



# Pearl Meyer

## 2022 IBM Corporate Flight Operations Compensation Survey

IBM Corporate Flight Operations Compensation Survey  
can help you attract and retain top talent.



## About the IBM Corporate Flight Operations Survey

Pearl Meyer is pleased to have been selected by IBM to run the Corporate Flight Operations Compensation Survey and we have successfully executed this survey since 2012.

The Flight Operations Compensation Survey has served as a vital source of market data and practices for 20 years. The survey focuses on base salary and short- and long-term incentive data for 28 flight and maintenance personnel positions, as well as detailed compensation and benefits, and aviation department policies and practices information. Covered positions include director of aviation, captain, chief pilot, chief of aircraft maintenance, A&P maintenance technicians, and aircraft scheduler/dispatcher.

### COMPREHENSIVE

- 28 Positions
- 1,500 Employees
- **Exclusive Insight** into Peer Policies & Practices



### CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and practices



## Participation Requirements

In order to participate in the IBM flight ops survey, the participating company must:

- Be a large, multinational corporation
- Maintain 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.)

The IBM Corporate Flight Operations Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.



## COMPREHENSIVE

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.



## Policies and Practices

Challenges to Corporate Aviation				
	All Firms	Dept Size: 1 - 25 FTE	Dept Size: 26 - 40 FTE	Dept Size: 41+ FTE
If you have lost a pilot in the last 5 years, please include any cost associated with replacement below:		\$40,825	\$48,571	\$44,000
Average relocation cost:	\$43,640	\$21,000	\$21,000	\$15,333
Average hiring bonus:	\$18,750	\$21,000	\$21,000	\$98,000
Average training cost 1st year:	\$73,098	\$22,415	\$91,000	\$51,000
Average training cost 2nd year:	\$55,333	\$42,500	\$75,143	\$51,000
Any additional training on average:	\$12,833	\$10,000	\$21,000	
Do you compensate pilots that fly ultra long range flights differently?				
Yes	13.0%	19.2%	7.1%	7.1%
No	86.2%	78.9%	92.9%	92.9%
Don't Know	1.9%	3.9%		
Is there a limit to the number of days away on a single flight trip for pilots?				
Yes	30.2%			
No	69.0%			
Not Sure	1.9%			
How many total continuous nights per month are your pilots away on average?				
Yes	3.9%			
No	77.4%			
Not Sure	17.0%			
Other	1.9%			

