



# Pearl Meyer

## 2018 IBM Corporate Flight Operations Compensation Survey

### Introduction

# Introduction

## About the Survey

For almost 20 years, the IBM Corporate Flight Operations Compensation Survey has served as a vital source of market data and practices in the corporate aviation industry.

Pearl Meyer is pleased to have been selected by IBM in 2018 as their partner in producing the survey. Pearl Meyer and IBM will work collaboratively to maximize participation and to continuously increase the value of the survey's results.

### Our objectives are to:

- Be the highest quality and most affordable total compensation survey representing the corporate aviation industry.
- Embrace a continuous improvement philosophy to ensure state-of-the-art compensation measurement.
- Support our participants' needs for custom and special reports.

We look forward to providing you with an exceptional survey experience. Your feedback is important to making the survey a success. Feel free to contact us anytime with your comments and suggestions.

## Maintaining Confidentiality

- All data is reported in summary form only.
- No company's data will represent more than a 25% weighting for any job.
- No data is reported for any job at any level where there are less than five companies matching.
- Each participant must select a minimum of ten companies for their Custom Peer Group Report.

## Commitment to Quality

Providing participants with the highest quality total compensation information is our key objective. To ensure we meet this objective, we have implemented a rigorous quality assurance process that includes:

- Clear and concise job descriptions and scope definitions.
- An in person job matching meeting to help ensure quality job matching by all participants.
- Survey Account Manager review of participant input using a series of statistical quality assurance programs to analyze survey responses.
- Distribution of Quality Assurance report to participants to clarify input and identify discrepancies

## Membership Guidelines

In order to maximize the usefulness of the data collected in the survey, IBM has established membership guidelines to limit participation to companies that closely resemble one another in terms of flight operations.

- Typically a large, multinational corporation
- Maintains an aviation organization with the following characteristics:
  - operates two or more aircraft;
  - fixed wing airplanes are predominantly medium / large aircraft;
  - aircraft have high utilization (over 400 hours per year, on average) and are used primarily for the business purpose of executive transport;
  - aircraft are not offered for charter under FAR 135;
  - these criteria are met exclusive of other flight programs (e.g., off-shore helicopters, pipeline patrols, utility transport, employee shuttle services, etc.).

# Introduction

## New for 2018!

Job descriptions have been revised for the following positions:

- Captain (004)
- A and P Maintenance Technicians' Supervisor (023)
- A and P Maintenance Technician - Master/Lead (011)
- A and P Maintenance Technician - Senior (012)
- A and P Maintenance Technician - Journeyman (013)
- A and P Maintenance Technician - Entry (014)
- Avionics/Electronics Technician (021)
- Senior Aircraft Scheduler/Dispatcher (019)
- Safety Management Captain (028)

Policies and Practices Questionnaire

Questions added regarding Paid Time Off (PTO)

## 2018 Survey Statistics

The IBM Corporate Flight Operations Compensation Survey is conducted every other year and provides domestic U.S. compensation information on employees in corporate flight operations positions.

The data contained within this survey report is effective **April 1, 2018**.

The 2018 survey report covers:

- 57 companies
- over 2,500 incumbents
- 27 positions

# Position Report

Data Effective 04/01/2018	A and P Maintenance Technician - Master/Lead (011)						
	All Companies						
	Weighted Average	10th Percentile	25th Percentile	50th Percentile	60th Percentile	75th Percentile	90th Percentile
Number of Companies Reporting	31						
Number of Incumbents Reporting	208						
<b>Incumbent Characteristics</b>							
Percent w Exempt Flsa Status	19.3%						
Years of Tenure w Company	14.4	2.4	5.7	11.6	15.4	20.6	30.9
Years of Age	50.7	37.0	44.0	52.0	55.0	56.0	60.0
<b>Base Salary</b>							
Base Salary (Incumbent Weighted)	\$114,299	\$76,003	\$87,818	\$113,540	\$117,869	\$130,598	\$156,335
Salary Range Minimum	\$75,511	\$51,792	\$58,011	\$72,600	\$83,500	\$89,440	\$96,900
Salary Range Midpoint	\$100,808	\$67,309	\$75,400	\$108,500	\$112,000	\$118,500	\$127,000
Salary Range Maximum	\$124,360	\$82,867	\$92,789	\$130,200	\$139,200	\$155,000	\$163,200
<b>Actual Cash Incentives</b>							
Percent Eligible	81.6%						
Percent Receiving	80.7%						
Percent Eligible Receiving	98.9%						
Number of Companies Providing Cash Incentives	23						
Cash Incentives Award (Incl \$0)	\$7,255	\$0	\$3,000	\$3,957	\$6,198	\$9,761	\$19,200
Cash Incentives Award (Excl \$0)	\$8,994	\$3,000	\$3,000	\$6,198	\$8,500	\$11,000	\$26,432
Cash Incentives Award as % of Base (Excl \$0)	7.0%	3.4%	3.8%	5.8%	6.4%	8.9%	14.4%
Total Cash Compensation (Incumbent Weighted)	\$121,554	\$79,003	\$90,528	\$116,829	\$125,895	\$138,390	\$163,603
Number of Companies Providing Sign-On Awards	0						
Sign-On Award (Excl \$0)	.						
<b>Target Cash Incentives</b>							
Target Cash Incentive Award (Excl \$0)	\$9,469	\$2,329	\$2,642	\$7,434	\$10,287	\$12,700	\$19,206
Target Cash Incentives as % of Base (Excl \$0)	7.4%	3.0%	3.0%	6.0%	8.0%	10.0%	15.0%
Target Compensation (Incumbent Weighted)	\$121,737	\$78,926	\$90,452	\$118,627	\$126,503	\$138,552	\$163,609
<b>Equity Incentives</b>							
Percent Eligible	11.0%						
Percent Receiving	3.7%						
Percent Eligible Receiving	33.3%						
Number of Companies Providing Long Term Incentives	3						
Stock Option Value (Excl \$0)	.	.	.	.	.	.	.
Restricted Stock Value (Excl \$0)	.	.	.	.	.	.	.
Face Value All Awards	.	.	.	.	.	.	.
LTI Award Value (Incl \$0)	\$427	\$0	\$0	\$0	\$0	\$0	\$0
LTI Award Value (Excl \$0)	.	.	.	.	.	.	.
LTI Value as % of Base (Excl \$0)	.	.	.	.	.	.	.
Total Direct Compensation (Incumbent Weighted)	\$121,981	\$79,003	\$90,528	\$116,829	\$125,895	\$138,390	\$185,525

All data is omitted when there are less than 5 companies matching.  
Excl \$0 figures are omitted when there are less than 5 incumbents reporting the statistic.

