



**Join our Team:**  
Help us Redefine the  
Skies With Our Innovative  
Local-National Model







Jet OUT operates a growing  
Part 135 co-ownership program with  
a unique local-national model.

**Join us and enjoy these unique benefits:**

**Major airline equivalent compensation**  
**7/7 and 8/6 schedules with built-in flexibility**  
**Major airline equivalent retirement benefits**

Homebase from anywhere in the U.S. on an  
8/6 schedule, with no commuting on off days.  
Or relocate to one of our company bases and work a  
7/7 schedule, and you can sleep in your  
own bed almost every night.

In our local-national model, the choice is yours.



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## Where does Jet OUT fit into the industry?

The private aviation industry has largely consolidated into two business models:

1. National floating fleet operators
2. Local aircraft management companies

Floating fleets are meant to eliminate empty legs but are plagued by high fixed costs, driven by a transient workforce and fleet. Pilots live out of a carry-on on the road and the company foots the bill. Maintenance and logistics can be a nightmare.



*Jet OUT's fleet is predominately made up of factory new deliveries.*



## Where does Jet OUT fit into the industry?

Local operators have more tools at their disposal to contain cost, but they are often resource constrained. As a result, many are unable to compete directly with the capabilities of floating fleet operators. This forces local managers into a difficult position of competing for business purely on price, leading to below market pilot compensation and grueling schedules.

**Jet OUT has created a ‘middle path’ with its local-national model...**



## How do local bases benefit pilots?

Jet OUT has embraced local bases for their efficiency and logistical simplicity, but we have also integrated the cost sharing normally seen in fractional models.

We have carefully designed our program to incentivize co-operation amongst our clients. Direct operating costs are low for our owners, but idling an aircraft away from base is relatively expensive. We sell repositioning legs as charters and share the revenue with owners to further reduce the cost of returning to base.



## How do local bases benefit pilots?

These factors create powerful incentives for our clients to return airplanes to base expeditiously. This allows Jet OUT to achieve annual rates of up to 1,000 flight hours per airplane with few scheduling conflicts.

These improvements in operational efficiency allow Jet OUT to offer you **industry leading schedule and compensation**. Incentivized return-to-base means that our pilots typically work **10 overnights per year** away from base or less!



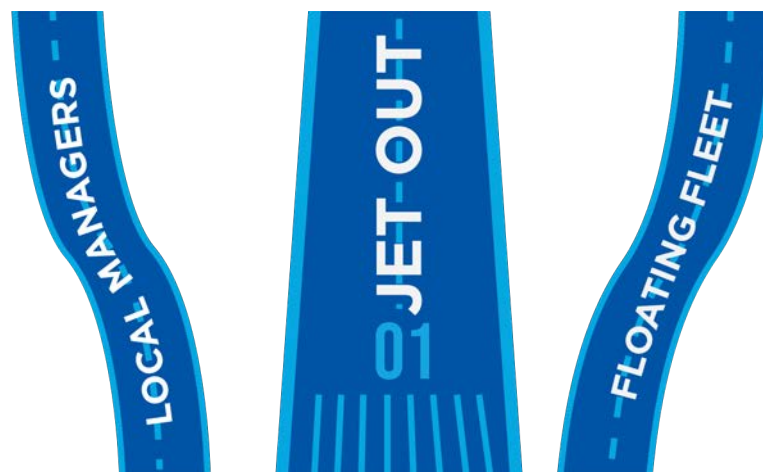
## What is Jet OUT's middle path?

Jet OUT is building a *national* network of *local* bases.

Each Jet OUT airplane lives in a base. Jet OUT does not operate a floating fleet. Our business model is focused, with an emphasis on simplified flight operations that are consistent across all Jet OUT bases nationwide.

Jet OUT's network is supported by a hybrid workforce made up of local pilots who live in base and work our 7/7 schedule, supplemented by commuter pilots who can homebase anywhere and work our 8/6 schedule.

The first 'on' day of our 8/6 schedule is set aside for commuting into a base. After arriving in base, our commuters fly the same mission as our 7/7 local pilots for the remainder of their swing.





## Our Company Culture

At Jet OUT, we offer more than just a paycheck.

