FLY

WITH PURPOSE

PILOT RECRUITING GUIDE



JetOUT
NONSTOP EFFICIENCY



FOR A CHANGE?

Join the Jet OUT crew.

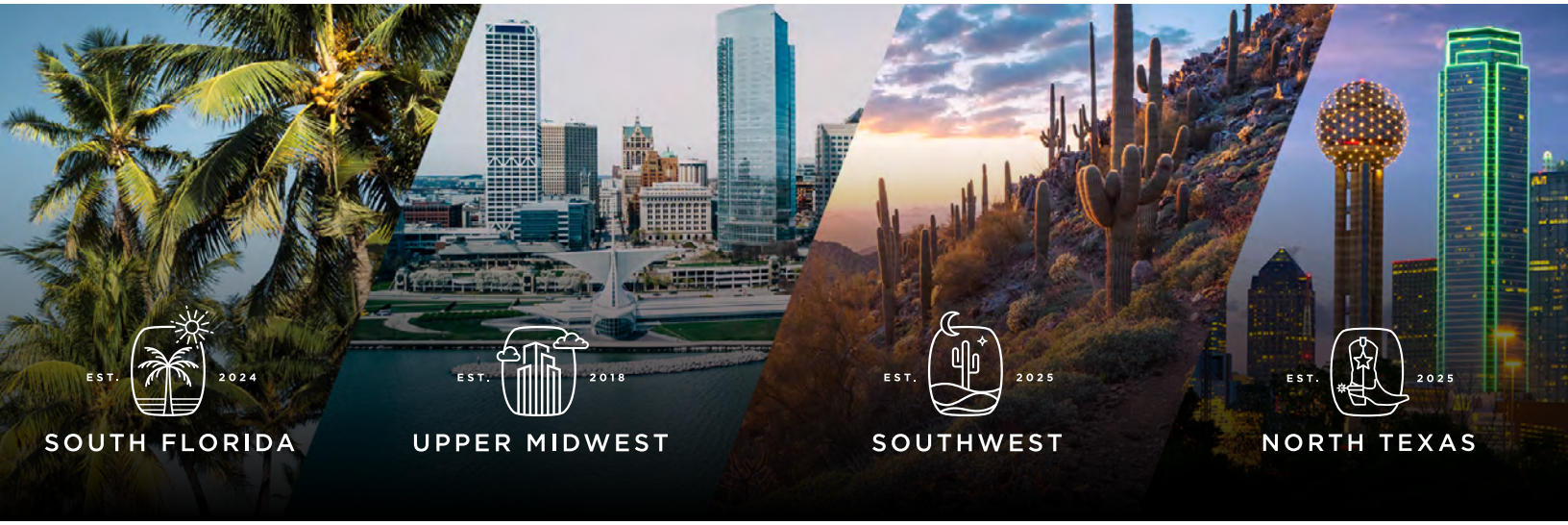
At Jet OUT, we believe your career should elevate your life, not complicate it. We're building something truly unique in private aviation – a growing Part 135 Co-Ownership program powered by our innovative local-national model. We're looking for experienced, safety-minded pilots like you to help us redefine private aircraft travel.

Come be a part of a team where you're valued, respected, and your contributions make a real difference.

A better way to fly.

Tired of the usual trade-offs in aviation careers?

The private aviation industry has largely consolidated into two business models: Local operators, who often struggle with resources, and floating fleet models, which can lead to grueling schedules. Jet OUT has designed a “middle path” that combines the best of both worlds.



