



FAQs

PAY

Are travel and hotel accommodations covered by TMC for initial and recurrent training?

Yes. Any work related travel or overnight stay required by the company will be arranged and paid for by the company.

How are Training events scheduled, and what is the pay rate during these events?

Training days may be scheduled during “off” rotation time or during “on” rotation time. TMC will endeavor to accommodate pilot training date requests but due to potential Flight Safety/CAE/SimCom schedule conflicts or crew scheduling conflicts, no guarantees will be made.

Initial Indoc Training: Approximately 12 hours of on-line training is required before attending Initial Indoc. Pilots are paid \$100.00 for this training. New Hire Pilots typically travel to Elkhart on Sunday, and train from Monday through Saturday. International Training requirements vary depending on aircraft type from 1 to 3 days and takes place at the completion of Initial Indoc. Pilots are paid \$100.00/day plus Per Diem (\$55.00/day), including travel days.

New Hire Aircraft Specific Training (Initial or Recurrent), FSI or CAE: Training Schedules are coordinated with the FlightSafety or CAE Training Center and can vary considerably. Pilots will often travel from Initial Indoc/International Training in Elkhart to the FlightSafety or CAE Training Center. In some cases, pilots will return home before attending FSI/CAE. Pay is \$100/day plus Per Diem (\$55.00/day), including travel days.

FSI/CAE Recurrent: Pilots will travel to the training site the day before training is scheduled to start. This may be scheduled at the beginning or the end of the pilot’s rotation period. Pilots are paid their daily rate plus Per Diem (\$55.00/day), including travel days.

Recurrent Indoc (Elkhart): Pilots will travel the day before training. Pilots are paid their daily rate plus Per Diem (\$55.00/day), including travel days.

Recurrent Indoc (On-Line): Pilots are scheduled for the training to occur during their ‘Base’ month and are able to complete the training at their leisure within the allotted time. Pay is \$200.00 (No Per Diem) and paid upon completion of training.

SimCom, Orlando, Fl: The Captains 135.297 check is scheduled at the beginning or ending of the rotation period. Coordination with the Simulator availability may require some bleed over into the off rotation period. Pilots are paid their daily rate plus Per Diem (\$55.00/day), including travel days.

Does TMC offer Incentive Pay?

TMC offers Voluntary Incentive pay which is additional pay, over and above the daily rate – SIC \$400/day, PIC \$600/day. VIP is offered based on company need.

If I call ‘Fatigue’ is that day paid?

It is the responsibility of each crewmember to assess their fitness for each assignment. A crewmember who determines that they are unable to accept an assignment will report their assessment to the Flight Tracking Department immediately. The crewmember will be placed in rest for a minimum of 10 hours and will be expected to be available following the rest period unless the crewmember again determines that they are not fit to accept an assignment. A ‘Fatigue’ call does not affect the crewmember’s pay.

Is there a Referral Bonus program?

Yes. The program pays up to \$5,000 for every referred recruit that is hired by TMC.

When am I paid?

Pay dates are bi-weekly - every other Friday. Pay periods are two weeks and start on Monday and end on Sunday.

BENEFITS

When am I eligible for Health Benefits?

Health Insurance takes effect on the first of the month following 30 days of service.

When am I eligible to start contributing in the 401(k) program?

Employees are eligible to participate in the 401(k) after completing 60 days of service, at the next quarterly open enrollment.

Are sick days available?

Crewmembers are provided two accrued paid sick days per calendar year.

Does TMC offer vacation?

Pilots are eligible to bid for an 8-day block of vacation during the first vacation bid following date of hire. Vacations are awarded through a seniority based bid process.

SCHEDULE

What rotation schedule will I be assigned to?

The primary schedules are the 15/13 and 8/6, with A and B rotation periods. Pilots choose their schedule (15/13 or 8/6) and bid annually on their rotation (A or B). The rotation (A or B) is awarded based on seniority and availability.

Are there opportunities to work extra days?

Crewmembers who wish to work extra can let the Scheduling Department know to contact them if there is a need. The crewmember will be placed on a contact list. If the crewmember is sent out to crew an aircraft, the regular rate applies. A Voluntary Incentive Program is offered at specific times, when the company deems it necessary. Additional pay will be offered under the VIP Program. Scheduling notifies all crewmembers when these opportunities are available.

What happens if I get sick while on a trip? How does this affect my pay and schedule?

A crewmember who is sick must advise the Flight Tracking Department immediately so that alternative crewing arrangements can be made. The crewmember is placed in rest at the hotel and expected to communicate their status each day until they are fit to fly. A Doctor's note is required beyond 3 days. When the crewmember is fit to fly, the Scheduling Department will work them back into the schedule.

What happens if I can't make it to work due to weather or things beyond my control?

