$56.04	\$57.16	\$21.30	\$21.72	\$60.24	\$61.44	\$21.30	\$21.72	\$37.75	\$44.09	\$45.41	\$50.39	\$56.53	\$60.54	\$24.01
2nd 6 mos.	\$56.04	\$57.16	\$21.30	\$21.72	\$60.24	\$61.44	\$21.30	\$21.72	\$37.75	\$44.09	\$45.41	\$50.39	\$56.53	\$60.54	\$24.01
2nd year	\$57.74	\$58.89	\$28.53	\$29.10	\$62.08	\$63.32	\$28.53	\$29.10	\$39.63	\$45.84	\$47.23	\$52.78	\$58.23	\$62.37	\$28.79
3rd year	\$59.48	\$60.61	\$31.83	\$32.46	\$63.96	\$65.24	\$31.83	\$32.46	\$41.70	\$46.66	\$48.07	\$55.23	\$59.99	\$64.24	\$31.61
4th year	\$61.29	\$62.52	\$33.19	\$33.85	\$65.89	\$67.21	\$33.19	\$33.85	\$43.62	\$48.93	\$50.41	\$57.98	\$61.78	\$66.16	\$34.43
5th year	\$63.13	\$64.39	\$34.18	\$34.86	\$67.89	\$69.25	\$34.18	\$34.86	\$45.18	\$51.24	\$52.79	\$60.71	\$63.62	\$68.14	\$35.45
6th year	\$65.03	\$66.33	\$34.98	\$35.68	\$69.90	\$71.30	\$34.98	\$35.68	\$47.11	\$53.36	\$54.98	\$63.06	\$65.54	\$70.19	\$36.52
7th year	\$66.97	\$68.30	\$35.45	\$36.16	\$71.63	\$73.06	\$35.45	\$36.16	\$49.07	\$55.34	\$57.01	\$65.40	\$67.51	\$72.30	\$37.61
8th year	\$68.97	\$70.35	\$35.95	\$36.66	\$73.82	\$75.30	\$35.95	\$36.66	\$50.06	\$56.41	\$58.12	\$67.71	\$69.53	\$74.47	\$38.74
9th year	\$71.04	\$72.46	\$36.45	\$37.18	\$76.08	\$77.60	\$36.45	\$37.18	\$51.06	\$57.95	\$59.70	\$69.28	\$71.61	\$76.70	--
10th year	\$73.18	\$74.64	--	--	\$78.38	\$79.95	--	--	\$52.08	\$59.46	\$61.34	\$70.83	\$73.76	\$79.01	--
11th year	\$75.37	\$76.88	--	--	\$80.71	\$82.32	--	--	\$53.12	\$60.53	\$62.36	\$72.40	\$75.97	\$81.37	--
12th year	\$77.64	\$79.19	--	--	\$83.16	\$84.82	--	--	\$54.19	\$61.57	\$63.45	\$73.95	\$78.25	\$83.81	--
13th year	\$79.96	\$81.56	--	--	\$85.66	\$87.37	--	--	\$55.27	\$62.67	\$64.57	\$75.53	\$80.60	\$86.33	--
14th year	\$82.36	\$84.01	--	--	\$88.25	\$90.02	--	--	\$56.37	\$63.61	\$65.53	\$77.17	\$83.02	\$88.90	--
15th year	\$84.84	\$86.54	--	--	\$90.45	\$92.26	--	--	\$57.50	\$64.57	\$66.50	\$78.82	\$85.51	\$91.58	--
16th year	\$86.19	\$87.92	--	--	\$92.71	\$94.56	--	--	\$58.65	\$64.82	\$67.83	\$80.39	\$88.08	\$93.15	--
17th year	\$87.58	\$89.33	--	--	\$95.03	\$96.93	--	--	\$59.82	\$65.08	\$69.19	\$82.00	\$90.72	\$94.75	--
18th year	\$88.97	\$90.75	--	--	\$97.40	\$99.35	--	--	\$61.02	\$65.33	\$70.57	\$83.64	\$93.44	\$96.38	--
19th year	\$90.40	\$92.20	--	--	\$99.84	\$101.84	--	--	--	--	--	--	--	--	--
20th year	\$91.92	\$93.76	--	--	\$102.34	\$104.39	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	Mesaba (cont'd)													
	Saab-340/RJ-85 (69 seat)													
	1-31-07							1-31-08						
	Captain						First Officer	Captain						First Officer
	15-19 Prop	20-35 Prop	36-39 Prop	40-55 Prop	40-59 Jet	60-69 Jet		15-19 Prop	20-35 Prop	36-39 Prop	40-55 Prop	40-59 Jet	60-69 Jet	
1st 6 mos.	\$39.26	\$45.85	\$47.23	\$52.40	\$58.79	\$62.97	\$24.97	\$40.83	\$47.69	\$49.12	\$54.50	\$61.14	\$65.48	\$25.97
2nd 6 mos.	\$39.26	\$45.85	\$47.23	\$52.40	\$58.79	\$62.97	\$24.97	\$40.83	\$47.69	\$49.12	\$54.50	\$61.14	\$65.48	\$25.97
2nd year	\$41.21	\$47.67	\$49.12	\$54.89	\$60.56	\$64.87	\$29.94	\$42.86	\$49.58	\$51.08	\$57.09	\$62.98	\$67.46	\$31.14