We seek to create an environment in which pilots can build a career and a life of purpose. This can only be achieved on a solid foundation made up of essential values that we mutually agree to uphold.

Jet OUT pilots are safety-minded professionals with a positive demeanor and a customer service orientation. We seek to hire pilots that will delight our customers and are a pleasure to fly with.

Our pilots wholeheartedly buy into the Jet OUT safety culture and actively participate in the company's Safety Management System.

**We seek to do things ‘the right way’ at Jet OUT and we seek to hire professionals that share this philosophy.**

We acknowledge that in a complex flight operation, perfection is unattainable. But while we acknowledge this reality, our pilots agree to promote and support these two bedrock principles of our culture:

*We always acknowledge problems.  
We always seek out long term solutions.*

## Qualifications and Minimums

All Seat Positions	
First-Class Medical Certificate	
CE-525 PIC Type Rating	
Valid Passport	
<i>If you do not hold a CE-525 PIC type rating, you will be required to complete it in initial new hire training.</i>	
First Officers	
Citation M2	Citation CJ4
Commercial Pilot's Certificate (COM)	
1,000 Total Time (TT)	
Multi-Engine Rating	200 Multi-Engine Time
<i>Applicants who do not possess an ATP certificate will be required to complete an ATP CTP training course during initial new hire training. If the new hire does not meet ATP minimums, then the ATP check ride will be deferred to the first simulator training event which occurs after the pilot reaches ATP minimums.</i>	
Captains	
Citation M2	Citation CJ4
Airline Transport Pilot's Certificate (ATP)	
1,500 Total Time (TT)	2,500 Total Time (TT)
500 Turbine Time	1,000 Turbine Time
250 Multi-Engine	500 Multi-Engine

## Compensation: Day Rates

Jet OUT compensates its pilots on a 'per-day' basis.

Pilots are compensated for each day that they are on the schedule, present in their assigned base, and fit and ready for duty. Pilots are also compensated for days off claimed under our vacation, sick and fatigue policies.

← *Seat Responsibilities Are Cumulative*

Year	CJ4 CPT	M2 CPT	CJ4 FO	M2 FO
1	\$742	\$577	\$412	\$330
2	\$769	\$599	\$429	\$341
3	\$797	\$621	\$445	\$352
4	\$824	\$643	\$462	\$363
5	\$852	\$665	\$478	\$374
6	\$879	\$687	\$495	\$385
7	\$907	\$709	\$511	\$396
8	\$934	\$731	\$527	\$407
9	\$962	\$753	\$544	\$418
10	\$989	\$775	\$560	\$429
11	\$1,016	\$797	\$577	\$440
12	\$1,044	\$819	\$593	\$451
13	\$1,071	\$841	\$610	\$462
14	\$1,099	\$863	\$626	\$473
15	\$1,126	\$885	\$643	\$484
16	\$1,154	\$907	\$659	\$495
17	\$1,181	\$929	\$676	\$505
18	\$1,209	\$951	\$692	\$516



## Compensation: In Base ('Local') Pilots

Jet OUT pilots who reside in a base work a 7 ON 7 OFF schedule equating to up to 182 ON days per year before vacation and other forms of time off. Therefore, base compensation for local pilots is  $182 \times$  the day rate.

← *Seat Responsibilities Are Cumulative*

Year	CJ4 CPT	M2 CPT	CJ4 FO	M2 FO
1	\$135,000	\$105,000	\$75,000	\$60,000
2	\$140,000	\$109,000	\$78,000	\$62,000
3	\$145,000	\$113,000	\$81,000	\$64,000
4	\$150,000	\$117,000	\$84,000	\$66,000
5	\$155,000	\$121,000	\$87,000	\$68,000
6	\$160,000	\$125,000	\$90,000	\$70,000
7	\$165,000	\$129,000	\$93,000	\$72,000
8	\$170,000	\$133,000	\$96,000	\$74,000
9	\$175,000	\$137,000	\$99,000	\$76,000
10	\$180,000	\$141,000	\$102,000	\$78,000
11	\$185,000	\$145,000	\$105,000	\$80,000
12	\$190,000	\$149,000	\$108,000	\$82,000
13	\$195,000	\$153,000	\$111,000	\$84,000
14	\$200,000	\$157,000	\$114,000	\$86,000
15	\$205,000	\$161,000	\$117,000	\$88,000
16	\$210,000	\$165,000	\$120,000	\$90,000
17	\$215,000	\$169,000	\$123,000	\$92,000
18	\$220,000	\$173,000	\$126,000	\$94,000

## Compensation: Commuter Pilots

Jet OUT commuter pilots work an 8 ON 6 OFF schedule equating to 208 ON days per year before vacation and other forms of time off. Therefore, base compensation for commuters is 208 × the day rate.

