Pearl Meyer

2024 IBM Corporate Flight Operations Compensation Survey

SAMPLE DATA

Data Effective 04/01/2024	A and P Maintenance Technicians' Supervisor (023)								
	All Companies								
	Weighted Average	10th Percentile	25th Percentile	50th Percentile	60th Percentile	75th Percentile	90th Percentile		
Number of Companies Reporting	29								
Number of Incumbents Reporting	46								
Incumbent Characteristics									
Percent w Exempt Flsa Status	71.7%								
Years of Tenure w Company	15.6	4.5	8.4	15.2	18.4	22.7	27.0		
Years of Age	53.7	40.0	49.0	56.0	57.0	61.0	64.0		
Base Salary									
Base Salary (Incumbent Weighted)	\$179,881	\$127,309	\$149,200	\$175,453	\$176,545	\$211,880	\$240,000		
Salary Range Minimum	\$118,260	\$94,145	\$101,600	\$111,400	\$114,300	\$131,000	\$165,901		
Salary Range Midpoint	\$157,298	\$115,600	\$139,200	\$152,400	\$156,140	\$169,600	\$189,300		
Salary Range Maximum	\$197,899	\$149,760	\$175,300	\$192,088	\$198,500	\$203,500	\$236,900		
Actual Cash Incentives									
Percent Eligible	71.7%								
Percent Receiving	71.7%								
Percent Eligible Receiving	100.0%								
Number of Companies Providing Cash Incentives	23								
Cash Incentives Award (Incl \$0)	\$18,585	\$0	\$0	\$15,333	\$20,000	\$34,000	\$39,601		
Cash Incentives Award (Excl \$0)	\$25,907	\$8,250	\$14,484	\$22,050	\$24,394	\$38,623	\$40,900		
Cash Incentives Award as % of Base (Excl \$0)	13.8%	5.5%	8.0%	12.3%	14.8%	16.1%	23.1%		
Total Cash Compensation (Incumbent Weighted)	\$198,467	\$127,309	\$156,786	\$193,586	\$207,351	\$236,300	\$282,511		
Number of Companies Providing Sign-On Awards	0								
Sign-On Award (Excl \$0)									
Target Cash Incentives									
Target Cash Incentive Award (Excl \$0)	\$23,613	\$12,988	\$15,666	\$21,840	\$26,482	\$31,698	\$36,864		
Target Cash Incentives as % of Base (Excl \$0)	12.8%	7.0%	10.0%	12.0%	14.0%	15.0%	20.0%		
Target Compensation (Incumbent Weighted)	\$196,577	\$130,900	\$164,120	\$192,552	\$203,027	\$223,700	\$260,400		
Equity Incentives									
Percent Eligible	32.6%								
Percent Receiving	23.9%								
Percent Eligible Receiving	73.3%								
Number of Companies Providing Long Term Incentives	9								
Stock Option Value (Excl \$0)									
Restricted Stock Value (Excl \$0)	\$17,600	\$6,030	\$6,204	\$15,000	\$15,683	\$28,200	\$36,900		
Face Value All Awards	\$17,600	\$6,030	\$6,204	\$15,000	\$15,683	\$28,200	\$36,900		
LTI Award Value (Incl \$0)	\$4,209	\$0	\$0	\$0	\$0	\$0	\$15,683		
LTI Award Value (Excl \$0)	\$17,600	\$6,030	\$6,204	\$15,000	\$15,683	\$28,200	\$36,900		
LTI Value as % of Base (Excl \$0)	8.2%	3.5%	3.9%	6.8%	7.0%	11.7%	17.1%		
Total Direct Compensation (Incumbent Weighted)	\$202,675	\$127,309	\$156,786	\$198,513	\$213,381	\$239,383	\$285,653		

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.