3rd year	\$43.37	\$48.53	\$49.99	\$57.44	\$62.39	\$66.81	\$32.87	\$45.11	\$50.47	\$51.99	\$59.74	\$64.88	\$69.48	\$34.19
4th year	\$45.36	\$50.89	\$52.42	\$60.29	\$64.25	\$68.81	\$35.80	\$47.18	\$52.93	\$54.52	\$62.71	\$66.82	\$71.56	\$37.24
5th year	\$46.99	\$53.29	\$54.90	\$63.14	\$66.17	\$70.87	\$36.87	\$48.87	\$55.42	\$57.10	\$65.66	\$68.81	\$73.70	\$38.35
6th year	\$48.99	\$55.50	\$57.18	\$65.58	\$68.16	\$72.99	\$37.98	\$50.95	\$57.72	\$59.47	\$68.21	\$70.89	\$75.91	\$39.50
7th year	\$51.04	\$57.55	\$59.29	\$68.02	\$70.21	\$75.19	\$39.12	\$53.08	\$59.86	\$61.67	\$70.74	\$73.02	\$78.20	\$40.68
8th year	\$52.06	\$58.67	\$60.44	\$70.42	\$72.31	\$77.45	<u>\$40.29</u>	\$54.14	\$61.02	\$62.86	\$73.23	\$75.20	\$80.55	<u>\$41.90</u>
9th year	\$53.10	\$60.27	\$62.09	\$72.05	\$74.47	\$79.77	--	\$55.23	\$62.68	\$64.57	\$74.94	\$77.45	\$82.96	--
10th year	\$54.16	\$61.84	\$63.80	\$73.67	\$76.71	\$82.17	--	\$56.33	\$64.31	\$66.35	\$76.61	\$79.78	\$85.46	--
11th year	\$55.25	\$62.95	\$64.85	\$75.29	\$79.01	\$84.63	--	\$57.46	\$65.47	\$67.45	\$78.31	\$82.17	\$88.01	--
12th year	\$56.35	\$64.04	\$65.99	\$76.91	\$81.38	\$87.16	--	\$58.61	\$66.60	\$68.63	\$79.99	\$84.64	\$90.65	--
13th year	\$57.48	\$65.17	\$67.15	\$78.55	\$83.82	\$89.79	--	\$59.78	\$67.78	\$69.84	\$81.69	\$87.18	\$93.38	--
14th year	\$58.63	\$66.15	\$68.15	\$80.25	\$86.34	\$92.46	--	\$60.97	\$68.80	\$70.88	\$83.46	\$89.80	\$96.16	--
15th year	\$59.80	\$67.15	\$69.16	\$81.97	\$88.93	\$95.25	--	\$62.19	\$69.84	\$71.93	\$85.25	\$92.49	\$99.06	--
16th year	\$61.00	\$67.41	\$70.55	\$83.61	\$91.60	\$96.88	--	\$63.44	\$70.11	\$73.37	\$86.95	\$95.27	\$100.75	--
17th year	\$62.22	\$67.68	\$71.96	\$85.28	\$94.35	\$98.54	--	\$64.71	\$70.39	\$74.84	\$88.69	\$98.13	\$102.48	--
18th year	<u>\$63.46</u>	<u>\$67.94</u>	<u>\$73.40</u>	<u>\$86.99</u>	<u>\$97.18</u>	<u>\$100.23</u>	--	<u>\$66.00</u>	<u>\$70.66</u>	<u>\$76.33</u>	<u>\$90.47</u>	<u>\$101.06</u>	<u>\$104.24</u>	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	Midwest Connect											
	B-1900/328JET											
	2-15-06						8-15-07					
	Captain			First Officer			Captain			First Officer		
	Beech 1900	20-40 Jet	40+ Jet	Beech 1900	20-40 Jet	40+ Jet	Beech 1900	20-40 Jet	40+ Jet	Beech 1900	20-40 Jet	40+ Jet
1st 6 mos.	\$29.88	\$45.25	\$53.23	\$19.06	\$19.06	\$19.06	\$30.47	\$46.15	\$54.30	\$19.45	\$19.45	\$19.45
2nd 6 mos	\$29.88	\$45.25	\$53.23	\$19.06	\$19.06	\$19.06	\$30.47	\$46.15	\$54.30	\$19.45	\$19.45	\$19.45
2nd year	\$31.28	\$46.67	\$54.90	\$21.22	\$25.10	\$28.53	\$31.91	\$47.60	\$55.99	\$21.64	\$25.60	\$29.10
3rd year	\$32.92	\$48.06	\$56.55	\$22.87	\$26.58	\$31.83	\$33.57	\$49.02	\$57.68	\$23.33	\$27.11	\$32.47
4th year	\$34.85	\$51.27	\$58.25	\$24.58	\$27.95	\$33.19	\$35.55	\$52.29	\$59.42	\$25.07	\$28.51	\$33.85
5th year	\$38.42	\$52.77	\$59.97	\$25.32	\$29.20	\$34.18	\$39.19	\$53.83	\$61.17	\$25.82	\$29.79	\$34.86
6th year	\$40.41	\$54.32	\$61.72	\$26.07	\$30.68	\$34.98	\$41.22	\$55.40	\$62.95	\$26.59	\$31.30	\$35.68
7th year	\$41.48	\$55.79	\$63.40	\$26.86	\$31.19	\$35.45	\$42.31	\$56.91	\$64.67	\$27.39	\$31.82	\$36.15
