

FLY BIGGER FROM THE BEGINNING



A WIDE RANGE OF DOMESTIC AND INTERNATIONAL FLYING OPPORTUNITIES

With a world to see and adventures to be had, live where you want to live, enjoy a ticketed flight to work, be empowered to execute, and know that you and your family will always come first.



Gateway Travel

Stress-free commutes with ticketed seats to and from your trips along with company paid hotels in your base so you don't have the strain of flying standby or finding a crash pad.



Empowerment

From the day you join Atlas, you become a trusted partner. The company outlines the mission and our pilots make it happen.



Family First

Atlas takes a family first approach for all employees. From important milestones to emergencies, in alignment with 'Caring for the World We Carry', caring for our pilots is a top priority.

737

8

737-800Fs



737 bases—
CVG and PDX

Different flying for different lifestyles

767

24

767-300Fs

5

767-300
Passenger



Passenger 767
bases JFK, ONT, CVG,
TPA, IAH and PDX

777

2

A+CMI 777Fs

6

CMI 777Fs

1

Charter 777F



777 bases
CVG, LAX, and MIA

747

12

747-8Fs
(plus 2 on order to
be delivered in 2022)

35

747-400Fs

5

747-400
Passenger

4

Boeing Large Cargo
Freighters [LCFs]



747 bases MIA, LAX,
JFK, ANC, CVG ORD,
MEM and IAH

The world's largest
fleet of 747s

*US resident crewmembers that reside more than 130 miles from their base are eligible for Gateway Travel benefits. Certain Gateway Travel benefits are also available to crewmembers that reside outside the United States.



Flexibility to choose and change

We offer short equipment bidding freezes that never prevent a First Officer subject to a bidding freeze from upgrading to Captain so you can experience all the flying we have to offer, scheduling flexibility, trip trades and trip drops, and financial peace of mind with bid line guarantees. And with some of the fastest CA upgrade times in the industry, your career here will never be dull.





Bid Line Guarantee

Guaranteed value of your bid line as published and awarded.

Flexibility in how you fly



New Scheduling Rules

With more Primary Lines with less than 17 days of work being available for BID and more trips of a shorter duration especially in Domestic operations.



Trade Your Trip

Trip trades and trip drops are automated, providing you the flexibility to seek out scheduling trading partners to facilitate trip trades to meet your personal needs.

Deadhead in Comfort



On your way to an Atlas flight

- Industry leading access to Business Class for international and domestic commercial deadheads in excess of 4 hours and 30 minutes (block time) in a duty period that which covers virtually all flights between the mainland US and Hawaii and most commercial flights between Alaska and the lower 48 states.



On an Atlas flight

- Access to a Business Class seat for use by operating crews during in-flight rest period in augmented operations.



And more...

- Flights booked on nonstop travel when available.
- Approval to purchase airport lounge passes if connections are required and connection time exceeds 2 hours.
- Self-upgrade to upgraded Economy Class (EconomyPlus, Economy Comfort, etc.) for deadhead flights in excess of 3 hours.
- Commercial flights earn airline frequent flier points and status, which are yours to keep.

More Flexibility



Gateway Travel

- Our most popular program is our Gateway Travel that provides you the freedom and flexibility to live where you choose to live and commute to work with company paid air and hotel at your base. If you live in a US residence that is more than 130 miles away from your base, you are eligible for our Gateway Travel program.



MY ID Travel

- Flight benefits for the whole family. After six months of service, enroll in our MYIDTRAVEL program and gain access to standby tickets ranging from \$50 to \$100 for anywhere in the world through dozens of commercial carriers. Eligibility extends to your parents, spouse, and children.



Time Away from Work Vacation Time

- All pilots will receive extra vacation time with length of service for a total of 28 days of vacation (0-5 years 19 days, 6-11 years 21 days, 12 years+ 28 days).

Reserve your spot and apply today.



Rates of Pay

First Officer

737

767

777

747

2nd Year

\$105.49

\$122.93

\$129.24

\$129.23

5th Year

\$128.36

\$160.50

\$164.79

\$169.09

Captain

737

767

777

747

5th Year

\$188.76

\$236.03

\$242.35

\$248.66

Top of Scale

\$224.37

\$280.56

\$288.07

\$295.58



Flying to hostile areas or areas with high rates of infectious disease continues to be voluntary. Those who fly into those areas will be compensated at **175%** of pay.

Infectious Disease Areas as designated by the Centers for Disease Control (CDC).



Retirement

401(k) Match & Profit Sharing Program

- 401(k) contributions are a 100% match of employee contribution up to 10% of eligible earnings, subject to IRS limitations.
- The company will also contribute an amount equal to two percent [2%] of eligible earnings to the pilot's 401(k) account.

Average profit sharing for 2020 shown above.



Per Diem

- \$2.95 in the Continental US (CONUS)
- \$3.70 outside the Continental US (OCONUS).

The per diem rates increase \$0.10 per hour in January of each year.



Training Pay

- New Hire training pay: \$94.76 per hour with a 64 hour minimum guarantee **plus per diem as noted above.**
- **Premium quality hotels** for your layovers and training even in your base. Quality company paid hotel also included for your new hire training in MIA.