Reflective 04/01/2024 Reputing Northead Proteins Sold Sold Band Above Northeast Reporting Northead Proteins Sold Sold Park Sold Par		A and P Maintenance Technicians' Supervisor (023) Revenue and Region								
Total	Data Effective 04/01/2024									
Number of Companies Reporting 46 8 13 25 10 12 8 Number of Incumbents Reporting 46 8 13 25 10 12 8 Incumbent Characteristics Percent w Exempt Flas Status 71.7% 84.6% 68.0% 60.0% 100.0% Years of Tonrue w Company 15.6 17.2 16.0 15.1 15.8 Years of Age 53.7 51.3 52.7 54.6 48.4 Base Salary Base Salary (Incumbent Weighted) \$179,881 \$169,514 \$172,240 \$162,667 \$175,465 \$183ex 94.8 Base Salary Range Minimum \$118,260 \$106,530 \$119,217 \$112,831 \$107,949 \$183ex 94.8 Salary Range Minimum \$157,288 \$146,862 \$150,321 \$144,739 \$144,739 \$144,848 \$146,164 \$172,240 \$162,667 \$175,465 \$144,1739 \$144,739 \$144,739 \$144,739 \$144,739 \$144,739 \$144,739 \$144,739 \$144,739 \$144,739 \$144,1		Total		Company Revenu						
Number of Incumbents Reporting 46		All Firms	Less than \$10	B \$10B up to \$30B	\$30B and Above	Midwest	Northeast	West	South	
Percent Wexempt Flas Status 71,7% 84,6% 68,0% 60,0% 100,0%	Number of Companies Reporting	29	3	11	15	8	9	4	8	
Percent Exempt Fisa Status	Number of Incumbents Reporting	46	8	13	25	10	12	8	15	
Years of Tenure w Company 15.6 17.2 16.0 15.1 15.8 Years of Age 53.7 51.3 52.7 54.6 48.4 Base Salary (Incumbent Weighted) \$179,881 \$169,514 \$172,340 \$162,667 \$175,426 Salary Range Midminum \$118,260 \$106,353 \$119,217 \$112,831 \$107,949 Salary Range Midpoint \$157,298 \$146,882 \$160,321 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$180,074 \$20,676 \$179,897 \$190,933 Actual Cash Incentives Bercent Receiving 71.7% \$9.2% \$64.0% \$60.0% \$100.0% Percent Eligible Receiving 71.7% \$9.2% \$64.0% \$60.0% \$100.0% Percent Eligible Receiving 100.0% 100.0% 100.0% \$100.0% \$100.0% \$100.0% Percent Eligible Receiving 71.7% \$9.2% \$64.0% \$60.0% \$100.0% Percent Eligible Receiving 71.7% \$9.2% \$1.0 \$100.0% \$100.0%	Incumbent Characteristics									
Years of Age 53.7 51.3 52.7 54.6 48.4 Base Salary Base Salary (Incumbent Weighted) \$179,881 \$169,514 \$172,340 \$162,667 \$175,426 Salary Range Milimimum \$118,260 \$106,530 \$119,217 \$112,831 \$107,949 Salary Range Milipoint \$157,298 \$146,832 \$160,321 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$190,933 Actual Cash Incentives Percent Eligible Receiving 71,7% 69.2% 64.0% 60.0% 100.0% Percent Eligible Receiving 71,7% 69.2% 64.0% 60.0% 100.0% Verber Eligible Receiving 100,0%	Percent w Exempt Flsa Status	71.7%		84.6%	68.0%	60.0%	100.0%		67.1%	
Base Salary Base Salary (incumbent Weighted) \$179,881 \$169,514 \$172,340 \$162,667 \$175,426 Salary Range Milminum \$18,260 \$106,530 \$119,217 \$112,831 \$107,949 Salary Range Midpoint \$157,298 \$146,882 \$160,321 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$190,933 Actual Cash Incentives W \$202,676 \$179,897 \$190,933 Actual Cash Incentives W \$202,676 \$179,897 \$190,933 Actual Cash Incentives \$17,7% 69.2% 64.0% 60.0% 100.0% Percent Receiving 71,7% 69.2% 64.0% 60.0% 100.0% Percent Eligible Receiving 100,0% 100.0% 100.0% 100.0% 100.0% Number of Companies Providing Cash Incentives 23 8 12 5 9 Cash Incentives Award (incl \$80) \$25,907 \$31,913 \$20,821 \$9,870 \$24,483 Cash Incentives Awar	Years of Tenure w Company	15.6		17.2	16.0	15.1	15.8		19.9	