8th year	\$42.78	\$57.59	\$65.44	\$27.66	\$31.63	\$35.94	\$43.63	\$58.74	\$66.75	\$28.22	\$32.26	\$36.66
9th year	\$44.09	\$59.35	\$67.45	<u>\$28.50</u>	<u>\$32.08</u>	<u>\$36.45</u>	\$44.98	\$60.54	\$68.80	<u>\$29.07</u>	<u>\$32.72</u>	<u>\$37.18</u>
10th year	\$45.46	\$61.18	\$69.52	--	--	--	\$46.37	\$62.40	\$70.91	--	--	--
11th year	\$46.82	\$62.94	\$71.53	--	--	--	\$47.75	\$64.20	\$72.96	--	--	--
12th year	\$47.47	\$64.87	\$73.72	--	--	--	\$48.42	\$66.17	\$75.19	--	--	--
13th year	\$48.13	\$66.79	\$75.90	--	--	--	\$49.10	\$68.13	\$77.42	--	--	--
14th year	\$48.81	\$68.85	\$78.24	--	--	--	\$49.78	\$70.23	\$79.81	--	--	--
15th year	\$49.49	\$69.83	\$79.35	--	--	--	\$50.48	\$71.23	\$80.93	--	--	--
16th year	<u>\$50.18</u>	\$70.80	\$80.46	--	--	--	<u>\$51.19</u>	\$72.21	\$82.07	--	--	--
17th year	--	\$71.80	\$81.58	--	--	--	--	\$73.23	\$83.21	--	--	--
18th year	--	<u>\$72.80</u>	<u>\$82.72</u>	--	--	--	--	<u>\$74.25</u>	<u>\$84.38</u>	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	Piedmont														
	DH 8 -100/200/300														
	Captain										First Officer				
	DH 8-100/200					DH 8-300					DH 8-100/200/300				
	<i>5-16-05</i>	<i>5-16-06</i>	<i>5-16-07</i>	<i>5-16-08</i>	<i>5-16-09</i>	<i>5-16-05</i>	<i>5-16-06</i>	<i>5-16-07</i>	<i>5-16-08</i>	<i>5-16-09</i>	<i>5-16-05</i>	<i>5-16-06</i>	<i>5-16-07</i>	<i>5-16-08</i>	<i>5-16-09</i>
1st 6 mos.	\$42.88	\$44.16	\$45.49	\$46.85	\$48.26	\$46.86	\$48.26	\$49.71	\$51.20	\$52.74	\$24.11	\$24.84	\$25.58	\$26.35	\$27.14
2nd 6 mos	\$42.88	\$44.16	\$45.49	\$46.85	\$48.26	\$46.86	\$48.26	\$49.71	\$51.20	\$52.74	\$24.11	\$24.84	\$25.58	\$26.35	\$27.14
2nd year	\$44.13	\$45.45	\$46.82	\$48.22	\$49.67	\$49.12	\$50.59	\$52.11	\$53.67	\$55.28	\$27.76	\$28.59	\$29.45	\$30.34	\$31.25
3rd year	\$45.95	\$47.33	\$48.75	\$50.21	\$51.72	\$51.03	\$52.56	\$54.14	\$55.76	\$57.43	\$28.91	\$29.78	\$30.67	\$31.59	\$32.54
4th year	\$47.44	\$48.86	\$50.33	\$51.84	\$53.39	\$52.26	\$53.83	\$55.44	\$57.11	\$58.82	\$30.05	\$30.95	\$31.88	\$32.83	\$33.82
5th year	\$48.66	\$50.12	\$51.63	\$53.18	\$54.77	\$53.31	\$54.91	\$55.55	\$58.25	\$60.00	\$31.18	\$32.12	\$33.08	\$34.07	\$35.10
6th year	\$49.91	\$51.40	\$52.94	\$54.53	\$56.17	\$54.67	\$56.31	\$58.00	\$59.74	\$61.53	\$31.73	\$32.68	\$33.66	\$34.67	\$35.71
7th year	\$51.14	\$52.67	\$54.25	\$55.88	\$57.56	\$56.02	\$57.70	\$59.43	\$61.21	\$63.05	\$32.28	\$33.25	\$34.25	\$35.27	\$36.33
8th year	\$52.36	\$53.93	\$55.55	\$57.22	\$58.93	\$57.18	\$58.90	\$60.66	\$62.48	\$64.36	\$32.56	\$33.54	\$34.55	\$35.58	\$36.65
9th year	\$53.36	\$54.96	\$56.61	\$58.30	\$60.05	\$58.24	\$59.98	\$61.78	\$63.64	\$65.55	\$32.82	\$33.81	\$34.82	\$35.87	\$36.94
10th year	\$54.43	\$56.06	\$57.75	\$59.48	\$61.26	\$59.33	\$61.11	\$62.94	\$64.83	\$66.78	<u>\$33.11</u>	<u>\$34.10</u>	<u>\$35.12</u>	<u>\$36.18</u>	<u>\$37.26</u>
11th year	\$56.05	\$57.73	\$59.46	\$61.24	\$63.08	\$61.95	\$63.81	\$65.73	\$67.70	\$69.73	--	--	--	--	--
12th year	\$57.12	\$58.84	\$60.60	\$62.42	\$64.29	\$63.91	\$65.83	\$67.81	\$69.84	\$71.94	--	--	--	--	--
