

FLY BIGGER FROM THE BEGINNING

ATLAS AIR 

A WIDE RANGE OF DOMESTIC AND INTERNATIONAL FLYING OPPORTUNITIES

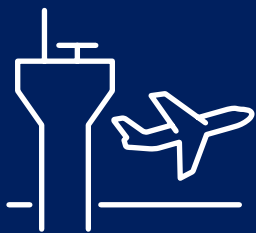


With a world to see and adventures to be had, live where you want to live, enjoy a ticketed flight to work, be empowered to execute, and know that you and your family will always come first.



Gateway Travel

Stress-free commutes with ticketed seats to and from your trips along with company paid hotels in your Base so you don't have the strain of flying standby or finding a crash pad.



Empowerment

From the day you join Atlas, you become a trusted partner. The company outlines the mission and our pilots make it happen.



Family First

Atlas takes a family first approach for all employees. From important milestones to emergencies, in alignment with 'Caring for the World We Carry', caring for our pilots is a top priority.

Different flying for different lifestyles

737

8

737-800Fs



737 base—CVG

767

24

767-300Fs

5

767-300
Passenger



Passenger 767
bases JFK,
ONT, and CVG

777

2

A+CMI 777Fs

6

CMI 777Fs

1

Charter 777F



777 bases
CVG and LAX

747

10

The world's largest
fleet of 747s

35

747-400Fs

5

747-400
Passenger

4

Boeing Large Cargo
Freighters [LCFs]



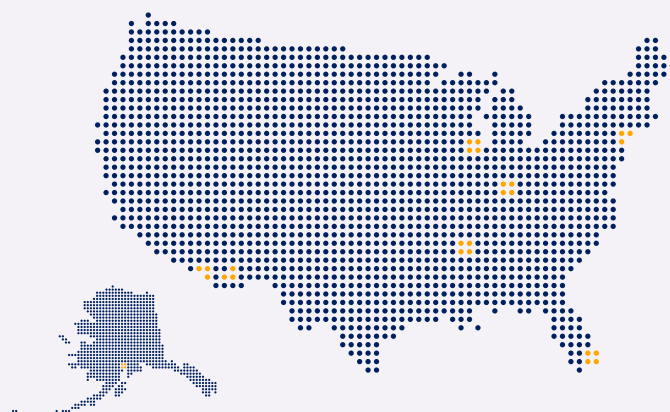
747 bases MIA, LAX,
JFK, ANC, CVG, ORD,
and MEM

*US resident Crewmembers that reside more than 130 miles from their base are eligible for Gateway Travel benefits.
Certain Gateway Travel benefits are also available to Crewmembers that reside outside the United States



Flexibility to choose and change

We offer short equipment Bidding Freezes which never prevent a First Officer subject to a Bidding Freeze from upgrading to Captain so you can experience all the flying we have to offer, scheduling flexibility, trip trades and trip drops and financial peace of mind with bid line guarantees. And with some of the fastest CA upgrade times in the industry your career here will never be dull.



Welcome to the GIANT – the opportunities are vast!

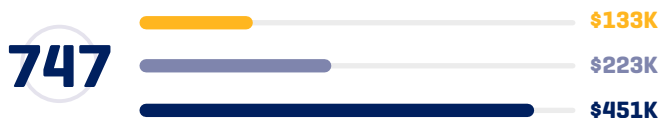
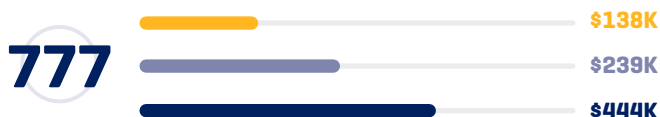
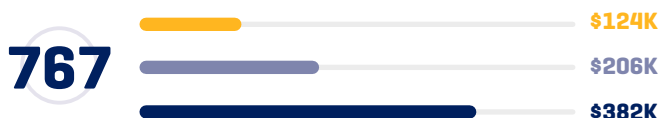
We recognize the complex flying that we do and the many contributions of our pilots. Our flights take us to 300+ destinations around the world serving customers from e-commerce to the military.

Our total compensation goes well above and beyond rate.

Atlas delivers pay for the complex work we do. **Flight and Other Pay Credits, Premium Pay, RIG, and Per Diem**, are just a part of the total value proposition. Below is just an example of some of the great opportunities ahead. The numbers provided are the average earnings based on 2020 average flying times of 200-900 block hours.

