



Turkish Airlines Terms & Conditions

B-777 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.

B-777 Captain Requirements

- A minimum of 1,500 hours in command as Commander/Captain of B-777 aircraft
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- 1,000 hours B-777 PIC *PLUS* 500 hours PIC on another Boeing widebody (767, 747, 747-400)
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- A minimum of 11,000 hours total flying time
 - Must be a current Commander/Captain
 - JAA, FAA or ICAO ATPL(A)
 - ICAO English Language Proficiency Level 5 is required, Level 4 may be considered for future considerations
 - Maximum Age 60

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.