PLATOON
AVIATION

Terms & Conditions First Officer

Disclaimer: The Terms and Conditions are derived from the Platoon Aviation GmbH & Co. KG Compensation Package. That is the only binding document and information contained in this document are for informational purposes only and are non-binding.

Contract

- Unlimited German contract with 6-month probation time
- Open base concept: Crewmember and Platoon Aviation decide on a base for the Employee from where the company provides proceedings. Bases in France are not possible.

Roster

- October – March: 12 Days Off/month guaranteed
- April – September: 10 Days Off/month guaranteed
- Duty blocks between 5-8 days (standard 6-7)
- Off blocks between 3-5 days (standard 4)
- 3 Off request/month
- Published on the 15th of the previous month
- 45 days leave: 24 days holiday + 21 days OFF

Type Rating

- Fully financed by Platoon Aviation.
- Bonus payment when skill test passed: ¾ of the gross salary.
- Accommodation, proceedings and rental car (when necessary) paid by Platoon.
- Employee provides a security payment in form of a cash deposit of 13 000€ for the PC-24 rating and 21 500€ for the Longitude rating into a trustee bank account with a Hamburg Law firm. This can be paid for privately or financed through a bank loan.
- Platoon Aviation will refund the deposit in 1/36 rates within 3 years. In the case of a bank loan, Platoon Aviation will also pay the interest and all other associated loan costs. Should the employee decide to leave Platoon Aviation, the payments will cease.

Benefits

- Staff travel: ID Tickets (Standby) for employee and eligible family members after probation time with several airlines.
- Access to many offers and discounts from well-known brands in the fields of automotive, travel, finance, fashion, sports, and much more.

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Salary

The base salary depends on seniority and is made up of the gross salary and a tax-free lump sum of 10% (for work on public holidays/Sundays/nights).

Base Salary

Senority	1	2	3	4	5	6
Gross	4.000 €	4.250 €	4.500 €	4.900 €	5.250 €	5.650 €
Tax Free	400 €	425 €	450 €	490 €	525 €	565 €
Salary	4.400 €	4.675 €	4.950 €	5.390 €	5.775 €	6.215 €

Initial Seniority depends on previous experience

- 0-499h ▶ Seniority 1 • 500 – 1499h ▶ Seniority 2 • +1500h ▶ Seniority 3
- With current Type Rating for the aircraft type applied for (PC24 or Longitude) ▶ Seniority 4 + 5000€ signing bonus

Additional Payments

- PerDiems according to German Law (tax free) (in average between 400-800€)
- Extra payments during busy month:
  - Bought Days Off: 400€/day
  - Productivity Pay: from working day 19 on 150€/day
  - Sector Pay: Sectors 21-30 10€/sector; Sectors 31-X 30€/sector

Example Calculations

The net salary depends on various factors such as tax class, children, place of residence and age. For jobs outside Germany, the bilateral tax agreements between the countries are also decisive. The purpose of this sample calculations is to provide an overview of the actual net salary. The following examples are calculated with a residence in Hamburg, no children, an age of 25 and no religious affiliation.

- Seniority 1, no children, single/widowed/divorced:

  2 605€ base salary + 400€ tax free lump sum + ca. 500€ PerDiems = 3 505€ net
- Seniority 3, no children, single/widowed/divorced:

  2 871€ base salary + 450€ tax free lump sum + ca. 500€ PerDiems = 3 821€ net

During the high season additional bonuses like sector pay, productivity pay, bought off days and increased total PerDiems are paid in addition!