Base Salary (Incumbent Weighted) \$179,881 \$189,514 \$172,340 \$162,667 \$175,426 Salary Range Minimum \$118,260 \$106,530 \$119,217 \$112,831 \$107,949 Salary Range Midipoint \$157,298 \$146,882 \$160,321 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$190,933 Actual Cash Incentives ***********************************	Years of Age	53.7		51.3	52.7	54.6	48.4		53.4	
Base Salary (Incumbent Weighted) \$179,881 \$189,514 \$172,340 \$162,667 \$175,426 Salary Range Minimum \$118,260 \$106,530 \$119,217 \$112,831 \$107,949 Salary Range Midipoint \$157,298 \$146,882 \$160,321 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$190,933 Actual Cash Incentives ***********************************	Base Salary									
Salary Range Minimum \$118,260 \$106,530 \$119,217 \$112,831 \$107,949 Salary Range Midpoint \$157,298 \$146,882 \$160,2676 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$199,933 Actual Cash Incentives Percent Eligible 71.7% 69.2% 64.0% 60.0% 100.0% Percent Receiving 100.0% 100.0% 100.0% 100.0% 100.0% Percent Eligible Receiving 100.0% 100.0% 100.0% 100.0% 100.0% Number of Companies Providing Cash Incentives 23 8 12 5 9 Cash Incentives Award (Exd \$0) \$18,585 \$22,904 \$13,326 \$5,922 \$24,483 Cash Incentives Award (Exd \$0) \$25,907 \$31,913 \$20,821 \$9,870 \$24,483 Cash Incentives Award (Exd \$0) \$18,867 \$19,1607 \$185,665 \$188,588 \$199,908 Number of Companies Providing Sign-On Awards 0 0		\$179,881		\$169,514	\$172,340	\$162,667	\$175,426		\$175,683	
Salary Range Midpoint \$157,298 \$146,882 \$160,321 \$144,738 \$148,498 Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$190,933 Actual Cash Incentives Percent Eligible 71.7% 69.2% 64.0% 60.0% 100.0% Percent Eligible Receiving 71.7% 69.2% 64.0% 60.0% 100.0% Percent Eligible Receiving 100.0% 100.0% 100.0% 100.0% 100.0% Number of Companies Providing Cash Incentives 23 8 12 5 9 Cash Incentives Award (Incl \$0) \$18,585 \$22,094 \$13,326 \$5,922 \$24,483 Cash Incentives Award (Excl \$0) \$13,8% \$18,4% \$11.6% \$6.0% \$13,7% Total Cash Compensation (Incumbent Weighted) \$198,467 \$191,607 \$185,665 \$168,588 \$199,908 Target Cash Incentives Target Cash Incentives Target Cash Incentives \$23,613 \$25,602 \$19,850	• • • • • • • • • • • • • • • • • • • •	\$118,260							\$121,514	
Salary Range Maximum \$197,899 \$188,074 \$202,676 \$179,897 \$190,933									\$164,565	
Percent Eligible 71.7% 69.2% 64.0% 60.0% 100.0%						\$179,897	\$190,933		\$207,775	
Percent Eligible 71.7% 69.2% 64.0% 60.0% 100.0% Percent Receiving 71.7% 69.2% 64.0% 60.0% 100.0% Percent Eligible Receiving 100.0% 100.0% 100.0% 100.0% 100.0% Number of Companies Providing Cash Incentives 23 8 12 5 9 Cash Incentives Award (Excl \$0) \$18,585 \$22,094 \$13,326 \$5,922 \$24,483 Cash Incentives Award as % of Base (Excl \$0) 13.8% 18.4% 11.6% 6.0% 13.7% Total Cash Compensation (Incumbent Weighted) \$198,467 \$191,607 \$185,665 \$186,588 \$199,908 Number of Companies Providing Sign-On Awards 0 0 0 0 0 0 Sign-On Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentive Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives as % of Base (Excl \$0) \$23,613 \$25,602 \$18,685 \$12,095	· · ·	. ,===			. ,	. , , = -	. , , , , , , , , , , , , , , , , , , ,		,	