Data Effective 04/01/2020		A and P Maintenance Technicians' Supervisor (023)							
		Weighted Average	10th Percentile	25th Percentile	50th Percentile	60th Percentile	75th Percentile	90th Percentile	
Number of Companies Reporting		20							
Number of Incumbents Reporting		32							
Percent w/ Exempt Flex Status		84.4%							
Years of Tenure w/ Company		13.7	3.7	5.4	12.1	14.4	20.4	29.0	
Years of Age		49.7	37.0	42.0	49.0	52.0	58.0	60.0	
Base Salary		\$162,007	\$112,381	\$123,644	\$145,475	\$157,000	\$172,670	\$201,714	
Base Salary (Incumbent Weighted)		\$93,903	\$76,100	\$79,600	\$87,400	\$98,196	\$109,000	\$115,700	
Salary Range Minimum		\$129,389	\$108,000	\$108,500	\$129,448	\$132,800	\$139,710	\$158,100	
Salary Range Maximum		\$165,942	\$127,200	\$140,800	\$163,596	\$170,000	\$185,600	\$207,200	
Percent Eligible		87.5%							
Percent Receiving		87.5%							
Percent Eligible Receiving		100.0%							
Number of Companies Providing Cash Incentives		17							
Cash Incentives Award (Ind \$)		\$14,536	\$0	\$6,208	\$12,885	\$13,760	\$19,819	\$31,565	
Cash Incentives Award (Excl \$)		\$16,612	\$6,700	\$6,208	\$12,885	\$13,760	\$19,819	\$31,565	
Total Cash Compensation (Incumbent Weighted)		11.2%	5.7%	6.3%	10.9%	10.9%	13.9%	17.0%	
Number of Companies Providing Sign-On Awards		\$166,543	\$120,578	\$136,887	\$165,440	\$168,000	\$190,670	\$205,000	
Sign-On Award (Excl \$)		0							
Target Cash Incentives									
Target Cash Incentive Award (Excl \$)		\$15,235	\$4,544	\$8,468	\$15,000	\$16,111	\$17,558	\$25,235	
Target Cash Incentives as % of Base (Excl \$)		10.2%	4.0%	7.0%	10.0%	10.5%	13.0%	15.0%	
Target Compensation (Incumbent Weighted)		\$165,003	\$120,248	\$135,065	\$163,598	\$168,000	\$190,060	\$205,000	
Percent Eligible		43.7%							
Percent Receiving		15.6%							
Percent Eligible Receiving		35.7%							
Number of Companies Providing Long Term Incentives		5							
Stock Option Value (Excl \$)									
Restricted Stock Value (Excl \$)		\$13,029	\$6,204	\$11,779	\$12,171	\$13,581	\$14,990	\$20,000	
Face Value All Awards		\$13,029	\$6,204	\$11,779	\$12,171	\$13,581	\$14,990	\$20,000	
LTI Award Value (Ind \$)		\$2,036	\$0	\$0	\$0	\$0	\$0	\$0	
LTI Award Value (Excl \$)		\$13,029	\$6,204	\$11,779	\$12,171	\$13,581	\$14,990	\$20,000	
LTI Value as % of Base (Excl \$)		8.9%	4.4%	4.8%	8.0%	8.0%	11.2%	15.2%	
Total Direct Compensation (Incumbent Weighted)		\$158,578	\$120,578	\$139,492	\$165,876	\$170,503	\$183,339	\$205,000	



## Access to Detailed Data

62  
Participating  
Institutions



28  
Positions



1,500  
Employees



### Key Data Reported:

- Base Salary
- Actual Cash Incentives
- Target Cash Incentives
- Equity Incentives



### COST-EFFECTIVE

We offer an affordable solution to your compensation data needs for a competitive price of just \$2,750.

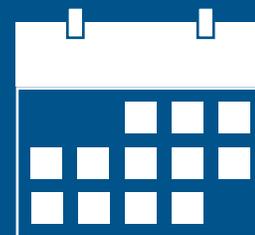


### Survey Dates

**Data Effective Date:** April 1, 2022

**Data Submission Due Date:** May 13, 2022

**Survey Results Published:** July 25, 2022





## Job Positions

Director of Aviation  
Chief Pilot  
Standards Captain  
Captain  
First Officer  
Operations Manager  
Passenger Services Supervisor  
Flight Attendant  
Flight Technician  
Chief of Aircraft Maintenance  
A and P Maintenance Technician  
- Master/Lead  
A and P Maintenance Technician  
- Senior  
A and P Maintenance Technician  
- Journeyman  
Maintenance Technician - Entry  
Chief Aircraft Inspector  
Aircraft Inspector

Materials Control/Stockroom  
Coordinator  
Manager Aircraft Scheduling/  
Dispatching  
Senior Aircraft Scheduler/Dispatcher  
Aircraft Scheduler/Dispatcher  
Avionics/Electronics Technician  
Line Service Technician  
A and P Maintenance Technicians'  
Supervisor  
Chauffeur/Executive Protection  
Aviation Facility Maintenance  
Supervisor  
Finance Coordinator  
Office Manager  
Safety Management Captain  
Assistant Chief Pilot  
Drone/UAS Program Manager  
Drone/UAS Pilot



## Who Participates?

Join 62 institutions who rely on our in-depth data to make critical compensation decisions.