13th year	\$57.94	\$59.68	\$61.47	\$63.31	\$65.21	\$65.98	\$67.95	\$69.89	\$72.09	\$74.26	--	--	--	--	--
14th year	\$58.51	\$60.27	\$62.08	\$63.94	\$65.86	\$67.01	\$69.02	\$71.09	\$73.22	\$75.42	--	--	--	--	--
15th year	\$59.62	\$61.40	\$63.25	\$65.14	\$67.10	\$68.34	\$70.39	\$72.50	\$74.68	\$76.92	--	--	--	--	--
16th year	\$60.08	\$61.88	\$63.74	\$65.65	\$67.62	\$68.71	\$70.77	\$72.89	\$75.08	\$77.33	--	--	--	--	--
17th year	\$60.60	\$62.42	\$64.29	\$66.22	\$68.21	\$69.21	\$71.29	\$73.42	\$75.63	\$77.90	--	--	--	--	--
18th year	\$61.68	\$63.53	\$65.43	\$67.40	\$69.42	\$70.36	\$72.47	\$74.65	\$76.89	\$79.19	--	--	--	--	--
19th year	\$62.75	\$64.63	\$66.57	\$68.57	\$70.63	\$71.53	\$73.67	\$75.88	\$78.16	\$80.50	--	--	--	--	--
20th year	\$63.59	\$65.50	\$67.46	\$69.49	\$71.57	\$72.41	\$74.59	\$76.82	\$79.13	\$81.50	--	--	--	--	--
21st year	\$63.87	\$65.78	\$67.75	\$69.79	\$71.88	\$72.66	\$74.84	\$77.08	\$79.40	\$81.78	--	--	--	--	--
22nd year	\$64.12	\$66.05	\$68.03	\$70.07	\$72.17	\$72.89	\$75.07	\$77.33	\$79.64	\$82.03	--	--	--	--	--
23rd year	\$64.41	\$66.34	\$68.33	\$70.38	\$72.49	\$73.13	\$75.33	\$77.59	\$79.91	\$82.31	--	--	--	--	--
24th year	\$64.66	\$66.60	\$68.60	\$70.66	\$72.78	\$73.37	\$75.57	\$77.84	\$80.17	\$82.58	--	--	--	--	--
25th year	<u>\$65.21</u>	<u>\$67.16</u>	<u>\$69.18</u>	<u>\$71.25</u>	<u>\$73.39</u>	<u>\$73.86</u>	<u>\$76.08</u>	<u>\$78.36</u>	<u>\$80.71</u>	<u>\$83.13</u>	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Piedmont - The Agreement provides a formula for calculation of restructured wage rates for DH-8 aircraft.

Section 3
Compensation
Pay Rates/Scales

	Piedmont (cont'd)																			
	DH 8 -100/200/300																			
	ERJ-145/CRJ-50										37-44 Seat Regional Jets									
	Captain					First Officer					Captain					First Officer				
	5-16-05	5-16-06	5-16-07	5-16-08	5-16-09	5-16-05	5-16-06	5-16-07	5-16-08	5-16-09	5-16-05	5-16-06	5-16-07	5-16-08	5-16-09	5-16-05	5-16-06	5-16-07	5-16-08	5-16-09
1st 6 mos.	\$52.45	\$54.02	\$55.65	\$57.31	\$59.03	\$21.85	\$22.51	\$23.19	\$23.88	\$24.60	\$46.50	\$47.90	\$49.33	\$50.81	\$51.83	\$21.85	\$22.51	\$23.19	\$23.88	\$24.60
2nd 6 mos	\$52.45	\$54.02	\$55.65	\$57.31	\$59.03	\$21.85	\$22.51	\$23.19	\$23.88	\$24.60	\$46.50	\$47.90	\$49.33	\$50.81	\$51.83	\$21.85	\$22.51	\$23.19	\$23.88	\$24.60
2nd year	\$56.82	\$58.53	\$60.28	\$62.09	\$63.95	\$26.50	\$27.29	\$28.11	\$28.96	\$29.82	\$49.21	\$50.68	\$52.20	\$53.76	\$54.33	\$26.50	\$27.29	\$28.11	\$28.96	\$29.82
3rd year	\$58.46	\$60.21	\$62.02	\$63.88	\$65.80	\$28.62	\$29.48	\$30.36	\$31.27	\$32.21	\$50.50	\$52.01	\$53.57	\$55.18	\$55.97	\$28.62	\$29.48	\$30.36	\$31.27	\$32.21
4th year	\$60.24	\$62.05	\$63.91	\$65.83	\$67.80	\$33.25	\$34.25	\$35.26	\$36.34	\$37.43	\$53.41	\$55.01	\$56.66	\$57.15	\$57.64	\$33.25	\$34.25	\$35.28	\$36.34	\$37.43
5th year	\$62.08	\$63.94	\$65.86	\$67.83	\$69.67	\$34.28	\$35.31	\$36.37	\$37.46	\$38.58	\$55.13	\$56.78	\$58.48	\$58.87	\$59.37	\$34.28	\$35.31	\$36.37	\$37.46	\$38.58
6th year	\$63.90	\$65.82	\$67.79	\$69.83	\$71.92	\$35.60	\$36.67	\$37.77	\$38.90	\$40.07	\$56.85	\$58.80	\$59.98	\$61.17	\$62.40	\$35.60	\$36.67	\$37.77	\$38.90	\$40.07