Percent Receiving 71.7% 69.2% 64.0% 60.0% 100.0% Percent Eligible Receiving 100.0% 20.0% \$24.483 100.0% 100.0% 130.0% 130.0% 184.48 11.6% 6.0% 13.7% 100.0% 100.0% 13.7% 100.0% 100.0% 13.7% 100.0%		71.7%		69.2%	64.0%	60.0%	100.0%		50.3%	
Percent Eligible Receiving	•								50.3%	
Number of Companies Providing Cash Incentives 23 8 12 5 9	•								100.0%	
Cash Incentives Award (Incl \$0) \$18,585 \$22,094 \$13,326 \$5,922 \$24,483 Cash Incentives Award (Excl \$0) \$25,907 \$31,913 \$20,821 \$9,870 \$24,483 Cash Incentives Award as % of Base (Excl \$0) 13.8% 18.4% 11.6% 6.0% 13.7% Total Cash Compensation (Incumbent Weighted) \$198,467 \$191,607 \$185,665 \$168,588 \$199,908 Number of Companies Providing Sign-On Awards 0 0 0 0 0 0 Sign-On Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentive Award (Excl \$0) \$23,613 \$25,602 \$11.4% \$10.3% \$12.0% Target Cash Incentives as % of Base (Excl \$0) \$12.8% \$15.2% \$11.4% \$10.3% \$12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></t<>									5	
Cash Incentives Award (Excl \$0) \$25,907 \$31,913 \$20,821 \$9,870 \$24,483 Cash Incentives Award as % of Base (Excl \$0) 13.8% 18.4% 11.6% 6.0% 13.7% Total Cash Compensation (Incumbent Weighted) \$198,467 \$191,607 \$185,665 \$168,588 \$199,908 Number of Companies Providing Sign-On Awards 0 0 0 0 0 0 Sign-On Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Capt Incentives as % of Base (Excl \$0) \$12.8% \$15,2% \$11.4% \$10.3% \$12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives \$20,0% \$6.0% \$20.0% \$6.7% \$6.0% \$20.0% \$6.7% Percent Eligible Receiving \$23.9% 7.7% \$40.0% \$20.0% \$3.3% Percent Eligible Receiving 73.3%									\$19,494	
Cash Incentives Award as % of Base (Excl \$0) 13.8% 18.4% 11.6% 6.0% 13.7% Total Cash Compensation (Incumbent Weighted) \$198,467 \$191,607 \$185,665 \$168,588 \$199,908 Number of Companies Providing Sign-On Awards 0 0 0 0 0 Sign-On Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentive Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives as % of Base (Excl \$0) \$12.8% \$15.2% \$11.4% \$10.3% \$12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives Percent Eligible \$2.6% 7.7% \$6.0% \$20.0% 66.7% Percent Eligible Receiving \$3.3% \$10.0% 71.4% \$100.0% \$50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 \$18,685 Face Value All Awards \$17,600 \$18,685 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 <td>, ,</td> <td></td> <td></td> <td>' '</td> <td></td> <td></td> <td></td> <td></td> <td>\$38,730</td>	, ,			' '					\$38,730	
Total Cash Compensation (Incumbent Weighted) \$198,467 \$191,607 \$185,665 \$168,588 \$199,908 Number of Companies Providing Sign-On Awards 0 0 0 0 0 Sign-On Award (Excl \$0) Target Cash Incentives	, ,				. ,				22.6%	
Number of Companies Providing Sign-On Awards 0 0 0 0 0 0 0 0 Sign-On Award (Excl \$0) Target Cash Incentives Target Cash Incentive Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives as % of Base (Excl \$0) 12.8% 15.2% 11.4% 10.3% 12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives Percent Eligible Receiving 23.9% 7.7% 56.0% 20.0% 66.7% Percent Receiving 73.3% 100.0% 71.4% 100.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) Restricted Stock Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818	,								\$195,178	
Sign-On Award (Excl \$0)	, , , , , , , , , , , , , , , , , , , ,			. ,	. ,		. ,		0	
