



FIRST OFFICERS B-737NG

IMPROVED FIRST OFFICER 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.

First Officer Requirements

General Qualifications:

- Between the ages of 25-45 on the date of the employment
- High School Diploma
- No written employment discipline letters or history of incidents or accidents.
- No criminal record.

Technical Qualifications:

- Minimum Frozen ATP.
- 1,500 hours and more minimum total hours of flight.
- Minimum 1,000 and more flight hours on aircraft over 27 tonnes.
- 500 hours and more flight hours on 737 aircraft (737 EFIS is okay for NG time).
- B-737NG Type Rating Required
- No break from flying of more than 12 months in the flights within the previous year.
- Successfully completing interview process which includes, but is not limited to: DLR test or equivalent, other exams, simulator evaluations or interviews after the application process.

Health Conditions:

- Current and Valid Medical Certificate (ICAO Annex-1 and JAR FCL 3).

Foreign Language (English) Requirements:

- ICAO Level 4 in English or passing THY English Exam (For native candidates no language license is required)



Compensation

Regular Salary:	TL 8,785.82 – 9,756.82 / month (Approx \$5,842 - \$6,490 U.S.) Salary is dependent upon experience and will be set by THY.
Regular Bonus:	TL 5,039 / quarter (Approx \$3,351 U.S.)
Training Salary:	TL 3,115.27 - 4086.27 / month (Approx \$2,071 - \$2,716 U.S.)
Training Bonus:	TL 2,327 / quarter (Approx \$1,546 U.S.)
Overtime (over 70 hours):	50% over normal salary rate per hour
Per Diem:	Varies According to Destination
Taxes:	Approximately 5% of Gross amount is withheld for Turkish taxes and social security.

Contractual Provisions

Domicile:	Istanbul, Turkey
Housing:	Provided for Pilot by THY for first Forty-Five (45) days after employment.
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 \$75,000 U.S.
Rotation:	Set by THY according to scheduling requirements.
Term:	Three (3) years 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.