← *Seat Responsibilities Are Cumulative*

Year	CJ4 CPT	M2 CPT	CJ4 FO	M2 FO
1	\$154,286	\$120,000	\$85,714	\$68,571
2	\$160,000	\$124,571	\$89,143	\$70,857
3	\$165,714	\$129,143	\$92,571	\$73,143
4	\$171,429	\$133,714	\$96,000	\$75,429
5	\$177,143	\$138,286	\$99,429	\$77,714
6	\$182,857	\$142,857	\$102,857	\$80,000
7	\$188,571	\$147,429	\$106,286	\$82,286
8	\$194,286	\$152,000	\$109,714	\$84,571
9	\$200,000	\$156,571	\$113,143	\$86,857
10	\$205,714	\$161,143	\$116,571	\$89,143
11	\$211,429	\$165,714	\$120,000	\$91,429
12	\$217,143	\$170,286	\$123,429	\$93,714
13	\$222,857	\$174,857	\$126,857	\$96,000
14	\$228,571	\$179,429	\$130,286	\$98,286
15	\$234,286	\$184,000	\$133,714	\$100,571
16	\$240,000	\$188,571	\$137,143	\$102,857
17	\$245,714	\$193,143	\$140,571	\$105,143
18	\$251,429	\$197,714	\$144,000	\$107,429

## Training Contracts

Jet OUT's training contracts are minimally restrictive.

If you decide to come onboard with us, we only ask that you stay with our company for 12 months if you receive a type rating or your ATP certificate from Jet OUT, or only 6 months if you do not.

Your contract amount will prorate, i.e. reduce by an equal amount each month of the term until it reaches zero by the end of the term. The only event that can trigger your repayment obligation is your voluntary termination of employment. Inability to work due to the loss of your medical certificate, disability, or any other cause of separation of employment does not trigger the repayment obligation.

Company Provides	Term	Amount
Type Initial + ATP	12 Months	\$51,200
Type Initial	12 Months	\$44,500
Type Upgrade <sup>†</sup> + ATP	12 Months	\$35,400
Type Upgrade	12 Months	\$28,600
INH-B <sup>‡</sup>	6 Months	\$22,000

<sup>†</sup> Jet OUT requires its pilots (including First Officers) to hold a CE-525 PIC type rating. CE-525 SIC type ratings do not meet Jet OUT's minimum qualifications.

<sup>‡</sup> 14 CFR § 135 regulations require all Jet OUT pilots to complete Initial New Hire ('INH') training at a simulator center. This applies even to pilots who already possess a CE-525 PIC type rating (who still must complete the 'INH-B' course).



## Training Contracts

Jet OUT's training contract amounts are based on the actual cost of the training required for your situation. See below for a breakdown of the cost of the three most common scenarios.

### **Initial New Hire + Type Rating + ATP**

\$39,100 Flight Safety International 'INH' (2023 Rate)  
\$3,795 ATP CTP (2023 Rate)  
\$5,400 Lodging (27 Nights)  
\$1,933 Meal Per Diems (2023 Rate)  
\$1,000 Flights to/from Training Centers  
\$51,228 Total

### **Initial New Hire + Type Rating**

\$39,100 Flight Safety International 'INH' (2023 Rate)  
\$3,600 Lodging (18 Nights)  
\$1,277 Meal Per Diems (2023 Rate)  
\$500 Flights to/from Training Center  
\$44,477 Total

### **Initial New Hire "-B" (No Type Rating)**

\$20,200 Flight Safety International 'INH-B' (2023 Rate)  
\$1,000 Lodging (5 Nights)  
\$380 Meal Per Diems (2023 Rate)  
\$500 Flights to/from Training Center  
\$22,080 Total

## Schedule: Basics

Jet OUT pilot's basic schedule and base compensation are determined by commuting status:

Local Pilots: 7 Days **ON** 7 Days **OFF**

Commuter Pilots: 8 Days **ON** 6 Days **OFF**

Commuters are assigned an additional, protected **ON** day per rotation to allow for commuting to base.