### 2021 List of Participants (alphabetical order)

Abbott Laboratories	Exelon Corporation
Adobe Systems Incorporated	ExxonMobil Corporation
Air Products & Chemicals Inc.	Fiserv
Albertson's Inc.	Friedkin Aviation
Altria Client Services Inc.	Gilead Sciences Inc.
American Electric Power	GlaxoSmithKline
AMGEN	Great American Insurance Group
AT&T Inc.	Gulfstream Aerospace Corporation
Bank of America Corporation	Honeywell International, Inc.
Berwind Corporation	HP Enterprise Services
Blue City Holdings LLC	IAC/Expedia Global
Charter Communications Inc.	IBM Corporation
Chevron Corporation	International Paper Company
Chubb Corporation	Johnson & Johnson
Cintas Corporation	JPMorgan Chase Bank, N.A.
Citigroup Inc.	L Brands Inc.
Corteva Agriscience	Live Oak Bank
Cox Communications, Inc.	Lockheed Martin Corporation
Danaher Corporation	Massachusetts Mutual Life Insurance
Dominion Energy, Inc.	McDonald's Corporation
Embraer Aircraft Holding, Inc.	Mente, L.L.C.
Enterprise Holdings	Merck & Co., Inc.



## 2021 List of Participants (continued)

PepsiCo, Inc.

Pfizer, Inc.

PNC Financial Services

QUALCOMM Incorporated

Raytheon Company

ROP Aviation Inc.

Southern Company

Starbucks Corporation

The Boeing Company

The Coca-Cola Company

The Hershey Company

The Home Depot Inc.

The Kroger Co.