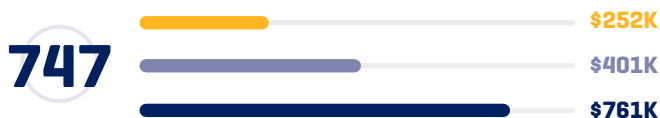
First Officer

3 to 4 Years



Captain

All years of service



Key

 Low  Medium  High

737

767

777

747

Total Pay	\$132,713	\$198,383	\$206,425	\$290,893	\$238,881	\$356,849	\$223,377	\$401,045
Flight and Other Pay Credits	\$110,927	\$165,003	\$151,302	\$230,755	\$174,824	\$280,853	\$164,035	\$298,837
Premium Pay for Work on Days Off	\$517	\$3,757	\$18,031	\$19,950	\$18,453	\$13,673	\$8,965	\$28,722
Other	\$0	\$0	\$7,267	\$5,721	\$10,215	\$17,258	\$16,996	\$27,167
Per Diem	\$9,262	\$10,587	\$12,545	\$10,761	\$14,157	\$12,995	\$13,893	\$13,562
Profit Sharing	\$5,817	\$9,083	\$7,245	\$11,103	\$9,858	\$16,137	\$8,643	\$17,738
401(k) Company Match	\$6,189	\$9,952	\$10,034	\$12,603	\$11,373	\$15,933	\$10,845	\$15,019

Average Earnings

Captain
 All years of service

First Officer
 3-4 years of service

Flight and Other Pay Credits

- Block time and other pay credits, Bid Line Guarantee

Premium Pay for Work on Days Off

- For work on scheduled days off

Other

- May include hazard and infectious disease pay

Per Diem

- \$2.75/hr CONUS, \$3.50/hr OCONUS increasing by \$0.10 per hour each January

Profit Sharing

- Based on prior year earnings

401k Company Match

- Matched at 60% rising to 80% by 2025

Rates of Pay

First Officer

737

767

777

747

2nd Year

\$105.49

\$122.93

\$129.24

\$129.23

5th Year

\$128.36

\$160.50

\$164.79

\$169.09

Captain

737

767

777

747

5th Year

\$188.76

\$236.03

\$242.35

\$248.66

Top of Scale

\$224.37

\$280.56

\$288.07

\$295.58



Flying to hostile areas or areas with high rates of infectious disease continues to be voluntary. Those who fly into those areas will be compensated at **175%** of pay.

Infectious Disease Areas as designated by the Centers for Disease Control (CDC) and certain DOT Exemption 7573 flights.



Retirement

401K Match & Profit Sharing Program

- 401K contributions, including catch-up contributions, will now be matched at higher rates that will increase each year over the five-year term of the agreement. The new rate is a 60% match in year one with a 5% annual increase in match up to 80% in year 2025 and thereafter.

Average profit sharing for 2020 shown above.

Retirement Sick Bank Payout

- Our new contract includes a 50% payout of the remaining balance of accumulated sick time to be paid at your final paycheck upon retirement.



Per Diem

- \$2.75 in the Continental US [CONUS]
- \$3.50 outside the Continental US [OCONUS].

The per diem rates increase \$0.10 per hour in January of each year.



Training Pay

- New Hire training pay: \$1,600 per month **plus per diem as noted above.**
- Premium quality hotels** for your layovers and training even in your Base. Quality Company paid hotel also included for your new hire training in MIA.



Bid Line Guarantee

Guaranteed value of your Bid Line as published and awarded.

Flexibility in how you fly



New Scheduling Rules

With more Primary Lines with less than 17 days of Work being available for BID and more trips of a shorter duration especially in Domestic operations.



Trade Your Trip

Trip Trades and Trip Drops are automated, providing you the flexibility to seek out scheduling trading partners to facilitate trip trades to meet your personal needs.

Deadhead in Comfort



On your way to an Atlas flight

- Industry leading access to Business Class for international and domestic commercial deadheads in excess of 4 hours 30 minutes (block time) in a duty period which covers virtually all flights between the mainland US and Hawaii and most commercial flights between Alaska and the lower 48 states.



On an Atlas flight

- Access to a Business Class seat for use by operating crews during in-flight rest period in augmented operations.



And more...

- Flights booked on non-stop travel when available
- Approval to purchase airport lounge passes if connections are required and connection time exceeds 2 hours
- Self-upgrade to upgraded Economy Class [EconomyPlus, Economy Comfort, etc.] for deadhead flights in excess of 3 hours.
- Commercial flights earn airline frequent flier points and status, which are yours to keep.

More Flexibility



Gateway Travel

- Our most popular program is our Gateway Travel which provides you the freedom and flexibility to live where you choose to live, and commute to work with company paid air and hotel at your base. If you live in a US residence that is more than 130 miles away from your base, you are eligible for our Gateway Travel program.



MY ID Travel

- Flight benefits for the whole family. After six months of service, enroll in our MYIDTRAVEL program and gain access to standby tickets ranging from \$50 to \$100 for anywhere in the world through dozens of commercial carriers. Eligibility extends to your parents, spouse, and children.



Time Away from Work Vacation Time

- All pilots will receive extra vacation time with length of service, for a total of 28 days of vacation. [0-5 years 19 days, 6-11 years 21 days, 12 years+ 28 days]