

**SCHEDULE A****PILOT REMUNERATION AND BENEFITS – 1 Apr 08**

This Schedule sets out the current benefits policy applicable for pilots. The terms of the policy are subject to the terms and conditions of pilots' contracts of employment, including any applicable rights of the company to vary or withdraw elements of the benefits package from time to time. In the event of any inconsistency between the contract of employment and this Schedule A, the contract of employment shall prevail.

**Basic Salary**

<b>Position</b>	<b>Cat A</b>	<b>Cat B</b>	<b>Cat C</b>
Captain	£73,500	N/A	N/A
Senior First Officer	£44,100	£38,750	£31,500
First Officer (frozen ATPL)	£37,800	£32,450	£25,200

<b>Position</b>	<b>Cat A</b>	<b>Cat B</b>	<b>Cat C</b>
Captain	€104,370	N/A	N/A
Senior First Officer	€62,622	€55,025	€44,730
First Officer (frozen ATPL)	€53,676	€46,079	€35,784

**Cat A** – a direct entry pilot with recent experience on an OpenSkies aircraft type.

**Cat B** – a direct entry pilot who has joined on the OpenSkies type training scheme. The salary reflects the deduction made by OpenSkies to repay the pilot's type training loan.

**Cat C** – a cadet entry pilot who has joined on the OpenSkies Pilot Sponsored programme. The salary reflects the deduction made by OpenSkies to repay the pilot's ab-initio training loan.

Direct Entry Captains are currently not eligible for the OpenSkies type training scheme and any type training required will be provided by OpenSkies. Direct Entry Captains who are not type rated on an OpenSkies aircraft type will receive 50% of their basic salary for the first 2 months of employment (or until completion of their Final Line Check if sooner) and 100% thereafter.

### Training Pilots Pay

Position	
Line Training Captain	£80,850
Training Captain TRI (Z)	£82,668
Training Captain TRE	£86,363
Training Captain TRI (A)	£88,200

Position	
Line Training Captain	€114,807
Training Captain TRI	€117,416
Training Captain TRE	€122,635
Training Captain TRI (A)	€125,244

### Sector Pay

Position	Per Transatlantic Sector	Per intra-European sector
Captain	£100	£50
Senior First Officer	£65	£33
First Officer (frozen ATPL)	£50	£25

Position	Per Transatlantic Sector	Per intra-European sector
Captain	€142	€71
Senior First Officer	€92	€47
First Officer (frozen ATPL)	€71	€36

## Sector Pay for other Duties

Airport Standby: Airport Standby (ASBY) payments

- One intra-European sector will be paid per Airport Standby Duty
- If a pilot is called out to fly, the sector pay will revert to payment of the flying sectors earned.

Examiner/Instructor:

- One Transatlantic sector payment will be made whenever the examining/instructing duty exceeds 4 hours.

## Allowances & hotel accommodation

An overnight (per-diem) allowance of \$100/€75/£53 is paid for each night the company provides hotel accommodation. This allowance is paid to provide for food and other living costs whilst on duty away from their Gateway Airport.<sup>1</sup>

## Gateway Basing

Pilots will be required to live within 2 hrs travelling time of the Gateway airport or, if they live further afield, to be prepared to position to their Gateway airport such that they are able to start a duty tour fully rested. Any travelling and accommodation costs in positioning to the Gateway airport will be at the pilot's expense. The Gateway airport may be changed no more than once a year within an agreed 'cluster' of airports.

There are currently three clusters;

Cluster A comprises of BRU, ORY, CDG, AMS,  
 Cluster B comprises of FRA, MUC, MXP, GVA, ZRH  
 Cluster C comprises of MAD, BCN

It may be that you will be required to operate from or to any of the Company's current or future Operating bases. This is referred to a non-Gateway report and in this case, pilots are required to self-position and the Company will pay you a return positioning allowance of;

Intra - Europe £70/€100  
 LON to Europe £105/€150

The intent of the allowance is to cover the costs of 'firm' surface transport. There is an allocation of duties hours to reflect the time spent positioning ('Company time'), which will count towards your 2000 annual duty hours. For Non-Gateway reports, the Company will also provide hotel accommodation with an associated per diem payment for the night prior to your duty block.<sup>1</sup> The Company reserves the option to position pilots to Non-Gateway reports at Company expense in which case the positioning allowance will not be paid.