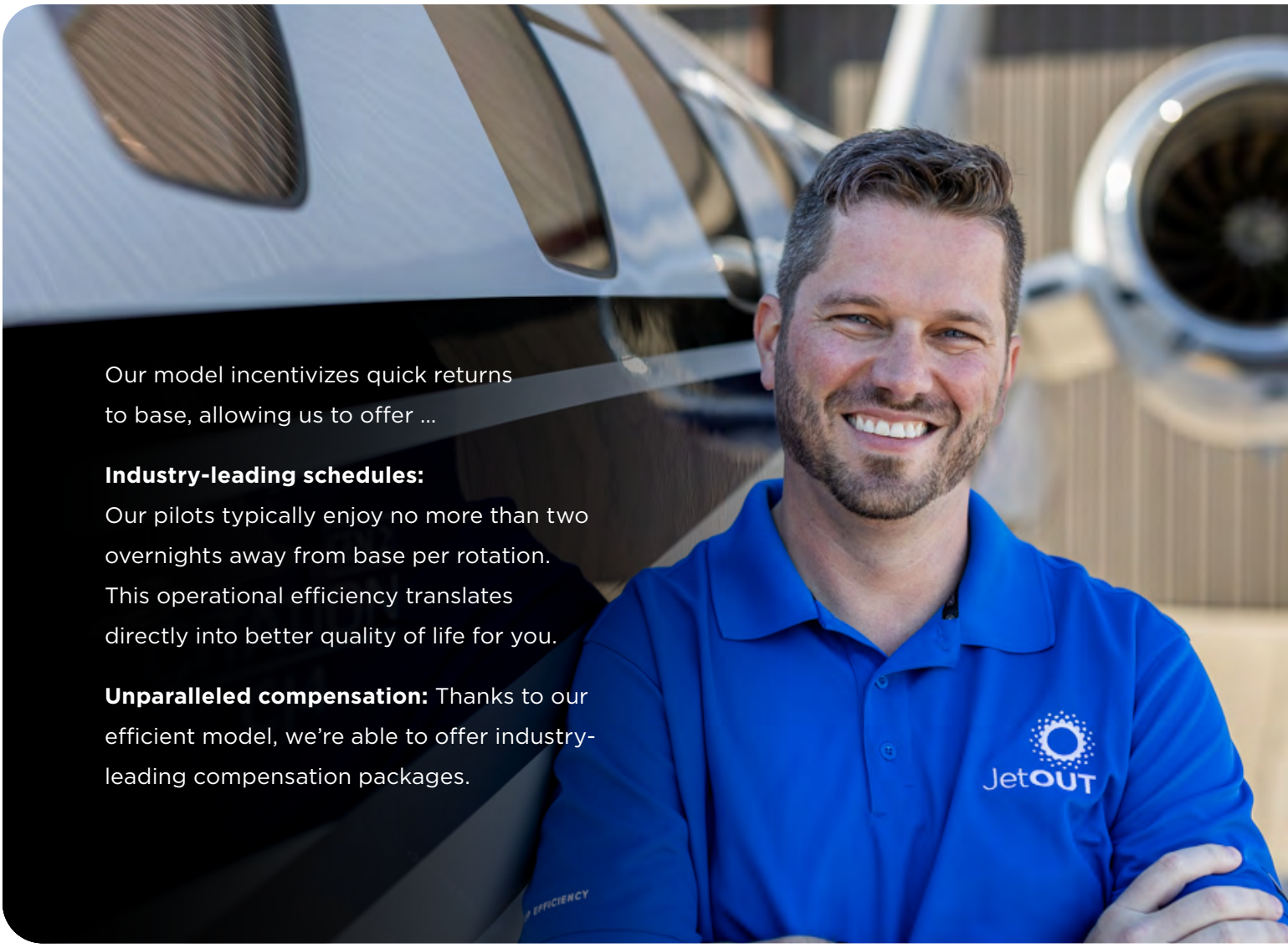
Our local-national model offers a unique solution:

Local presence, national reach: Our factory-new aircraft live at regional home bases across the country. This focus on local operations brings efficiency and logistical simplicity, without sacrificing national capabilities.

Pilots at home: Unlike floating fleets, our pilots start and end their day at their home base on most nights. This means more time at home and the opportunity to build real connections with our team and clients.

How our local bases benefit ***you***, the pilot:

We've embraced local bases for their efficiency, and we've integrated cost-sharing innovations, like empty leg revenue sharing, to create a system that works for everyone.



Our model incentivizes quick returns to base, allowing us to offer ...

Industry-leading schedules: Our pilots typically enjoy no more than two overnights away from base per rotation. This operational efficiency translates directly into better quality of life for you.

Unparalleled compensation: Thanks to our efficient model, we're able to offer industry-leading compensation packages.