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Local	OFF	OFF	OFF	OFF	ON	ON	ON
Commuter	OFF	OFF	OFF	ON <sup>†</sup> Commute to base.	ON	ON	ON

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Local	ON	ON	ON	ON	OFF	OFF	OFF
Commuter	ON	ON	ON	ON <sup>†</sup> Commute home.	OFF	OFF	OFF

<sup>†</sup> No flight duty is assigned to commuters on day 1 of each rotation.

<sup>‡</sup> Flight duty may be assigned on day 8 but if the company fails to return the commuter to base by the base deadline, then the commuter is paid an additional 150%-day rate. The deadline is intended to represent the latest time which allows the commuter to return home on the same day, given the practicalities of the transportation available at the base.

## Schedule: Bidding and Seniority

Jet OUT maintains a seniority list for all pilots which is ordered by the pilot's indoctrination training date. The seniority list governs upgrades and schedule, vacation, and vacancy awards.

Pilots bid for their schedule on an annual basis. Bids for available aircraft-model-seat + schedule combinations are awarded in seniority order.

There are two schedule options:

### Schedule A

Local Pilots: 7 Days **ON** 7 Days **OFF**

Commuter Pilots: 8 Days **ON** 6 Days **OFF**

### Schedule B

Local Pilots: 7 Days **OFF** 7 Days **ON**

Commuter Pilots: 6 Days **OFF** 8 Days **ON**

The bid deadline for each year is October 31. The company assigns the first available schedule when a pilot starts employment and if a pilot upgrades to a new seat position.



## Schedule: Duty Assignments

Jet OUT is committed to providing the best possible quality of life to its pilots.

In support of this commitment, Jet OUT has invested in the creation of a proprietary duty management system named the Equitable Duty Distribution System (EDDS).

EDDS is an equitable, consistent, and automated way of assigning duty to pilots on their ON days. It analyzes data from our scheduling and logging systems and uses this information to ensure that flight and reserve assignments are shared as equitably as possible.

EDDS also reduces consecutive long duty days and avoids pairing late flights with morning flights.

Pilots that are scheduled ON receive a daily email from the EDDS system between 5-6 PM, either assigning flight or reserve duty, or releasing the pilot from duty if they are not needed for an assignment.

Pilots that are released from duty by EDDS are free of all obligation to the company for the ON day but they are still paid their full day rate!

## Schedule: Reserve Assignments and Rules

We assign reserve duty according to operational need, but always within reasonable limits.

Just like for flight duty, Jet OUT assigns rest and duty-on times to pilots that are on reserve status. You will not be contacted by the company during rest.

Pilots must be contactable and fit to fly starting at their reserve duty-on time, but they are not required to be physically present at the base, and they are permitted to be asleep. Jet OUT does not assign 'ready reserve' or 'standby' duty to any pilots in its operation.

Pilots on reserve duty are guaranteed a 3-hour call out for any flight assignments. This is intended to ensure that they will have at least one hour to commute, one hour to flight plan and one hour to pre-flight.

Our rules prohibit reserve assignments with a duty-on time prior to 5 AM. Thus, the earliest possible departure time on reserve duty is 8 AM local.

Our rules also prohibit flight assignments after 6 hours of reserve duty. Therefore, absent a flight assignment, pilots on reserve duty are no longer eligible for flight assignments after 6 hours.

## Schedule: Details for Commuter Pilots

Commuters are assigned to one Jet OUT base for the duration of each rotation.

Flight duty is never assigned on the first day of an 8/6 rotation. The first day is protected so that it may be used exclusively for commuting into base.

Jet OUT's commuting policy is flexible and allows for the use of a preferred airline, or for reimbursement for other forms of transportation such as ride sharing, train fares or personal automobile mileage reimbursement. Commuter pilots are permitted to keep rewards points such as airline mileage programs.

Each commuter pilot is issued a company credit card which may be used for approved commuting expenses.