7th year	\$65.47	\$67.43	\$69.45	\$71.54	\$73.68	--	--	--	--	--	\$57.72	\$60.09	\$61.29	\$62.51	\$63.76	--	--	--	--	--
8th year	\$67.36	\$69.38	\$71.46	\$73.60	\$75.81	--	--	--	--	--	\$60.70	\$61.92	\$63.16	\$64.42	\$65.71	--	--	--	--	--
9th year	\$69.55	\$71.64	\$73.79	\$76.00	\$78.28	--	--	--	--	--	\$62.55	\$63.80	\$65.08	\$66.38	\$67.71	--	--	--	--	--
10th year	\$71.55	\$73.70	\$75.91	\$78.19	\$80.53	--	--	--	--	--	\$64.46	\$65.75	\$67.07	\$68.41	\$69.78	--	--	--	--	--
11th year	\$73.62	\$75.83	\$78.10	\$80.44	\$82.86	--	--	--	--	--	\$66.40	\$67.73	\$69.08	\$70.46	\$71.87	--	--	--	--	--
12th year	\$75.74	\$78.01	\$80.35	\$82.76	\$85.24	--	--	--	--	--	\$68.38	\$69.75	\$71.15	\$72.57	\$74.02	--	--	--	--	--
13th year	\$78.51	\$80.87	\$83.29	\$85.79	\$88.37	--	--	--	--	--	\$70.45	\$71.86	\$73.30	\$74.77	\$76.26	--	--	--	--	--
14th year	\$80.13	\$82.53	\$85.01	\$87.56	\$90.19	--	--	--	--	--	\$72.58	\$74.03	\$75.51	\$77.02	\$78.56	--	--	--	--	--
15th year	\$82.65	\$85.13	\$87.69	\$90.32	\$93.03	--	--	--	--	--	\$74.06	\$75.54	\$77.05	\$78.59	\$80.16	--	--	--	--	--
16th year	\$83.11	\$85.61	\$88.17	\$90.82	\$93.54	--	--	--	--	--	\$74.80	\$76.29	\$77.82	\$79.38	\$80.96	--	--	--	--	--
17th year	\$83.94	\$86.46	\$89.06	\$91.73	\$94.48	--	--	--	--	--	\$75.55	\$77.06	\$78.60	\$80.17	\$81.77	--	--	--	--	--
18th year	\$84.78	\$87.33	\$89.95	\$92.65	\$95.43	--	--	--	--	--	\$76.30	\$77.83	\$79.38	\$80.97	\$82.59	--	--	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	Pinnacle				PSA							
	CRJ-200/CRJ-440				CRJ-200/CRJ-700							
	20-35 Seat Turboprop		44-59 Seat Turbojet		30-36 Seat TurboProp				30-36 Seat TurboProp			
	Captain	F/O	Captain	F/O	Captain				First Officer			
5-1-04	5-1-04	5-1-04	5-1-04	5-1-05	5-1-06	5-1-07	5-1-08	5-1-05	5-1-06	5-1-07	5-1-08	
1st 6 mos.	\$39.83	\$20.73	\$55.07	\$20.73	\$41.08	\$42.31	\$43.58	\$44.89	\$21.22	\$21.86	\$22.52	\$23.19
2nd 6 mos	\$39.83	\$20.73	\$55.07	\$20.73	\$41.08	\$42.31	\$43.58	\$44.89	\$21.22	\$21.86	\$22.52	\$23.19
2nd year	\$41.35	\$24.39	\$56.76	\$24.39	\$42.13	\$43.39	\$44.70	\$46.04	\$26.26	\$27.05	\$27.86	\$28.70
3rd year	\$42.90	\$25.65	\$58.51	\$30.09	\$43.71	\$45.02	\$46.37	\$47.76	\$27.33	\$28.15	\$28.99	\$29.86
4th year	\$44.68	\$26.99	\$60.31	\$33.28	\$45.29	\$46.65	\$48.05	\$49.49	\$28.39	\$29.24	\$30.12	\$31.02
5th year	\$46.33	\$28.04	\$62.14	\$34.31	\$46.87	\$48.28	\$49.73	\$51.22	\$29.45	\$30.33	\$31.24	\$32.18
6th year	\$47.90	\$28.75	\$63.96	\$35.06	\$48.44	\$49.90	\$51.39	\$52.94	\$30.51	\$31.43	\$32.37	\$33.34
7th year	\$49.32	\$29.14	\$65.52	\$35.64	\$50.06	\$51.56	\$53.11	\$54.70	<u>\$31.57</u>	<u>\$32.52</u>	<u>\$33.49</u>	<u>\$34.50</u>
8th year	\$50.67	<u>\$29.27</u>	\$67.42	<u>\$36.23</u>	\$51.73	\$53.29	\$54.88	\$56.53	--	--	--	--
9th year	\$52.10	--	\$69.62	--	\$53.47	\$55.08	\$56.73	\$58.43	--	--	--	--
10th year	\$53.55	--	\$71.62	--	\$55.19	\$56.85	\$58.55	\$60.31	--	--	--	--
11th year	\$54.96	--	\$73.68	--	\$56.36	\$58.05	\$59.79	\$61.59	--	--	--	--