# Position Report

Data Effective 04/01/2018	A and P Maintenance Technician - Master/Lead (011)							
	Revenue and Region							
	Total	Company Revenue				Aviation Base Region		
	All Firms	Less than \$10B	\$10B up to \$30B	\$30B and Above	Midwest	Northeast	West	South
Number of Companies Reporting	31	9	9	13	4	14	6	5
Number of Incumbents Reporting	208	150	19	39	8	43	17	138
<b>Incumbent Characteristics</b>								
Percent w Exempt Flsa Status	19.3%	50.3%	21.1%	2.6%		20.9%	39.6%	12.8%
Years of Tenure w Company	14.4	10.6	17.5	14.3		11.3	8.8	19.3
Years of Age	50.7	49.6	57.3	48.8		46.2	55.5	52.8
<b>Base Salary</b>								
Base Salary (Incumbent Weighted)	\$114,299	\$128,651	\$124,545	\$115,163		\$121,434	\$146,621	\$111,934
Salary Range Minimum	\$75,511	\$76,334	\$91,417	\$79,637		\$86,992	\$96,180	\$76,424
Salary Range Midpoint	\$100,808	\$99,662	\$120,391	\$107,297		\$116,961	\$124,113	\$99,209
Salary Range Maximum	\$124,360	\$122,363	\$148,248	\$134,962		\$146,941	\$149,542	\$122,007
<b>Actual Cash Incentives</b>								
Percent Eligible	81.6%	96.9%	78.9%	61.5%		86.0%	100.0%	62.4%
Percent Receiving	80.7%	96.9%	78.9%	59.0%		83.7%	100.0%	62.4%
Percent Eligible Receiving	98.9%	100.0%	100.0%	95.8%		97.3%	100.0%	100.0%
Number of Companies Providing Cash Incentives	23	8	7	8		11	6	3
Cash Incentives Award (Incl \$0)	\$7,255	\$12,031	\$8,242	\$4,928		\$8,006	\$15,761	\$3,527
Cash Incentives Award (Excl \$0)	\$8,994	\$12,421	\$10,440	\$8,355		\$9,563	\$15,761	
Cash Incentives Award as % of Base (Excl \$0)	7.0%	8.7%	7.7%	6.8%		7.8%	9.9%	
Total Cash Compensation (Incumbent Weighted)	\$121,554	\$140,682	\$132,787	\$120,091		\$129,440	\$162,383	\$115,461
Number of Companies Providing Sign-On Awards	0	0	0	0		0	0	0
Sign-On Award (Excl \$0)								
<b>Target Cash Incentives</b>								
Target Cash Incentive Award (Excl \$0)	\$9,469	\$13,262	\$10,312	\$9,903		\$11,107	\$14,676	
Target Cash Incentives as % of Base (Excl \$0)	7.4%	9.3%	7.9%	8.3%		9.2%	9.3%	
Target Compensation (Incumbent Weighted)	\$121,737	\$141,157	\$132,637	\$120,550		\$130,160	\$160,378	\$115,244
<b>Equity Incentives</b>								
Percent Eligible	11.0%	3.1%	52.6%	2.6%		11.6%	37.8%	0.0%
Percent Receiving	3.7%	0.0%	21.1%	0.0%		2.3%	15.1%	0.0%
Percent Eligible Receiving	33.3%	0.0%	40.0%	0.0%		20.0%	40.0%	
Number of Companies Providing Long Term Incentives	3	0	3	0		1	1	0
Stock Option Value (Excl \$0)								
Restricted Stock Value (Excl \$0)								
Face Value All Awards								
LTI Award Value (Incl \$0)	\$427	\$0	\$2,441	\$0		\$627	\$523	\$0
Stock Option Value (Excl \$0)								
LTI Value as % of Base (Excl \$0)								
Total Direct Compensation (Incumbent Weighted)	\$121,981	\$140,682	\$135,228	\$120,091		\$130,067	\$162,905	\$115,461

All data is omitted when there are less than 5 companies matching.

Excl \$0 figures are omitted when there are less than 5 incumbents reporting the statistic.