"I'm very happy with Jet OUT.
Its the most enjoyable company I've worked for in a long time."

–SS

Our home base model is unique. But not every pilot wants to live near a base, and we support that completely. We're proud to have commuter pilots on the team.

Choose your own adventure:
BASE PILOT OR COMMUTER PILOT

Jet OUT's network thrives on a hybrid workforce, giving you the flexibility to choose the path that best fits your lifestyle:

BASE PILOTS

- 7 ON / 7 OFF
- Reside in one of our company bases and work a consistent 7 days ON, 7 days OFF schedule.
- You'll be home almost every night.

COMMUTER PILOTS

- 8 ON / 6 OFF
- Home-base from almost anywhere in the U.S. and enjoy an 8 days ON, 6 days OFF schedule.
- Your first "ON" day is protected for commuting into an assigned base, so you don't commute on your off days.
- Any flying scheduled the last day of your rotation will allow you to commute home that same day.



















Our company culture

MORE THAN JUST A PAYCHECK

Join Jet OUT and build both a career and a life of purpose. We're a team of dedicated, safety-focused professionals known for our positive attitude and commitment to exceptional customer service. We're passionate about doing things the right way, continuously improving, and finding lasting solutions. Come be a part of a team where your potential can truly thrive.

Exceptional benefits & support

WE'RE COMMITTED TO YOUR WELL-BEING AND PROFESSIONAL GROWTH

Major airline equivalent compensation & retirement: You'll find highly competitive day rates that translate to excellent annual earnings, plus a 401(k) plan with a company match and a non-discretionary profit-sharing contribution that can total ***up to 15% of your wages annually***.

Flexible schedules: Beyond our core 7/7 and 8/6 schedules, our FLEX program offers industry-best schedule flexibility, allowing you to drop ON days or trade with colleagues.

Comprehensive training: All initial and recurrent training is conducted in a Full Flight Simulator at a Flight Safety International training center every six months. We cover all costs of transportation, lodging, and provide a GSA per diem during training.

Generous time off: Enjoy indexed vacation time, with the ability to "buy up" additional weeks. Plus, a robust sick time accrual that carries forward.

Health & wellness: Access medical, dental, and vision coverage under PPO plans with a nationwide network. We also provide a Health Savings Account with company contributions.



Pilot-focused perks:

DISABILITY & LIFE INSURANCE: We provide robust coverage, including both short- and long-term disability plans, plus $50,000 of company-paid, tax-free life insurance.

MEAL BENEFITS: Enjoy daily meal allowances for base pilots or a generous per diem for commuter pilots.

RELOCATION ASSISTANCE: Up to $5,000 in relocation benefits for base pilots assigned to a new base.

"It's been so exciting to play a part in building this company from the ground up."

–SA

Qualifications & minimums



All seat positions
First-Class Medical Certificate
CE-525 PIC Type Rating
Valid Passport
If you do not hold a CE-525 PIC type rating, you will be required to complete it during initial new hire training.

Captains
CITATION CJ4
Airline Transport Pilot's Certificate (ATP)
3,500 Total Time (TT)
500 Turbine Time
1,500 Multi-Engine



First Officers
CITATION CJ4
Commercial Pilot's Certificate (COM)
ATP/Restricted ATP Minimums
25 Multi-Engine Time
Applicants who do not possess an ATP certificate will be required to complete an ATP CTP training course during initial new hire training. If the new hire does not meet ATP minimums, then the ATP check ride will be deferred to the first simulator training event which occurs after the pilot reaches ATP minimums.

Compensation

BASE PAY IS SIMPLE MATH

Every pilot earns a daily rate for each day on the schedule, at base, and fit for duty. Your annual base pay is just two things multiplied together. **Pick your schedule, find your rate, do the math.**

ON DAYS 182 or 208 per year × **DAY RATE** $412–$1,209 per day = **BASE PAY** ~$75K–$251K per year



Where your ON days come from:

182
BASE PILOT
7 ON/7 OFF
up to 182 ON days/year

208
COMMUTER PILOT
8 ON/6 OFF
up to 208 ON days/year

You're also paid your day rate for **training days and approved time off** (vacation, sick, fatigue).