12th year	\$56.25	--	\$75.80	--	\$57.56	\$59.29	\$61.07	\$62.90	--	--	--	--
13th year	\$57.13	--	\$77.96	--	\$58.77	\$60.53	\$62.35	\$64.22	--	--	--	--
14th year	\$57.69	--	\$80.21	--	\$60.02	\$61.82	\$63.68	\$65.59	--	--	--	--
15th year	<u>\$58.32</u>	--	<u>\$82.37</u>	--	\$61.28	\$63.12	\$65.02	\$66.97	--	--	--	--
16th year	--	--	--	--	\$61.90	\$63.76	\$65.67	\$67.64	--	--	--	--
17th year	--	--	--	--	\$62.52	\$64.39	\$66.32	\$68.31	--	--	--	--
18th year	--	--	--	--	\$63.14	\$65.04	\$66.99	\$69.00	--	--	--	--
19th year	--	--	--	--	\$63.78	\$65.69	\$67.66	\$69.69	--	--	--	--
20th year	--	--	--	--	\$64.42	\$66.35	\$68.34	\$70.39	--	--	--	--
21st year	--	--	--	--	\$65.06	\$67.01	\$69.02	\$71.10	--	--	--	--
22nd year	--	--	--	--	<u>\$65.71</u>	<u>\$67.68</u>	<u>\$69.71</u>	<u>\$71.80</u>	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	PSA (continued)															
	CRJ-200/CRJ-700															
	45-50 Seat Jets								CRJ-701							
	Captain				First Officer				Captain				First Officer			
	10-1-05	10-1-06	10-1-07	10-1-08	10-1-05	10-1-06	10-1-07	10-1-08	1-1-06	1-1-07	1-1-08	1-1-09	1-1-06	1-1-07	1-1-08	1-1-09
1st 6 mos.	\$52.44	\$54.01	\$55.63	\$57.29	\$21.84	\$22.49	\$23.16	\$23.85	\$60.80	\$62.02	\$63.26	\$65.16	\$21.86	\$22.30	\$22.75	\$23.43
2nd 6 mos	\$52.44	\$54.01	\$55.63	\$57.29	\$21.84	\$22.49	\$23.16	\$23.85	\$60.80	\$62.02	\$63.26	\$65.16	\$21.86	\$22.30	\$22.75	\$23.43
2nd year	\$56.81	\$58.51	\$60.26	\$62.06	\$27.31	\$28.12	\$28.96	\$29.82	\$62.60	\$63.85	\$65.13	\$67.08	\$31.00	\$31.62	\$32.25	\$33.22
3rd year	\$57.84	\$59.57	\$61.35	\$63.19	\$29.49	\$30.37	\$31.28	\$32.21	\$64.49	\$65.79	\$67.10	\$69.11	\$33.66	\$34.33	\$35.02	\$36.07
4th year	\$62.10	\$63.96	\$65.87	\$67.84	\$34.26	\$35.28	\$36.33	\$37.41	\$66.43	\$67.78	\$69.12	\$71.19	\$35.33	\$36.04	\$36.76	\$37.86
5th year	\$63.98	\$65.89	\$67.86	\$69.89	\$35.32	\$36.37	\$37.46	\$38.58	\$68.39	\$69.76	\$71.16	\$73.29	\$36.23	\$36.95	\$37.69	\$38.82
6th year	\$65.86	\$67.83	\$69.86	\$71.95	\$36.11	\$37.19	\$38.30	\$39.44	\$70.47	\$71.88	\$73.32	\$75.52	\$36.84	\$37.58	\$38.33	\$39.48
7th year	\$67.47	\$69.49	\$71.57	\$73.71	<u>\$36.68</u>	<u>\$37.78</u>	<u>\$38.91</u>	<u>\$40.07</u>	\$71.86	\$73.30	\$74.77	\$77.01	\$37.31	\$38.06	\$38.62	\$39.98
8th year	\$69.43	\$71.51	\$73.65	\$75.85	--	--	--	--	\$74.02	\$75.50	\$77.01	\$79.32	<u>\$37.94</u>	<u>\$38.70</u>	<u>\$39.47</u>	<u>\$40.65</u>
9th year	\$71.68	\$73.83	\$76.04	\$78.32	--	--	--	--	\$76.26	\$77.79	\$78.35	\$81.73	--	--	--	--
10th year	\$73.74	\$75.95	\$78.22	\$80.56	--	--	--	--	\$78.53	\$80.10	\$81.70	\$84.15	--	--	--	--
11th year	\$75.89	\$78.16	\$80.50	\$82.91	--	--	--	--	\$80.88	\$82.50	\$84.15	\$86.67	--	--	--	--
12th year	\$78.06	\$80.40	\$82.81	\$85.29	--	--	--	--	\$83.30	\$84.97	\$86.67	\$88.27	--	--	--	--
13th year	\$80.29	\$82.69	\$85.17	\$87.72	--	--	--	--	\$85.83	\$87.55	\$89.30	\$91.98	--	--	--	--
14th year	\$82.59	\$85.06	\$87.61	\$90.23	--	--	--	--	\$88.39	\$90.16	\$91.96	\$94.72	--	--	--	--
15th year	\$84.83	\$87.36	\$89.98	\$92.67	--	--	--	--	\$89.87	\$91.67	\$93.50	\$96.31	--	--	--	--