# Position Report

Data Effective 04/01/2018	A and P Maintenance Technician - Master/Lead (011)								
	Required to Fly, Number of Pilots and Aircraft								
	Total	Required to Fly		Number of Pilots*			Number of Aircraft		
All Firms	Yes	No	1 to 14	15 to 20	21+	1 to 3	4	5+	
Number of Companies Reporting	31	18	10	14	8	8	9	7	10
Number of Incumbents Reporting	208	165	39	37	28	142	18	15	157
<b>Incumbent Characteristics</b>									
Percent w Exempt Flsa Status	19.3%	15.5%	30.8%	32.4%	3.9%	30.1%	38.9%	39.2%	17.0%
Years of Tenure w Company	14.4	15.1	11.9	11.9	13.1	17.4	10.7	10.7	15.7
Years of Age	50.7	51.3	50.3	51.2	48.4	52.3	51.5	45.0	51.1
<b>Base Salary</b>									
Base Salary (Incumbent Weighted)	\$114,299	\$111,921	\$128,359	\$125,281	\$113,810	\$128,217	\$127,113	\$128,957	\$119,688
Salary Range Minimum	\$75,511	\$74,243	\$85,359	\$94,725	\$73,044	\$76,680	\$98,417	\$89,211	\$74,019
Salary Range Midpoint	\$100,808	\$100,556	\$113,184	\$124,071	\$100,798	\$100,999	\$127,154	\$124,269	\$95,792
Salary Range Maximum	\$124,360	\$122,332	\$141,461	\$153,540	\$128,224	\$125,326	\$156,304	\$157,264	\$117,580
<b>Actual Cash Incentives</b>									
Percent Eligible	81.6%	94.2%	56.4%	83.8%	71.6%	77.5%	100.0%	100.0%	56.2%
Percent Receiving	80.7%	94.2%	56.4%	83.8%	71.6%	71.9%	94.4%	100.0%	56.2%
Percent Eligible Receiving	98.9%	100.0%	100.0%	100.0%	100.0%	92.7%	94.4%	100.0%	100.0%
Number of Companies Providing Cash Incentives	23	15	6	12	6	5	8	7	5
Cash Incentives Award (Incl \$0)	\$7,255	\$6,582	\$8,880	\$8,271	\$6,706	\$9,441	\$11,919	\$9,505	\$6,898
Cash Incentives Award (Excl \$0)	\$8,994	\$6,988	\$15,742	\$9,872	\$9,367		\$12,620	\$9,505	
Cash Incentives Award as % of Base (Excl \$0)	7.0%	5.9%	10.6%	7.7%	7.5%		9.5%	7.0%	
Total Cash Compensation (Incumbent Weighted)	\$121,554	\$118,504	\$137,239	\$133,553	\$120,516	\$137,658	\$139,031	\$138,462	\$126,586
Number of Companies Providing Sign-On Awards	0	0	0	0	0	0	0	0	0
Sign-On Award (Excl \$0)									
<b>Target Cash Incentives</b>									
Target Cash Incentive Award (Excl \$0)	\$9,469	\$6,962	\$18,020	\$11,391	\$8,812		\$12,336	\$10,215	
Target Cash Incentives as % of Base (Excl \$0)	7.4%	6.0%	12.5%	9.3%	7.2%		9.7%	7.2%	
Target Compensation (Incumbent Weighted)	\$121,737	\$118,262	\$138,525	\$134,585	\$119,350	\$138,841	\$139,449	\$136,784	\$126,616
<b>Equity Incentives</b>									
Percent Eligible	11.0%	17.4%	5.1%	18.9%	11.7%	11.3%	44.4%	28.9%	0.0%
Percent Receiving	3.7%	5.8%	2.6%	8.1%	0.0%	5.6%	16.7%	7.2%	0.0%
Percent Eligible Receiving	33.3%	33.3%	50.0%	42.9%	0.0%	50.0%	37.5%	25.0%	
Number of Companies Providing Long Term Incentives	3	2	1	2	0	1	2	1	0
Stock Option Value (Excl \$0)									
Restricted Stock Value (Excl \$0)									
Face Value All Awards									
LTI Award Value (Incl \$0)	\$427	\$656	\$320	\$916	\$0	\$702	\$1,884	\$900	\$0
Stock Option Value (Excl \$0)									
LTI Value as % of Base (Excl \$0)									
Total Direct Compensation (Incumbent Weighted)	\$121,981	\$119,160	\$137,559	\$134,469	\$120,516	\$138,360	\$140,915	\$139,361	\$126,586

All data is omitted when there are less than 5 companies matching.

Excl \$0 figures are omitted when there are less than 5 incumbents reporting the statistic.