Plug in the numbers: TWO EXAMPLES

BASE CAPTAIN/PIC • YEAR 1
182 x $742 = $135,044

COMMUTER FIRST OFFICER/SIC • YEAR 1
208 x $412 = $85,696

DAY RATES

YEAR	CJ4 CAPTAIN/PIC	CJ4 FIRST OFFICER/SIC
1	$742	$412
2	$769	$429
3	$797	$445
4	$824	$462
5	$852	$478
6	$879	$495
7	$907	$511
8	$934	$527
9	$962	$544
10	$989	$560
11	$1,016	$577
12	$1,044	$593
13	$1,071	$610
14	$1,099	$626
15	$1,126	$643
16	$1,154	$659
17	$1,181	$676
18	$1,209	$692

Base Pay is the floor, not the ceiling.

Your rate here is just the starting point. Soft Pay opportunities stack on top, and they add up faster than most people expect. One pilot picking up a handful of open shifts a year can **clear an extra $20,000, or more, on top of base.**

See how SOFT PAY adds up →

Compensation

SOFT PAY. FLY MORE. EARN MORE.

Soft pay rewards the days you go the extra mile. It stacks on top of your base pay, and the rates are flat across base, seat, and seniority. The only variable is you. There are many soft pay opportunities, but these are **the top three ways your effort turns into extra money**.

LONG DUTY DAYS

$125/HOUR

PAST 11 HOURS IN A DAY

Push a single duty day past 11 hours and every hour after that pays out at $125.

BLOCK HOURS

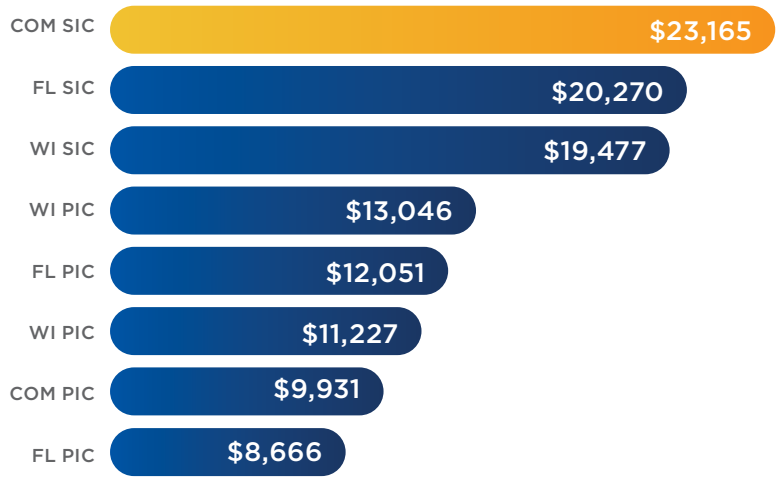
$75/HOUR

PAST 35 HOURS IN A PERIOD

Clear 35 block hours in a pay period and every block hour beyond it pays out at $75.

Long duty days and block hours add up.

Top projected 2026 soft pay line pilots, by base and seat



PIC = Pilot in Command. SIC = Second in Command.

***Aspirational but real:** Projected full-year 2026 figures based on actual flying logged January 1 to May 25, 2026, annualized. Soft pay varies by base, seat, and individual flying volume; individual results will differ. Figures shown are aggregates and projections, not guarantees.*

DAY OFF DUTY

150% DAY RATE

OFF DAY OPEN SHIFTS

Picking up and operating shifts on your scheduled days off pay out at 150% of your day rate.

More than $20,000 per year for a PIC. Over $11,000 for an SIC.

That's what **1.5 open shifts a month** adds up to.

RUN THE NUMBERS:

	OPEN SHIFTS PER MONTH		12 (MONTHS)		150%		YOUR BASE RATE		ANNUAL EXTRA INCOME
PIC *example:*	1.5	x	12	x	150%	x	$742	=	$20,034
SIC *example:*	1.5	x	12	x	150%	x	$412	=	$11,124

You don't have to top the chart to feel it. **Most line pilots project to earn between roughly $2,000 and $8,500 a year in soft pay**, and it grows with every long day, every block hour, non-commuter travel day, reserve day, training day, and flight cancellation.