Average Earnings

	Captain All years of service				First Officer 3-4 years of service			
	737	767	777	747	737	767	777	747
Flight and Other Pay Credits	\$251,000	\$304,000	\$311,000	\$314,000	\$116,000	\$148,000	\$177,000	\$167,000
Other	\$2,000	\$11,000	\$5,000	\$7,000	\$3,000	\$7,000	\$5,000	\$3,000
Per Diem	\$13,000	\$12,000	\$14,000	\$13,000	\$9,000	\$13,000	\$14,000	\$14,000
Premium Pay for Work on Days Off	\$26,000	\$31,000	\$32,000	\$33,000	\$1,000	\$18,000	\$18,000	\$9,000
TOTAL BASE + PREMIUM PAY	\$292,000	\$358,000	\$362,000	\$367,000	\$129,000	\$186,000	\$214,000	\$193,000
Profit Sharing	\$32,000	\$39,000	\$39,000	\$40,000	\$13,000	\$19,000	\$23,000	\$20,000
401(k) Company Contribution	\$31,000	\$31,000	\$34,000	\$33,000	\$13,000	\$20,000	\$23,000	\$22,000
TOTAL—BASE PAY + PREMIUM PAY + OTHER COMPENSATION	\$355,000	\$428,000	\$435,000	\$440,000	\$155,000	\$225,000	\$260,000	\$235,000

Flight and Other Pay Credits

- Block time and other pay credits, bid line guarantee

Premium Pay for Work on Days Off

- For work on scheduled days off

Other

- May include hazard and infectious disease pay

Per Diem

- \$2.95 per hour CONUS, \$3.70 per hour OCONUS increasing by \$0.10 per hour each January

Profit Sharing

- Based on prior year earnings

401(k) Company Match

- Matched at 100% up to 10% of gross pay

Welcome to the GIANT— the opportunities are vast!

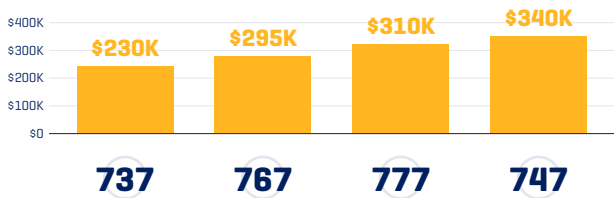
We recognize the complex flying that we do and the many contributions of our pilots. Our flights take us to 300+ destinations around the world serving customers from e-commerce to the military.

Our total compensation goes well above and beyond rate.

Atlas delivers pay for the complex work we do. **Flight and Other Pay Credits, Premium Pay, RIG,** and **Per Diem** are just a part of the total value proposition. Below is just an example of some of the great opportunities ahead. The numbers provided are based on 2020 average flying times of 200-900 block hours.

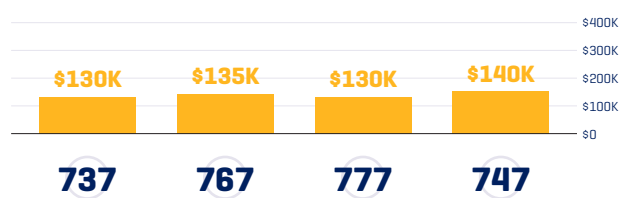
Captain

First Year



First Officer

First Year

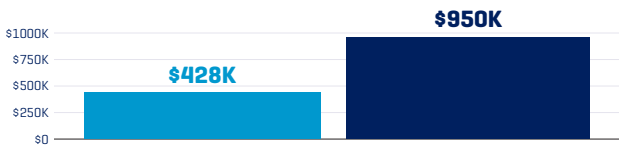
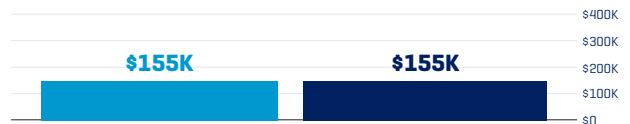


Average Annual Compensation Highest Annual Compensation

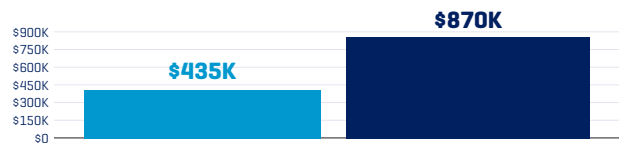
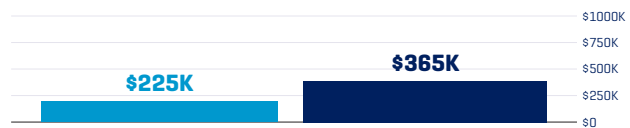


737

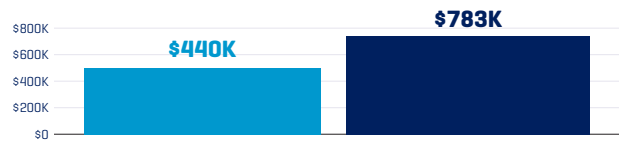
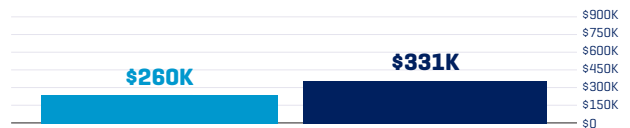
Average Annual Compensation [3-4 Years] Highest Annual Compensation [3-4 Years]



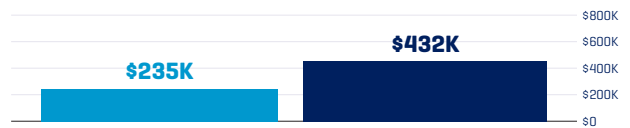
767



777



747



First Year

*EXCLUDES: infectious disease premium;
INCLUDES: Flight Pay and other credits,
premium pay for work on days off, other
pay, Per Diem, profit sharing and 401k
company contributions

Average Annual Compensation

*EXCLUDES: infectious disease premium;
INCLUDES: Flight Pay and other credits,
premium pay for work on days off, other
pay, Per Diem, profit sharing and 401k
company contributions

Highest Annual Compensation

*EXCLUDES: infectious disease premium;
INCLUDES: Flight Pay and other credits,
premium pay for work on days off, other
pay, Per Diem, profit sharing and 401k
company contributions