Target Cash Incentives Target Cash Incentive Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives as % of Base (Excl \$0) 12.8% 15.2% 11.4% 10.3% 12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives Percent Eligible 32.6% 7.7% 56.0% 20.0% 66.7% Percent Receiving 23.9% 7.7% 40.0% 20.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 \$18,685 Face Value All Awards \$17,600 \$18,685 \$2,012 \$2,818					•					
Target Cash Incentive Award (Excl \$0) \$23,613 \$25,602 \$19,850 \$15,714 \$20,986 Target Cash Incentives as % of Base (Excl \$0) 12.8% 15.2% 11.4% 10.3% 12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives Percent Eligible 32.6% 7.7% 56.0% 20.0% 66.7% Percent Receiving 33.9% 7.7% 40.0% 20.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818										
Target Cash Incentives as % of Base (Excl \$0) 12.8% 15.2% 11.4% 10.3% 12.0% Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives Percent Eligible 32.6% 7.7% 56.0% 20.0% 66.7% Percent Receiving 23.9% 7.7% 40.0% 20.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 \$18,685 Face Value All Awards \$17,600 \$18,685 \$2,012 \$2,818	_	\$23,613		\$25,602	\$19.850	\$15 714	\$20,986		\$25,700	
Target Compensation (Incumbent Weighted) \$196,577 \$187,238 \$184,896 \$172,095 \$195,914 Equity Incentives	• , ,				. ,				15.3%	
Equity Incentives Percent Eligible 32.6% 7.7% 56.0% 20.0% 66.7% Percent Receiving 23.9% 7.7% 40.0% 20.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 \$18,685 Face Value All Awards \$17,600 \$18,685 \$2,012 \$2,818 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818									\$188,619	
Percent Eligible 32.6% 7.7% 56.0% 20.0% 66.7% Percent Receiving 23.9% 7.7% 40.0% 20.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 \$18,685 Face Value All Awards \$17,600 \$18,685 \$2,012 \$2,818	· · · · · · · · · · · · · · · · · · ·	ψ100,077		Ψ107,200	Ψ10-1,000	ψ17 <i>2</i> ,000	Ψ100,014		Ψ100,010	
Percent Receiving 23.9% 7.7% 40.0% 20.0% 33.3% Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818		32.6%		7 7%	56.0%	20.0%	66.7%		25.2%	
Percent Eligible Receiving 73.3% 100.0% 71.4% 100.0% 50.0% Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818	•								25.2%	
Number of Companies Providing Long Term Incentives 9 1 8 2 3 Stock Option Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,912 \$2,818	•								100.0%	
Stock Option Value (Excl \$0) Restricted Stock Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818	<u> </u>								2	
Restricted Stock Value (Excl \$0) \$17,600 \$18,685 Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818		3		ı	O		J			
Face Value All Awards \$17,600 \$18,685 LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818		\$17.600			\$18 6 85					
LTI Award Value (Incl \$0) \$4,209 \$519 \$7,474 \$2,012 \$2,818	, ,									
				¢ E40		¢2.042	ድ ጋ 040		\$6,777	
	. ,			ФЭТЯ		φ ∠ ,012	φ∠,δ1δ		φ0,///	
LTI Value as % of Base (Excl \$0) 8.2% 8.7% Total Direct Compensation (Incumbent Weighted) \$202,675 \$192,127 \$193,139 \$170,601 \$202,726				0400 407		0470.004	#000 700		\$201,954	

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.

	A and P Maintenance Technicians' Supervisor (023) Required to Fly, Number of Pilots and Aircraft									
Data Effective 04/01/2024										
	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	29	16	9	14	11	4	9	9	10	
Number of Incumbents Reporting	46	19	14	19	19	8	9	11	20	
Incumbent Characteristics										
Percent w Exempt Flsa Status	71.7%	78.9%	74.8%	83.8%	69.7%		77.8%	72.7%	90.0%	