Training contracts

Jet OUT training contracts are designed to be straightforward and fair.

A 12-month commitment after completion of OE is required if Jet OUT provides your type rating or ATP certificate. If not, a 6-month commitment applies. The contract amount will automatically prorate each month, reducing to zero by the end of the term.

The sole event triggering a repayment obligation is voluntary resignation. Any other separation, including loss of medical or disability, does not trigger a repayment obligation.

COMPANY PROVIDES	TERM	AMOUNT
Type Initial + ATP	12 months	$51,200
Type Initial	12 months	$44,500
Type Upgrade + ATP	12 months	$35,400
Type Upgrade	12 months	$28,600
INH-B	6 months	$22,000

Notes:

Jet OUT requires all pilots to hold a CE-525 PIC type rating. CE-525 SIC type ratings do not meet Jet OUT's minimum qualifications.

14 CFR § 135 regulations require all Jet OUT pilots to complete Initial New Hire ('INH') training at a simulator center. This applies even to pilots who already possess a CE-525 PIC type rating (who still must complete the 'INH-B' course).





Jet OUT's training contract amounts are based on the actual cost of the training required for your situation. See below for a breakdown of the cost of the three most common scenarios:

INITIAL NEW HIRE + TYPE RATING + ATP

$ 39,100	Flight Safety International 'INH'
$ 3,795	ATP CTP
$ 5,400	Lodging (27 Nights)
$ 1,933	Meal Per Diems
$ 1,000	Flights to/from Training Centers
$ 51,228	**Total**

INITIAL NEW HIRE + TYPE RATING

$ 39,100	Flight Safety International 'INH'
$ 3,600	Lodging (18 Nights)
$ 1,277	Meal Per Diems
$ 500	Flights to/from Training Center
$ 44,477	**Total**

INITIAL NEW HIRE "-B" (NO TYPE RATING)

$ 20,200	Flight Safety International 'INH-B'
$ 1,000	Lodging (5 Nights)
$ 380	Meal Per Diems
$ 500	Flights to/from Training Center
$ 22,080	**Total**

Schedule

BASICS

At Jet OUT, a pilot's schedule is determined by commuting status:

BASE PILOTS:	COMMUTER PILOTS:
7 Days ON 7 Days OFF	8 Days ON 6 Days OFF

Commuters are assigned an additional, protected ON day per rotation to allow for commuting to base.

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
BASE	OFF	OFF	OFF	OFF	ON	ON	ON
COMMUTER	OFF	OFF	OFF	ON† (COMMUTE TO BASE)	ON	ON	ON

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
BASE	ON	ON	ON	ON	OFF	OFF	OFF
COMMUTER	ON	ON	ON	ON (COMMUTE HOME)	OFF	OFF	OFF

† No flight duty is assigned to commuter pilots on day 1 of each rotation.

‡ Flight duty may be assigned on day 8, but on the rare occasion the company fails to return the commuter to base by the base deadline, then the commuter is paid an additional 150%-day rate. The base deadline is intended to represent the latest time which allows the commuter to return home on the same day given the transportation options at the base.

When scheduled to fly, our pilots average:

- 5.5 hours flight time in a 9.1 hour duty day.
- 2.7 legs per duty day
- 3.7 days flown per 7-day rotation
- 73% same-day return trips

BIDDING AND SENIORITY

Jet OUT maintains a pilot seniority list which is ordered by the pilot's indoctrination training date. The seniority list governs schedule, vacation, and upgrade vacancy awards.

Pilots bid for their on duty schedule on an annual basis. Bids for available aircraft-model-seat + schedule combinations are awarded in seniority order.

There are two schedule options:

SCHEDULE A:	SCHEDULE B:
Base Pilots: 7 Days ON 7 Days OFF	Base Pilots: 7 Days OFF 7 Days ON
Commuter Pilots: 8 Days ON 6 Days OFF	Commuter Pilots: 6 Days OFF 8 Days ON

The bid deadline for each year is October 31.