Jet OUT empowers its commuter pilots to tailor their commuting experience according to their preferences. But regardless of how they commute, Jet OUT makes its commuter pilots responsible for arriving in base no later than 6 PM so that they have adequate time to rest. This approach affords flexibility to each commuter, vs. a top-down approach in which the company books the airline, departure time, etc.



## Schedule: Details for Commuter Pilots

We encourage commuter pilots to consider booking early departure times to reduce the possibility of airline cancellations, and to monitor for weather and other possible causes of airline disruption.

If a commuter pilot foresees the possibility of airline cancellations, and they wish to voluntarily commute into base earlier than the first day of their swing, the company will pay for the additional lodging costs and will not assign additional duty.

Commuter pilots are provided premium extended stay accommodations (such as the Home2 Suites by Hilton) and a company car for their stay in base.

Since commuters fly the same mission as local pilots, they will benefit from an infrequent rate of overnights away from base.

Commuters can enjoy small luxuries like the option of buying healthy food from a grocery store on the first day of the rotation and preparing it in the kitchenette which is provided at premium extended stay hotels.

## Schedule: Vacation Time Off

Our vacation allotment is indexed by years of service:

**Year 1-4:** 1x Rotation Off Per Year

**Year 5-9:** 2x Rotations Off Per Year

**Year 10+:** 3x Rotations Off Per Year

Vacation is used in rotation-long increments, i.e. a whole 7- or 8-day rotation must be requested off.

Our FLEX system allows for time off in increments of one day (see details on page 23).

Pilots can “buy up” additional weeks of vacation during annual schedule bidding.

Pilots submit their first vacation bid for the upcoming year by November 30, but then have subsequent rebid opportunities as follows:

By February 28: April – December

By May 31: July – December

By August 31: October – December

Vacation bids are awarded in seniority order according to coverage availability.

Unused vacation time off does not roll forward through December 31 of each year.

## Schedule: Flight Exchange ('FLEX')

Jet OUT's FLEX program offers industry-best schedule flexibility to our pilots.

Pilots can make a FLEX request to drop scheduled ON days from their schedule until a deadline of 12 PM on the prior day. Requests are handled by soliciting pilot volunteers to work an OFF day to cover the FLEX. To incentivize volunteers, the company offers to pay 150% of any volunteer pilot's normal day rate.

If a pilot who benefits from a FLEX later volunteers to cover a FLEX request from another pilot, they will have benefited from schedule flexibility and their annual pay will increase due to the 50% bonus.

Each Jet OUT pilot can benefit from up to 10 FLEX days per calendar year.

Pilots are also permitted to trade ON days so long as they arrange it, and they trade with a pilot of equal seat responsibility. Trades do not consume FLEX days.

Trades and FLEX requests may be subject to review by the company to ensure that they do not eliminate needed overnight coverage.

## Schedule: Sick Time Off

Pilots accrue time off in a sick bank at a rate of  $\frac{1}{2}$  day per 14-day pay period, i.e. 13 days per year. New hires start with 6 days in the bank. The bank is capped at 28 days for local pilots and 32 days for commuter pilots.

The sick bank balance carries forward at year end.

Pilots can draw one day at a time from their sick bank.

Jet OUT does not require a doctor's note for the first use of the sick bank. A doctor's note may be required for the third day of use, or for the second or subsequent uses of the sick bank each calendar year.

A full bank covers up to 56 calendar days of medical leave. Jet OUT offers Loss of Medical License insurance which can provide additional continuation of income if a claim is made and approved by the carrier. See more details on page 27.



## Schedule: Training

All initial and recurrent training provided by Jet OUT is performed in a Full Flight Simulator at a training center once every six months.

This training is currently contracted by the company to Flight Safety International.

Jet OUT pilots receive simulator training once every six months and concurrently with training they accomplish 14 CFR § 135.293 & 297 & 299 check rides as needed. Pilots that are dual rated on two aircraft models rotate between models at each six-month training event.

Jet OUT makes its best efforts to line up recurrent training with pilot ON days, although this may not be possible due to the training center's schedule.

Pilots are given their recurrent training schedule at least one year in advance.

Jet OUT pays all costs of transportation and lodging and provides a GSA per diem during training events.