Crewmembers are expected to communicate any problems that would affect their availability during their scheduled rotation. We will work to get the crewmember to an aircraft at the first available opportunity.

What happens if the company is unable to get me home on the last day of my rotation? Is the following day paid? Do I get an additional day 'off' on my next rotation?

On 'Go-Home' day, if we are unable to get a crewmember to their domicile, due to events outside of the company's control (wx, airline cancellations, etc.), by 3:00AM on the following day, the crewmember is paid an additional day at the normal daily rate. There are no additional days at home and the crewmember is expected to be available for their next rotation.

What happens if there is a family emergency and I need to get home? How does this affect my pay and schedule?

Family emergencies are handled with great care, and every effort is made to get the crewmember home as expeditiously as possible. If the sick days have been used, the crewmember is not paid beyond the 2 sick day allotment. When available to return to their regular rotation, the Scheduling Department will work to place them back into the schedule, but cannot guarantee the timeline.

Do crewmembers receive vacation days?

Pilots are eligible to bid for an 8-day block of vacation in the first vacation bid following one year of service. Vacations will be awarded through a bid process based on seniority.

Are crews paired together for the whole rotation?

There is no guarantee that you will remain with the same crew or airplane for the full rotation. There are a number of variables that could affect crew pairing and tail assignments.

How does TMC manage 'Rest' requirements?

While on rotation, each crewmember is assigned a duty period for the following day. This duty period is preceded by an assigned minimum of 10 hours of rest. The purpose and benefit of an assigned rest period is to allow crewmembers to more effectively manage their rest in preparation for future flight assignments.

PROMOTIONS/OPPORTUNITIES

What is the timeline for upgrading to a Captain position?

Those crewmembers who meet all of the captain minimums, except the PIC time in type requirement, when joining TMC can expect to acquire the 250 PIC in type within 8-10 months. Historically, crewmembers who have met all of the requirements have had the opportunity to upgrade within 12-24 months, however this timeline is not guaranteed.

What are the Captain Upgrade minimum requirements?

- ATP
- Total flight time (Aircraft Category): 3500 hours
- Total PIC time (Aircraft Category): 2000 hours
- PIC time in type: 250 hours
- Total Multi-Engine: 1500 hours
- Multi-Engine PIC: 500 hours
- Turbine Engine: 500 hours
- Instrument Time: 300 hours

When I upgrade to Captain, what can I expect to make my first year?

Earnings are based on the current pay scale by years of service.

OTHER

Can I log PIC time, as a first officer, if I am the sole manipulator of the flight controls?

FAR 61.51 authorizes an ATP rated pilot to log PIC when acting as sole manipulator of the controls in an aircraft for which they are rated.

Will I be Type Rated in the airplane?

Yes. All crewmembers are Type Rated, in their assigned aircraft, and PIC qualified.

Will I ever be allowed to sit in the left seat on empty legs before I upgrade?

Assignments are seat specific. Captains fly from the left seat, and First Officers fly from the right seat. During the Upgrade IOE, when paired with a company Check Airman, the First Officer may fly from the Left Seat. Also, First Officers may fly with passengers on board, from the right seat, once they have 25 hours sole manipulator time in the right seat. This restriction may be waived if a First Officer is paired with a Standards Captain or Check Airman.

Is there a 'Crew Meal' policy?

It is vitally important to us that our crews are well rested and properly nourished. It is the responsibility of each crewmember to ensure their nutritional needs are met and to make every effort to plan ahead. TMC's 'Crew Meal' policy is in place to take care of crews when they are unable to obtain food on their own.

If I airline from one domicile, but return home to my other domicile, how do I get to my car? Will TMC cover the cost of a cab?

TMC will handle travel accommodations for the crewmember to return to their domicile to retrieve their vehicle.

Can I park my car at the FBO of my domicile airport on day one and leave my car there for the rotation?

In most cases, the answer is yes, which is a tremendous benefit to the pilot group. Each crewmember will need to speak with the FBO manager to make this arrangement. The FBO reserves the right to deny the request.

How does the 'Training Agreement' work?

TMC pilots enter into an agreement with TMC for the cost of their initial training expenses. The agreement takes effect at the completion of the Flight Safety or CAE training. The commitment is for 12 months, but it is prorated, and reduced to 75% of the cost after 3 months, 50% after 6 months, and 25% after 9 months.

Where will I be based?

Crewmembers must reside within the 48 contiguous United States. Upon employment with TMC, all pilots will be required to submit two airport domiciles for airline travel. Ideally, each domicile shall have at least three daily flights into and out of the airport and will be within one hour of the pilot's home. TMC will consider such things as cost and availability when determining which domicile to use.

Does TMC provide uniforms?

TMC provides a winter jacket, 2 ties, 1 set of epaulets, and 2 sets of wings. Crewmembers are responsible for purchase of white aviator shirts and slacks.