The company assigns the first available schedule when a pilot starts employment and if a pilot upgrades to a new seat position.

Schedule

DUTY ASSIGNMENTS

Jet OUT is committed to providing our pilots the best possible quality of life. Pilots that are scheduled ON receive an email by 6PM advising a flight assignment, reserve duty or releasing the pilot from duty the following day.

Pilots released from duty are free of all obligations to the company for that ON day but are still paid their full day rate!

RESERVE ASSIGNMENTS AND RULES

We assign reserve duty according to operational need, but always within FAR 135 Subpart F limits. Jet OUT assigns rest and duty-on times to pilots that are on reserve status. You will not be contacted by the company during rest.

Pilots must be contactable and fit to fly starting at their reserve duty-on time, but they are not required to be physically present at the base, and they are permitted to be asleep. Jet OUT does not assign 'ready reserve' or 'airport standby' to any pilots.

Flight assignment notification is completed by phone call. Pilots on reserve duty are guaranteed a 3-hour call out for flight assignments. This is intended to ensure they have at least one hour to commute, one hour to flight plan and one hour to pre-flight.

Our work rules prohibit reserve assignments with a duty-on time prior to 5 AM. Thus, the earliest possible departure time on reserve duty is 8 AM local. Assignment of flight duty after 6 hours of reserve duty is also prohibited.

DETAILS FOR COMMUTER PILOTS

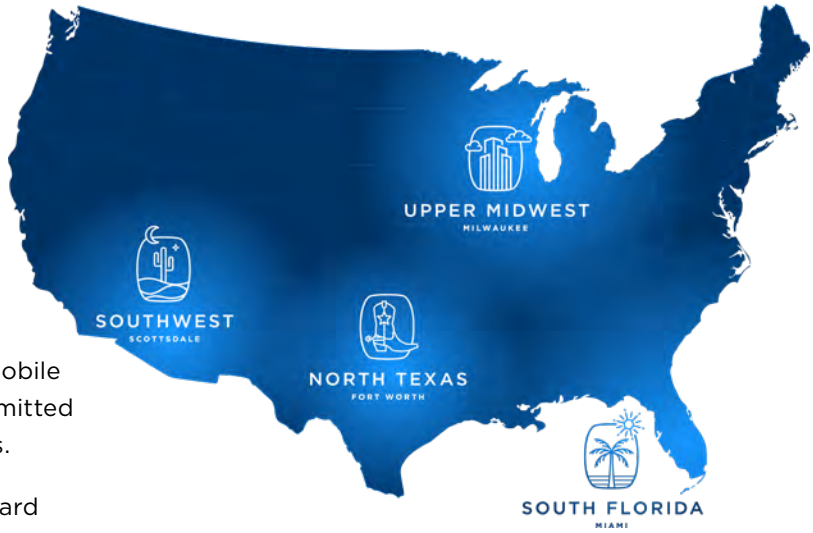
Commuters are assigned to one Jet OUT base for the duration of each rotation.

Flight duty is never assigned on the first day of an 8/6 rotation. The first day is protected solely for commuting to an assigned base.

Jet OUT's commuting policy is flexible and allows for the use of a preferred airline, or for reimbursement for other forms of transportation such as ride sharing, train fares or personal automobile mileage reimbursement. Commuter pilots are permitted to keep hotel, airline and rental car rewards points.

Each commuter pilot is issued a company credit card which may be used for approved commuting or operational expenses.

To ensure commuting pilots arrive in base no later than 6 PM and have adequate rest for future assignments, Jet OUT will book commuter travel taking into consideration a pilot's home airport and airline preferences. If a commuter pilot foresees the possibility of airline cancellations, and wishes to voluntarily commute into base earlier than the first day of their rotation, the company will pay for the additional lodging and rental car costs and will not assign additional duty.



Commuter pilots are provided premium extended stay accommodations (such as the Residence Inn by Marriott) and a rental car for their rotation. Since commuters fly the same mission as base pilots, they will benefit from few overnights away from base.

Commuters can enjoy small luxuries like the option of buying healthy food from a grocery store on the first day of the rotation and preparing it in the kitchenette common at many premium extended stay hotels.

