

Turkish Airlines Terms & Conditions

A-340 CAPTAINS, TRIs, TREs

IMPROVED COMPENSATION TERMS AS OF AUGUST, 2010

COMPENSATION:

Salary:	TL17,675.36 / month (Approx \$11,731 U.S.)
Bonus:	TL 8,256 / quarter (Approx \$5,478 U.S.)
TRI/TRE Override:	TL 2,290.00 / month (Approx \$1,500 U.S.)
Ground Instructors:	TL 1,603 / month (Approx \$1,063)
Overtime (over 70 hours):	TL 198.68 / hour (Approx \$131.79 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 in Istanbul or THY will provide TL 2,000 / month if Pilot has Rental Agreement in Istanbul
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:	Three (3) weeks on / One (1) week off
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.