16th year	\$85.68	\$88.25	\$90.89	\$93.61	--	--	--	--	\$91.68	\$93.51	\$95.35	\$98.24	--	--	--	--
17th year	<u>\$86.53</u>	<u>\$89.12</u>	<u>\$91.79</u>	<u>\$94.54</u>	--	--	--	--	\$93.04	\$94.90	\$96.80	\$99.00	--	--	--	--
18th year	--	--	--	--	--	--	--	--	<u>\$94.47</u>	<u>\$96.36</u>	<u>\$98.29</u>	<u>\$101.24</u>	--	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	Republic / Chautauqua / Shuttle America														
	ERJ-135/ERJ-145/ERJ-140/ERJ-170														
	10-1-05					10-1-06					10-1-07				
	Captain				F/O	Captain				F/O	Captain			F/O	
	32-49 Jet	50-59 Jet	60-78 Jet	79-99 Jet	TurboJet	32-49 Jet	50-59 Jet	60-78 Jet	79-99 Jet	TurboJet	32-49 Jet	50-59 Jet	60-78 Jet	79-99 Jet	TurboJet
1st 6 mos.	\$47.69	\$53.58	\$56.26	\$61.89	\$22.06	\$48.64	\$54.65	\$57.39	\$63.12	\$22.50	\$49.62	\$55.74	\$58.54	\$64.39	\$22.95
2nd 6 mos	\$47.69	\$53.58	\$56.26	\$61.89	\$22.06	\$48.64	\$54.65	\$57.39	\$63.12	\$22.50	\$49.62	\$55.74	\$58.54	\$64.39	\$22.95
2nd year	\$50.49	\$56.73	\$59.57	\$65.53	\$29.68	\$51.50	\$57.87	\$60.76	\$66.84	\$30.27	\$52.53	\$59.03	\$61.98	\$68.17	\$30.88
3rd year	\$53.93	\$60.59	\$63.62	\$69.98	\$34.15	\$55.01	\$61.80	\$64.89	\$71.38	\$34.83	\$56.11	\$63.04	\$66.19	\$72.80	\$35.52
4th year	\$55.61	\$62.48	\$65.60	\$72.16	<u>\$35.20</u>	\$56.72	\$63.73	\$66.91	\$73.60	<u>\$35.90</u>	\$57.86	\$65.00	\$68.25	\$75.07	<u>\$36.62</u>
5th year	\$57.31	\$64.39	\$67.61	\$74.37	--	\$58.46	\$65.68	\$68.96	\$75.86	--	\$59.63	\$66.99	\$70.34	\$77.38	--
6th year	\$59.09	\$66.39	\$69.71	\$76.69	--	\$60.27	\$67.72	\$71.10	\$78.22	--	\$61.47	\$69.07	\$72.52	\$79.78	--
7th year	\$60.90	\$68.44	\$71.86	\$79.05	--	\$62.12	\$69.81	\$73.30	\$80.63	--	\$63.37	\$71.21	\$74.77	\$82.24	--
8th year	\$62.80	\$70.56	\$74.09	\$81.50	--	\$64.05	\$71.97	\$75.57	\$83.13	--	\$65.33	\$73.41	\$77.08	\$84.79	--
9th year	\$64.73	\$72.73	\$76.37	\$84.01	--	\$66.02	\$74.18	\$77.90	\$85.69	--	\$67.34	\$75.66	\$79.46	\$87.40	--
10th year	\$66.76	\$75.00	\$78.75	\$86.63	--	\$68.09	\$76.50	\$80.33	\$88.37	--	\$69.45	\$78.03	\$81.94	\$90.13	--
11th year	\$68.82	\$77.32	\$81.18	\$89.29	--	\$70.19	\$78.87	\$82.80	\$91.08	--	\$71.60	\$80.45	\$84.46	\$92.90	--
12th year	\$71.25	\$80.06	\$84.06	\$92.47	--	\$72.68	\$81.66	\$85.74	\$94.31	--	\$74.13	\$83.29	\$87.46	\$96.20	--
13th year	\$73.13	\$82.17	\$86.28	\$94.90	--	\$74.60	\$83.81	\$88.01	\$96.80	--	\$76.09	\$85.49	\$89.77	\$98.74	--
14th year	\$75.39	\$84.71	\$88.95	\$97.84	--	\$76.90	\$86.40	\$90.73	\$99.80	--	\$78.44	\$88.13	\$92.54	\$101.80	--
15th year	\$77.73	\$87.33	\$91.70	\$100.87	--	\$79.28	\$89.08	\$93.53	\$102.89	--	\$80.87	\$90.86	\$95.40	\$104.95	--
16th year	\$80.06	\$89.95	\$94.45	\$103.90	--	\$81.66	\$91.75	\$96.34	\$105.97	--	\$83.29	\$93.59	\$98.27	\$108.09	--
17th year	\$82.06	\$92.20	\$96.82	\$106.49	--	\$83.70	\$94.04	\$98.76	\$108.62	--	\$85.37	\$95.92	\$100.73	\$110.79	--
18th year	<u>\$84.11</u>	<u>\$94.50</u>	<u>\$99.24</u>	<u>\$109.15</u>	--	\$85.79	\$96.39	\$101.22	\$111.34	--	\$87.50	\$98.32	\$103.25	\$113.56	--