\*Staff plus Contract Pilots

# Position Report

Data Effective 04/01/2018	A and P Maintenance Technician - Master/Lead (011)								
	Years Experience, Repair Station and Department Size								
	Total	Career Years of Experience			Repair Station		Flight Department Size		
	All Firms	Up to 20 Years	21 - 30 Years	Over 30 Years	Yes	No	1 - 25 FTE	26 - 40 FTE	41+ FTE
Number of Companies Reporting	31	9	8	11	3	23	10	13	7
Number of Incumbents Reporting	208	16	13	15	6	180	24	40	143
<b>Incumbent Characteristics</b>									
Percent w Exempt Flsa Status	19.3%	50.0%	15.4%	13.3%		18.2%	35.5%	15.0%	24.5%
Years of Tenure w Company	14.4	8.0	14.1	23.3		14.8	9.6	14.4	16.2
Years of Age	50.7	42.0	53.1	58.5		50.3	49.7	49.7	53.0
<b>Base Salary</b>									
Base Salary (Incumbent Weighted)	\$114,299	\$123,645	\$128,183	\$125,012		\$113,086	\$123,092	\$118,854	\$127,503
Salary Range Minimum	\$75,511	\$100,306	\$91,766	\$93,375		\$79,378	\$89,603	\$83,000	\$74,365
Salary Range Midpoint	\$100,808	\$127,879	\$119,702	\$123,332		\$103,229	\$118,797	\$113,072	\$95,963
Salary Range Maximum	\$124,360	\$155,451	\$146,420	\$154,044		\$126,823	\$147,204	\$141,170	\$117,570
<b>Actual Cash Incentives</b>									
Percent Eligible	81.6%	87.5%	61.5%	73.3%		74.8%	95.6%	65.0%	79.7%
Percent Receiving	80.7%	87.5%	61.5%	73.3%		73.4%	91.1%	65.0%	79.7%
Percent Eligible Receiving	98.9%	100.0%	100.0%	100.0%		98.1%	95.4%	100.0%	100.0%
Number of Companies Providing Cash Incentives	23	7	5	8		17	8	10	5
Cash Incentives Award (Incl \$0)	\$7,255	\$9,420	\$6,351	\$5,526		\$6,179	\$10,208	\$5,394	\$10,606
Cash Incentives Award (Excl \$0)	\$8,994	\$10,766	\$10,320	\$7,535		\$8,414	\$11,203	\$8,298	
Cash Incentives Award as % of Base (Excl \$0)	7.0%	8.4%	7.6%	6.0%		6.8%	8.8%	6.5%	
Total Cash Compensation (Incumbent Weighted)	\$121,554	\$133,065	\$134,533	\$130,537		\$119,266	\$133,300	\$124,248	\$138,109
Number of Companies Providing Sign-On Awards	0	0	0	0		0	0	0	0
Sign-On Award (Excl \$0)									
<b>Target Cash Incentives</b>									
Target Cash Incentive Award (Excl \$0)	\$9,469	\$12,548		\$11,353		\$7,874	\$11,493	\$10,157	
Target Cash Incentives as % of Base (Excl \$0)	7.4%	10.0%		9.5%		6.5%	9.4%	8.3%	
Target Compensation (Incumbent Weighted)	\$121,737	\$132,834	\$133,496	\$132,781		\$118,720	\$133,675	\$124,729	\$138,206
<b>Equity Incentives</b>									
Percent Eligible	11.0%	12.5%	46.2%	13.3%		15.4%	35.5%	10.0%	0.0%
Percent Receiving	3.7%	6.3%	15.4%	6.7%		5.6%	13.3%	2.5%	0.0%
Percent Eligible Receiving	33.3%	50.0%	33.3%	50.0%		36.4%	37.5%	25.0%	
Number of Companies Providing Long Term Incentives	3	1	1	1		3	2	1	0
Stock Option Value (Excl \$0)									
Restricted Stock Value (Excl \$0)									
Face Value All Awards									
LTI Award Value (Incl \$0)	\$427	\$1,686	\$533	\$831		\$648	\$1,506	\$312	\$0
Stock Option Value (Excl \$0)									
LTI Value as % of Base (Excl \$0)									
Total Direct Compensation (Incumbent Weighted)	\$121,981	\$134,752	\$135,066	\$131,368		\$119,914	\$134,806	\$124,560	\$138,109

All data is omitted when there are less than 5 companies matching.

Excl \$0 figures are omitted when there are less than 5 incumbents reporting the statistic.