Years of Tenure w Company	15.6	15.5	15.3	13.2	18.1		17.4	13.2	16.0	
Years of Age	53.7	52.2	55.2	54.9	53.3		48.2	54.0	55.4	
Base Salary										
Base Salary (Incumbent Weighted)	\$179,881	\$181,125	\$194,507	\$197,395	\$176,214		\$179,310	\$178,016	\$193,821	
Salary Range Minimum	\$118,260	\$122,009	\$123,369	\$123,696	\$118,455		\$120,850	\$104,733	\$125,160	
Salary Range Midpoint	\$157,298	\$162,590	\$164,960	\$164,318	\$159,106		\$164,964	\$139,960	\$163,328	
Salary Range Maximum	\$197,899	\$204,974	\$207,705	\$206,951	\$199,788		\$210,156	\$177,000	\$203,933	
Actual Cash Incentives	. ,===	. , , , , ,	, , , , , , , , , , , , , , , , , , , ,		, , , , , , , , , , , , , , , , , , , ,		,	, , , , , , , , , , , , , , , , , , , ,		
Percent Eligible	71.7%	73.7%	83.2%	83.8%	58.1%		88.9%	63.6%	90.0%	
Percent Receiving	71.7%	73.7%	83.2%	83.8%	58.1%		88.9%	63.6%	90.0%	
Percent Eligible Receiving	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	
Number of Companies Providing Cash Incentives	23	12	7	12	8		8	6	9	
Cash Incentives Award (Incl \$0)	\$18,585	\$15,532	\$20,208	\$22,707	\$17,281		\$14,893	\$14,603	\$28,013	
Cash Incentives Award (Excl \$0)	\$25,907	\$21,079	\$24,282	\$27,090	\$29,755		\$16,754	\$22,947	\$31,126	
Cash Incentives Award as % of Base (Excl \$0)	13.8%	12.2%	11.9%	13.3%	16.7%		9.1%	12.5%	16.5%	
Total Cash Compensation (Incumbent Weighted)	\$198,467	\$196,657	\$214,715	\$220,102	\$193,494		\$194,202	\$192,618	\$221,834	
Number of Companies Providing Sign-On Awards	0	0	0	0	0		0	0	0	
Sign-On Award (Excl \$0)										
Target Cash Incentives										
Target Cash Incentive Award (Excl \$0)	\$23,613	\$18,976	\$25,636	\$26,646	\$24,060		\$21,862	\$24,035	\$24,274	
Target Cash Incentives as % of Base (Excl \$0)	12.8%	11.1%	13.1%	13.4%	13.8%		12.3%	13.0%	13.0%	
Target Compensation (Incumbent Weighted)	\$196,577	\$195,005	\$215,841	\$219,730	\$189,483		\$198,742	\$192,213	\$215,667	
Equity Incentives	φ100,011	Ψ100,000	Ψ210,011	Ψ210,100	ψ100,100		φ100,7 12	Ψ102,210	φ2 10,001	
Percent Eligible	32.6%	36.8%	33.6%	21.6%	52.3%		44.4%	45.5%	30.0%	
Percent Receiving	23.9%	26.3%	33.6%	21.6%	40.7%		44.4%	27.3%	20.0%	
Percent Eligible Receiving	73.3%	71.4%	100.0%	100.0%	77.8%		100.0%	60.0%	66.7%	
Number of Companies Providing Long Term Incentives	9	5	3	4	5		4	2	3	
Stock Option Value (Excl \$0)	3	<u> </u>	3		<u> </u>		–		<u> </u>	
Restricted Stock Value (Excl \$0)	\$17,600	\$26,146			\$14,252					
Face Value All Awards	\$17,600	\$26,146			\$14,252					
LTI Award Value (Incl \$0)	\$4,209	\$6,881	\$3,495	\$5,060	\$5,794		\$8,839	\$3,660	\$3,689	
Stock Option Value (Excl \$0)	\$17,600	\$26,146	φ3, 4 90	φ5,000	\$14,252		φο,ουθ	φ3,000	φ3,009	
LTI Value as % of Base (Excl \$0)	8.2%	11.8%			6.2%					
Total Direct Compensation (Incumbent Weighted)	\$202,675	\$203,538	\$218,210	\$225,162	\$199,288		\$203,041	\$196,278	\$225.523	

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

		A a	nd P Maintenance Tec	hnicians' Supervisor	r (023)				
Data Effective 04/01/2024	Years Experience, Repair Station and Department Size								
	Total Re		air Station		Flight Department Size				
	All Firms	Yes	No	1 - 25 FTE	26 - 40 FTE	41+ FTE			
Number of Companies Reporting	29	3	26	12	11	5			
Number of Incumbents Reporting	46	4	42	18	17	9			
Incumbent Characteristics									
Percent w Exempt Flsa Status	71.7%		73.8%	62.9%	87.4%	62.5%			