## Benefits: Retirement

All Jet OUT employees are enrolled in the company's 401(k) retirement plan.

The company matches the first 3% of employee wage contributions dollar-for-dollar and it matches half of the next 2% of employee contributions for a maximum company match equal to 4% of wages.

It is the company's policy to make an additional profit-sharing contribution to the 401(k) of each employee in the first quarter of each year, with a contribution target of 11% of wages. This contribution is non-discretionary, meaning that all pilots automatically receive the same percentage profit sharing contribution as any other Jet OUT employee.

Match contributions vest immediately. Profit-sharing contributions follow a six-year graded vesting schedule (i.e.  $1/6^{\text{th}}$  or 16.7% vests each year).

In total, this means that each Jet OUT pilot enjoys a company 401(k) retirement plan contribution of up to 15% of their wages each year.

## Benefits: Health Insurance and HSA

Full-time employees are offered medical, dental, and vision coverage.

Enrolled coverages are effective on the first day of the employee's first full month with the company.

The medical and dental benefits are provided under PPO plans with nationwide networks. Employees may choose to see any provider with or without a referral regardless of whether the provider is in or out of the plan's network.

The company offers base and "buy up" plans:

**Base:** \$5,000 Single \$10,000 Family (In Network)

**Buy Up:** \$2,000 Single \$4,000 Family (In Network)

Employees that are enrolled in coverage are provided a Health Savings Account. The company contributes \$624 per year for the base plan and \$104 per year for the buy up plan. HSA balances do not reset at year end or at separation of employment.

Employee contributions for medical, dental, and vision coverage are \$48.72 per paycheck for employee-only, \$100.02 per paycheck for an employee and a spouse, or \$161.44 per paycheck for a family with children (2023-2024 policy rates).

## Benefits: Loss of Medical & Life Insurance

Jet OUT full-time pilots are offered Short-Term and Long-Term Loss of Medical License insurance.

The LOML policies are issued through Harvey Watt and offer an 18-week and 3-year benefit equal to the lesser of  $2/3^{\text{rds}}$  of base wages or \$6,500 / \$6,000 per month.

The waiting period for benefits is 60 days and 6 months respectively, which together with a full sick bank may provide income continuation for up to 3 ½ years in the event of an approved claim.

If you enroll in LOML coverage the company will pay you additional wages (i.e. a “true up”) which are exactly equal to the combined premium of the Short-Term and Long-Term LOML coverage. The premiums are then deducted from your paycheck on an after-tax basis. This ensures that any benefit payment you receive from a future LOML claim is tax-free.

All Jet OUT pilots are offered \$50,000 of life insurance, also tax-free and paid by the company. Pilots may buy up additional life insurance coverage as needed.

The LOML and life insurance policies are “portable”, meaning that the employee may keep their policy even if they leave their employment with Jet OUT.



## Benefits: Meals

Jet OUT offers meal benefits to all pilots.

### Local Pilots

Jet OUT will directly pay for or reimburse local pilots for the actual cost of their meals, up to the following limits:

Breakfast:	\$18
Lunch:	\$20
Dinner:	\$36

### Commuter Pilots

Jet OUT pays a per diem of \$480 per 8-day swing to commuter pilots. This per diem may be tax-free. Please consult with your tax professional to confirm this.

*The differences in the meal benefits for local and commuter pilots are due to the differences in IRS tax rules for meal reimbursements.*

## Benefits: Relocation

Jet OUT provides a relocation benefit covering up to \$5,000 of the actual moving expenses of local pilots that move into a base.

The relocation benefit is available to pilots that relocate into a base in response to a company solicitation or posting for a local pilot opening, regardless of whether they are a new or existing employee.

## Benefits: Employee Flight Club

Jet OUT full-time pilots are offered membership in an employee flight club.

Members may make personal use of employee flight club aircraft at a subsidized “wet” hourly rate. There is no monthly fee or commitment to participate, other than the requirement to be checked out in the aircraft make & model and to maintain 90-day currency.

The company provides a 2007 Diamond DA40-XLS at its Milwaukee Mitchell International Airport (MKE) base for a wet rate of \$100 per hour (as of December 2023).

This benefit is available in base only and may not be available in all bases.

Contact us now to learn more!

<https://jetout.com/careers>

