



Turkish Airlines Terms & Conditions

A-320 CAPTAINS, TRIs, TREs

IMPROVED COMPENSATION TERMS AS OF AUGUST, 2010

Company Overview

Turkish Airlines (THY) is Turkey's national carrier and Europe's fourth largest airline. THY is headquartered in Istanbul, Turkey and has been a member of the Star alliance since 2006.

Turkish Airlines continues to grow and prosper. THY's year over year traffic increased 35% for the month of March 2010. THY enjoyed revenues over 6.1 billion TL with profits of 1.1 billion TL in 2008, a 327% profit increase over 2007.

THY currently has a fleet of 134 aircraft consisting of A-310 (cargo), A-319/320/321, B-737, B-737NG, A-330, A-340 and B-777 aircraft. THY continues to accept new aircraft to keep pace with its planned growth.

Turkish Airlines serves 120 international and 37 domestic cities with service to Europe, Asia, the Middle East, Africa, North America and South America.

A-320 Captain Requirements

- A minimum of 6,000 hours total flying time
- A minimum of 2,000 hours in command as Commander/Captain of A319/320/321 type aeroplanes
- A minimum of 4,000 hours flown in multi-crew, multi engine jet MTOW of 27 tonnes or greater
- Must be a current Commander/Captain
- First Officers, qualified as Cruise Captains, does not meet the Direct Entry Captain requirements
- JAA, FAA or ICAO ATPL(A)
- ICAO English Language Proficiency Level 5 is required, Level 4 may be considered for future considerations
- Age limitation between 37 – 59

COMPENSATION:

Salary: **TL15,265.11 / month (Approx \$10,126 U.S.)**

Bonus: **TL 7,503 / quarter (Approx \$4,978 U.S.)**

TRI/TRE Override: TL 2,290 / month (Approx \$1,519 U.S.)

Ground Instructor: TL 1,603 / month (Approx \$ 1,063 U.S.)

Overtime (over 70 hours): TL 178.14 / hour (Approx \$118.14 U.S.)
Per Diem: Varies According to Destination
Taxes: Taxes will be assessed at 5% for Turkish employee taxes and Social Security taxes.

CONTRACTUAL PROVISIONS:

Housing: Provided for Pilot by THY during training and for first Fifteen (15) days after training.

Medical Insurance: Provided for Pilot by THY

Loss of License: THY will provide Loss of License Insurance against risk of loss of license for medical reasons up to \$100,000 U.S.

Air Transportation: Monthly travel provided by THY to pilot's home country for days off rotation.

Rotation: Five (5) days ON then Two (2) days OFF, or Six (6) days ON then One (1) day off. Minimum of Four (4) consecutive days off will be scheduled per month (if able)

Term: One (1) year renewable

Annual Leave: **Twenty (20)** days paid leave after 1 year
Twenty-Six (26) days paid leave after 5 years
Thirty (30) days paid leave after 15 years

Permits: THY will pay for cost of Work Permit and Resident Permit

Travel Benefits: One 100% pass for domestic flights for Pilot's wife and children after one (1) year employment.

Two 90% reduced rate tickets for domestic flights for Pilot's wife and children after one (1) year employment.

Pilots can purchase Unlimited ZED/ID90 for Domestic and International flights via THY.