The following table details the duty hours associated with Non Gateway reports;

Operating Airport:	AMS	BRU	FRA	MAD	MPX	CDG	GVA	ZRH
<b>Gateway Airport</b>								
<b>AMS</b>	0.00	2.17	2.58	3.67	2.92	2.50	4.00	2.67
<b>BRU</b>	2.17	0.00	2.33	3.75	3.00	2.25	2.58	2.42
<b>FRA</b>	2.58	2.33	0.00	2.42	4.08	2.50	2.33	2.17
<b>LON</b>	2.50	2.42	2.83	3.33	3.25	2.50	2.75	2.83
<b>MAD</b>	3.67	3.75	2.42	0.00	3.25	3.17	3.08	3.42
<b>MPX</b>	2.92	3.00	4.08	3.25	0.00	2.83	3.67	2.08
<b>PAR</b>	2.50	2.25	2.50	3.17	2.83	0.00	2.42	2.42

<sup>1</sup> Note: during initial training (up to award of OPC/LPC) no per diem rates are paid.

<b>GVA</b>	4.00	2.58	2.33	3.08	3.67	2.42	0.00	2.17
<b>ZRH</b>	2.67	2.42	2.17	3.42	2.08	2.42	2.17	0.00

## **PILOT BENEFITS**

### **Annual leave**

The pilot's contractual entitlement is for 132 days off per year. The entitlement consists of 104 days off and 28 annual leave days (the annual leave days are awarded via an online system).

In practice, the discharge of days off will provide all pilots with a maximum of 35 days leave to be taken during the calendar year. In addition, pilots may also elect to take an additional 3 GDOs (Guaranteed days off) throughout the year.

### **Flexible Benefit Package**

All pilots will be granted a flexible benefit package which is currently 15% of basic salary. This will enable you to contribute to a stakeholder pension scheme direct from your salary or to be taken as cash (after the deduction of tax, social security contributions and other similar deductions) and used to purchase additional benefits. The package has been structured in this way to give you the freedom to choose which benefits (such as permanent health insurance or loss of licence insurance) are most useful to you.

### **Aircrew Medicals**

Flight crew will be reimbursed for the actual cost of one class one medical certificate renewal per year, based on CAA/JAA requirements and recommended charges.

### **Staff Travel**

As a subsidiary of British Airways plc, pilots will benefit from the staff travel policy on British Airways in accordance with the terms of the staff travel policy. Details of this policy are in the Employee Handbook available on the OpenSkies intranet, [myopenskies.com](http://myopenskies.com).

### **Sick pay**

Provided you comply with all applicable rules, you will receive salary continuation for any period of absence due to illness or injury for a period and at a rate defined by the Company. Full details of the sickness policy are in the Employee Handbook available on the OpenSkies intranet, [myopenskies.com](http://myopenskies.com).

### **Standby Duty**

When called from standby, a crew member is required to use his best endeavours to report as soon as possible, however no crew member will take more than 120 minutes from call out to crew room report.

It is the pilot's responsibility to ensure that he remains contactable and within network coverage during periods of standby.

### **Retirement Age**

The normal retirement age is 65.

**Bonding Agreement**

All Non type rated pilots will be required to enter a bonding arrangement for 36 months from the date of employment based on a pro-rata monthly reducing bond of £18,375.

**OpenSkies Bonus Scheme**

All pilots will be eligible to participate in the company performance based bonus scheme. The Head of the People Dept will notify you each year of whether a bonus scheme will be operated and any applicable terms of the scheme.