Schedule

VACATION TIME OFF

Vacation allotment is indexed by years of service:

Year 1–4: 1x Rotation Off Per Year
Year 5–9: 2x Rotations Off Per Year
Year 10+: 3x Rotations Off Per Year

Vacation is used in rotation-long increments, i.e., a whole 7 or 8-day rotation must be requested off. Pilots can "buy up" additional weeks of vacation during annual A/B rotation schedule bidding.

Pilots submit vacation bids up to four times per year. Vacation is awarded in seniority order according to available coverage. Unused vacation time does not carry over into the following year.

SICK TIME OFF

Pilots accrue time off in a sick bank at a rate of ½ day per 14-day pay period, i.e. 13 days per year. New hires start with 6 days in the bank. The bank is capped at 28 days for base pilots and 32 days for commuter pilots. The sick bank balance carries forward at year end. Pilots can draw one day at a time from their sick bank. A full bank covers up to 56 calendar days of medical leave.



"I believe in this company."

–WZ

FLIGHT EXCHANGE ('FLEX')

Jet OUT's FLEX program offers industry-best schedule flexibility by allowing pilots additional time off in one day increments. Each Jet OUT pilot can drop up to 10 FLEX days per calendar year.

Pilots can make a FLEX request to drop scheduled ON days until noon the day prior. Requests are handled by soliciting pilot volunteers to work during an OFF day to cover the dropping pilot's FLEX request. To incentivize volunteers, the company pays 150% of the normal day rate to the pilot picking up the FLEX request.

If a pilot who benefits from a FLEX drop later volunteers to cover a FLEX request from another pilot, they will have benefited from schedule flexibility and their annual pay will increase due to the 50% bonus.

Pilots are also permitted to trade ON days so long as they trade with a pilot of equal seat responsibility. Trades do not consume FLEX days.

Trades and FLEX requests may be subject to approval by the company to ensure they do not eliminate needed coverage.

TRAINING

All initial and recurrent training provided by Jet OUT is performed in a Full Flight Simulator at a FAA Certified Training Center. Flight Safety International currently provides this training.

When Jet OUT pilots receive required simulator training, they concurrently accomplish 14 CFR § 135.293 & 297 check rides as needed.

Jet OUT makes its best efforts to line up recurrent training with pilot ON days, although this may not always be possible due to the training center's schedule. Jet OUT provides one additional FLEX day for each training day that is scheduled on an OFF day.

Pilots are given their recurrent training schedule as far in advance as possible, typically one year. Jet OUT pays all costs of transportation and lodging plus a GSA based per diem reimbursement during training events.

Benefits



RETIREMENT

All Jet OUT employees are enrolled in the company's 401(k) retirement plan.

The company matches the first 3% of employee wage contributions dollar-for-dollar. It then matches half of the next 2% of employee contributions for a maximum company match equal to 4% of wages. Employer match contributions vest immediately.

It is the company's policy to make an additional profit-sharing contribution to the 401(k) of each employee by mid-year, with a contribution target of 11% of wages. This contribution is non-discretionary, meaning that all pilots automatically receive the same percentage profit sharing contribution as any other Jet OUT employee. Profit-sharing contributions follow a six-year graded vesting schedule (i.e. 1/6th or 16.7% vests each year).

In total, this means that each Jet OUT pilot enjoys a company 401(k) retirement plan contribution of up to 15% of their wages each year.

MEDICAL INSURANCE

Pilots and their eligible dependents (spouse, domestic partner or children up to age 26) are offered medical coverage effective on the first day of the employee's first full month with the company. The company offers a HSA plan or PPO (copay) plan that has higher premiums and lower deductibles. The medical insurance is provided by **Allied using Cigna PPO network**. Employees may choose to see any provider with or without a referral regardless of whether the provider is in or out of the plan's network.

HSA plan deductibles (individual/family) are $1,700/$3,400 for an in-network provider and $4,000/$8,000 for an out-of-network provider. Out-of-pocket maximums (individual/family) are $5,000/$10,000 for an in-network provider and $10,000/$20,000 for an out-of-network provider.