Years of Tenure w Company	15.6		15.0	15.0	15.9	15.9			
Years of Age	53.7		53.0	53.4	55.4	50.1			
Base Salary									
Base Salary (Incumbent Weighted)	\$179,881		\$181,802	\$173,782	\$187,333	\$162,728			
Salary Range Minimum	\$118,260		\$116,608	\$119,321	\$111,508	\$114,551			
Salary Range Midpoint	\$157,298		\$157,423	\$159,454	\$148,801	\$146,544			
Salary Range Maximum	\$197,899		\$199,438	\$200,293	\$187,202	\$183,373			
Actual Cash Incentives									
Percent Eligible	71.7%		69.0%	56.6%	93.7%	87.2%			
Percent Receiving	71.7%		69.0%	56.6%	93.7%	87.2%			
Percent Eligible Receiving	100.0%		100.0%	100.0%	100.0%	100.0%			
Number of Companies Providing Cash Incentives	23		20	9	10	4			
Cash Incentives Award (Incl \$0)	\$18,585		\$19,414	\$13,485	\$26,293	\$21,163			
Cash Incentives Award (Excl \$0)	\$25,907		\$28,116	\$23,814	\$28,058	, ,			
Cash Incentives Award as % of Base (Excl \$0)	13.8%		14.9%	12.6%	14.9%				
Total Cash Compensation (Incumbent Weighted)	\$198,467		\$201,216	\$187,267	\$213,626	\$183,890			
Number of Companies Providing Sign-On Awards	0		0	0	0	0			
Sign-On Award (Excl \$0)									
Target Cash Incentives									
Target Cash Incentive Award (Excl \$0)	\$23,613		\$24,596	\$24,195	\$26,008				
Target Cash Incentives as % of Base (Excl \$0)	12.8%		13.0%	13.4%	13.6%				
Target Compensation (Incumbent Weighted)	\$196,577		\$198,471	\$187,483	\$210,697	\$178,414			
Equity Incentives	• · · · · · · · · · · · · · · · · · · ·		* 100, 11		+ =10,000	* 11 2 , 11 1			
Percent Eligible	32.6%		33.3%	12.6%	50.3%	37.5%			
Percent Receiving	23.9%		23.8%	12.6%	37.8%	12.8%			
Percent Eligible Receiving	73.3%		71.4%	100.0%	75.0%	34.1%			
Number of Companies Providing Long Term Incentives	9		8	2	5	1			
Stock Option Value (Excl \$0)	•		<u> </u>		•	•			
Restricted Stock Value (Excl \$0)	\$17,600		\$18,739		\$13,038				
Face Value All Awards	\$17,600		\$18,739		\$13,038				
LTI Award Value (Incl \$0)	\$4,209		\$4,462	\$3.007	\$4,922	\$1,921			
Stock Option Value (Excl \$0)	\$17,600		\$18,739	ψο,σοι	\$13,038	Ψ1,021			
LTI Value as % of Base (Excl \$0)	8.2%		8.6%		7.4%				
Total Direct Compensation (Incumbent Weighted)	\$202,675		\$205,677	\$190,274	\$218,548	\$185,812			

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.

HR Policies & 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.	All Fillis	Dept Size. 1 - 23 FTE	Берт 312e. 20 - 40 FTL	Dept Size. 41+1-1L
Average relocation cost:	\$44,858	\$40,034	\$59,889	\$40,000
Average hiring bonus:	\$15,882	\$15,440	\$21,812	\$8,600
Average training cost 1st year:	\$84,394	\$76,500	\$94,820	\$95,167
Average training cost 2nd year:	\$60,826	\$57,481	\$65,000	\$66,836
Any additional training on average:	\$10,382	\$10,455	\$9,667	\$10,833
Do you compensate pilots that fly ultra long range flights differently?				
Yes	7.3%	6.0%	13.6%	
No	86.6%	90.0%	77.3%	90.0%
Don't Know	6.1%	4.0%	9.1%	10.0%
Is there a limit to the number of days away on a single flight trip for pilots?				
Yes	27.2%	25.0%	27.3%	36.4%
No	64.2%	70.8%	63.6%	36.4%
Not Sure	8.6%	4.2%	9.1%	27.3%
How many total continuous nights per month are your pilots away on average?	5	4	5	5
Would you consider a pilot pay by flight hour method of compensation in lieu of traditional salary positions?				
Yes	2.3%	1.9%	4.2%	
No	84.9%	86.5%	79.2%	90.0%
Not Sure	11.6%	9.6%	16.7%	10.0%
Other	1.2%	1.9%		