19th year	--	--	--	--	--	<u>\$87.93</u>	<u>\$98.80</u>	<u>\$103.74</u>	<u>\$114.12</u>	--	\$89.69	\$100.78	\$105.81	\$116.41	--
20th year	--	--	--	--	--	--	--	--	--	--	<u>\$91.94</u>	<u>\$103.30</u>	<u>\$108.47</u>	<u>\$119.32</u>	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Section 3
Compensation
Pay Rates/Scales

	SkyWest CRJ-700/CRJ-200/EMB-120 7-1-03						Trans States ERJ-145 8-1-05							
	Captain			First Officer			Captain			Captain-Qualified First Officer			First Officer	
	50-99 Jet	100-159 Jet	EMB-120	50-99 Jet	100-159 Jet	EMB-120	ERJ-140/145	ATR-42/72	J-41	ERJ-140/145	ATR-42/72	J-41	Turbojet	Turboprop
1st 6 mos.	\$56.03	\$94.42	\$44.37	\$19.02	\$19.02	\$19.02	\$55.05	\$45.93	\$40.88	\$38.67	\$34.11	\$31.59	\$22.29	\$22.29
2nd 6 mos	\$56.03	\$94.42	\$44.37	\$19.02	\$19.02	\$19.02	\$55.05	\$45.93	\$40.88	\$38.67	\$34.11	\$31.59	\$22.29	\$22.29
2nd year	\$57.77	\$95.57	\$45.70	\$34.54	\$48.36	\$27.42	\$56.82	\$49.87	\$42.54	\$41.14	\$37.67	\$34.00	\$25.46	\$25.46
3rd year	\$59.54	\$96.73	\$47.08	\$35.61	\$49.85	\$28.24	\$58.57	\$51.19	\$44.09	\$45.45	\$39.29	\$35.74	\$32.33	\$27.38
4th year	\$61.40	\$97.88	\$48.49	\$36.71	\$52.98	\$29.09	\$60.33	\$52.49	\$45.95	\$46.90	\$40.87	\$37.60	\$33.46	\$29.25
5th year	\$63.29	\$98.97	\$49.94	\$37.84	\$54.63	\$29.96	\$62.08	\$53.80	\$47.62	<u>\$48.33</u>	<u>\$42.09</u>	<u>\$39.00</u>	<u>\$34.57</u>	<u>\$30.37</u>
6th year	\$65.25	\$100.21	\$50.94	\$39.02	<u>\$56.32</u>	\$30.57	\$63.84	\$55.13	\$49.36	--	--	--	--	--
7th year	\$67.27	\$101.35	\$52.47	<u>\$40.23</u>	--	<u>\$31.18</u>	\$65.81	\$56.44	\$50.73	--	--	--	--	--
8th year	\$69.35	\$102.51	\$54.04	--	--	--	\$68.00	\$57.74	\$52.16	--	--	--	--	--
9th year	\$71.49	\$103.67	\$55.66	--	--	--	\$70.02	\$59.06	\$53.60	--	--	--	--	--
10th year	\$73.71	\$104.82	\$57.33	--	--	--	\$72.19	\$60.37	\$55.00	--	--	--	--	--
11th year	\$75.98	\$105.98	\$59.05	--	--	--	\$74.17	\$61.86	\$56.49	--	--	--	--	--
12th year	\$78.33	\$107.14	\$60.83	--	--	--	\$76.49	\$64.01	\$57.70	--	--	--	--	--
13th year	\$80.76	\$109.28	\$62.65	--	--	--	\$78.72	\$64.30	\$58.61	--	--	--	--	--
14th year	\$83.25	\$111.46	\$64.53	--	--	--	\$81.19	\$65.62	\$59.31	--	--	--	--	--
15th year	\$85.83	\$113.69	\$65.82	--	--	--	<u>\$81.54</u>	<u>\$66.94</u>	<u>\$60.09</u>	--	--	--	--	--
16th year	\$88.40	\$115.97	\$67.14	--	--	--	--	--	--	--	--	--	--	--
17th year	\$91.05	\$118.29	<u>\$68.48</u>	--	--	--	--	--	--	--	--	--	--	--
18th year	<u>\$92.87</u>	<u>\$120.65</u>	--	--	--	--	--	--	--	--	--	--	--	--
19th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
20th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
21st year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
22nd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
23rd year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
24th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
25th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--
26th year	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Trans States Airlines - Captain Qualified First Officer (CQFO) rates are the average of Captain and First Officer rates.