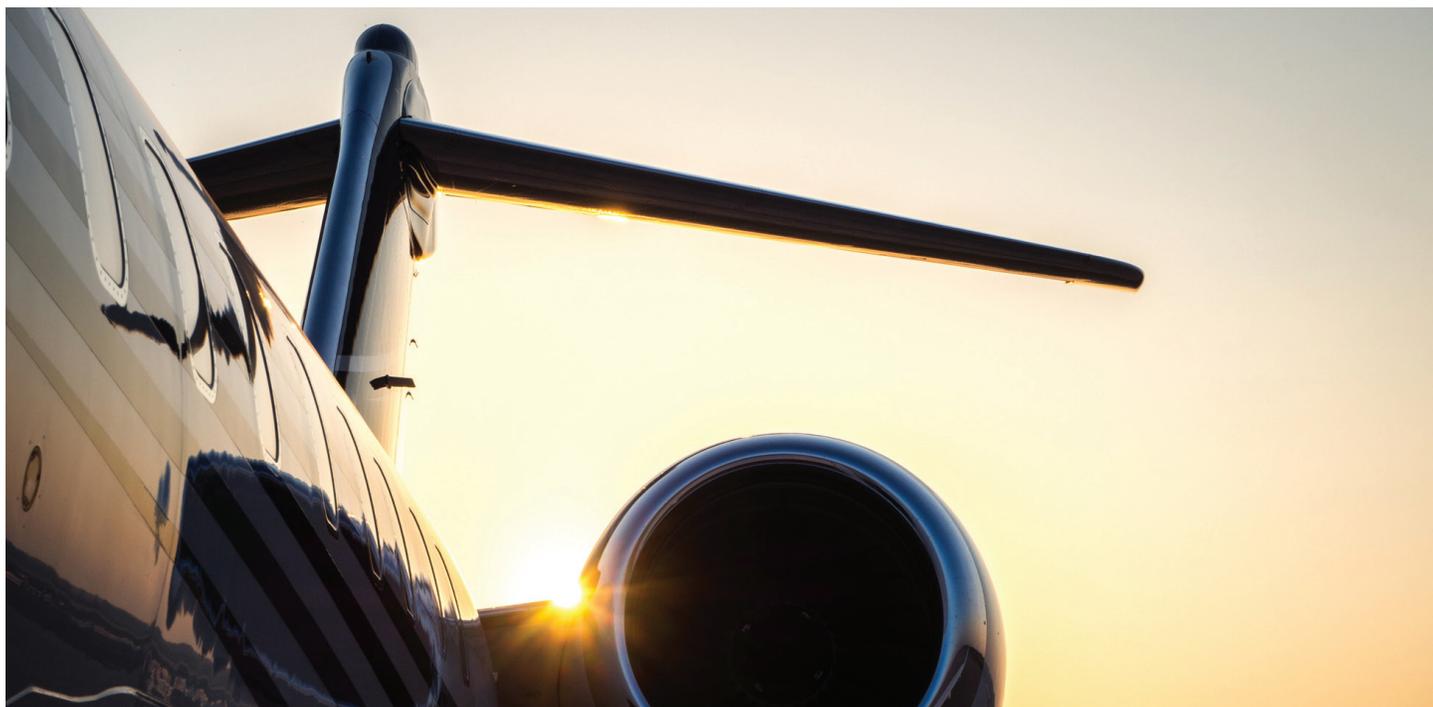
The Procter & Gamble Company

The Travelers Companies

Toyota Motor North America

Visa Inc.

Whirlpool Corporation





## CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.



### Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

Position Report							
Data Effective 04/01/2020	A and P Maintenance Technicians' Supervisor (023)						
	Weighted Average	10th Percentile	25th Percentile	50th Percentile	60th Percentile	75th Percentile	90th Percentile
Number of Companies Reporting	20						
Number of Incumbents Reporting	32						
<b>Incumbent Characteristics</b>							
Percent w Exempt Fisa Status	84.4%						
Years of Tenure w Company	13.7	2.7	5.4	12.1	14.4	20.4	29.6
Years of Age	49.7	37.0	42.0	49.0	52.0	56.0	60.0
<b>Base Salary</b>							
Base Salary (Incumbent Weighted)	\$152,007	\$112,381	\$123,644	\$145,475	\$157,000	\$172,670	\$201,714
Salary Range Minimum	\$93,903	\$76,100	\$79,600	\$87,400	\$98,196	\$109,000	\$115,700
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<b>Actual Cash Incentives</b>							
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Cash Incentives Award (Excl \$0)	\$16,612	\$6,700	\$10,000	\$13,101	\$15,000	\$20,645	\$32,363
Cash Incentives Award as % of Base (Excl \$0)	11.2%	5.7%	6.3%	10.1%	10.9%	13.9%	17.0%
Total Cash Compensation (Incumbent Weighted)	\$166,543	\$120,578	\$136,887	\$165,440	\$168,000	\$180,670	\$205,000
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Total Direct Compensation (Incumbent Weighted)	\$168,578	\$120,578	\$139,492	\$165,976	\$170,503	\$183,339	\$205,000

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.

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All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.



## Contact Us

To learn more about our IBM Corporate Flight Operations Compensation Survey or to participate, please contact our survey group at [survey@pearlmeier.com](mailto:survey@pearlmeier.com).

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** [survey@pearlmeier.com](mailto:survey@pearlmeier.com) or [andrew.guigno@pearlmeier.com](mailto:andrew.guigno@pearlmeier.com)
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600 or call Andrew Guigno, Survey Project Manager, at 508-630-1508



## Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President, Survey  
Business Unit



**Dan Besser**  
Survey Account  
Manager



**Matt Dunbar**  
Associate Account  
Manager



**Jordan Gagnon**  
Senior Survey  
Account Manager



**Andrew Guigno**  
Survey Project  
Manager



**Benji Sheiffer**  
Associate Account  
Manager



**Rhonda Snyder**  
Survey Account  
Manager



**Veronika Valcheva**  
Associate  
Account Manager



**Precious Wolo**  
Senior Survey  
Account Manager

# Pearl Meyer



## About Pearl Meyer

([www.pearlmeyer.com](http://www.pearlmeyer.com))

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester, and San Jose.

## Pearl Meyer's Survey Suite

([www.pearlmeyer.com/salary-surveys](http://www.pearlmeyer.com/salary-surveys))

At Pearl Meyer we specialize in salary surveys in a wide range of industries including high technology, engineering and construction, banking and many more. Each survey provides the most comprehensive perspective on total compensation for the broadest groups of positions available. Combined, the surveys paint a complete picture of total compensation, giving you the only data resource you need to establish and manage your employee pay and reward strategy.



## Locations

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### **SAN JOSE**

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For more information on Pearl Meyer, visit us at [www.pearlmeyer.com](http://www.pearlmeyer.com) or contact us at (212) 644-2300.

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