PPO plan deductibles (individual/family) are $0/$0 for an in-network provider and $1,000/$3,000 for an out-of-network provider. Out-of-pocket maximums (individual/family) are $2,500/$5,000 for an in-network provider and $6,000/$12,000 for an out-of-network provider.

Deductibles are generally 80% in-network and 60% out-of-network for both plans.

Benefits value for pilots:

	Jet OUT contribution		OOP savings per plan	
	HSA	**CoPay**	**HSA**	**CoPay**
EE only	$8,100	$8,900	$1,900	$4,400
Family	$24,300	$26,000	$3,800	$8,800

The lifetime maximum for both plans is unlimited.

A Wellness Plan significantly reduces premiums for both plans. Pilots who maintain a first-class medical automatically qualify for the Wellness Plan.

Note: Spouses that have employer sponsored health insurance will need to enroll in coverage through their employer or pay a spousal surcharge of $215/month to be covered by either Jet OUT medical plan.

DENTAL INSURANCE

Employees are offered a choice of two dental plans through **Guardian**. Both include benefits for in-network and out-of-network services. Enrollment is voluntary.

You will receive the maximum plan benefits when using in-network providers. Deductible for both plans are $50 individual / $150 family. Annual maximum is $1,500 for the Base Plan and $2,000 for the High Plan. Orthodontics is only covered in the High Plan.

Benefits

VISION INSURANCE

The voluntary vision insurance is offered through **Guardian using the Davis/Full Feature – Designer B Network**. The vision plan allows you to utilize benefits both in-network and out-of-network. Members who use the in-network benefits will maximize their plan. For more information, visit *DavisVision.com*.

HSA

Employees that elect company provided HSA Plan medical coverage may enroll in a Health Savings Account (HSA). An HSA is a personal savings account that you can use to pay out-of-pocket health care expenses with pre-tax dollars.

Jet OUT, Inc. will help Wellness Program participants save by contributing to your HSA as indicated below:

- Individual: $502 annually
- Family: $1,008 annually

Contributions to an HSA (including the Jet OUT, Inc. contribution) cannot exceed the IRS allowed annual maximums:

- Individual: $4,400
- All other tiers: $8,750

(If you will be age 55+ by December 31, 2026, you may contribute an additional $1,000.)

SHORT-TERM DISABILITY INSURANCE

Jet OUT, Inc. provides Short-Term Disability (STD) to all full-time Pilot employees at no cost. The STD benefits help protect your income during short-term illness or disability. The Short-Term Disability plan pays 60% of earnings up to a maximum of $1,500 per week. Benefits are payable due to an accident, sickness or pregnancy. Benefits can be paid up to a maximum of 18 weeks after a 60 day elimination period. Note that on the job injuries are covered under this policy.

Further benefit information will be provided with an offer of employment.

The information contained here is a summary of benefits. Actual plan documents are controlling.

PHARAMACY BENEFIT PLAN

VeracityRx will manage pharmacy benefits. Copays are lower when using select pharmacies such as Costco, Walmart, Sam's Club, Kroger, Publix and many independent pharmacies. Prescription drug costs are higher at Target, CVS, Walgreens and Rite-Aid. Covered medications list is available on request.

LONG-TERM DISABILITY INSURANCE

Jet OUT, Inc. provides Long-Term Disability (LTD) to all full-time Pilot employees at no cost. The plan benefit provides income protection for an accident or sickness. The Long-Term Disability plan pays 60% of earnings up to a maximum of $6,000 per month for up to 36 months after a 180 day elimination period.

BASIC LIFE AND AD&D

Each full-time employee under the age of 65 is provided with a company-paid basic life insurance and accidental death and dismemberment (AD&D) policy valued at $50,000. The AD&D coverage provides benefits in the event of an accidental injury resulting in death or dismemberment, payable in addition to the life insurance benefit.

VOLUNTARY EMPLOYEE & DEPENDENT LIFE

Jet OUT, Inc. offers employees the opportunity to elect additional life insurance for themselves and their eligible dependents through **Reliance Standard**.

ADDITIONAL BENEFITS INCLUDE:

- Smoking cessation programs if enrolled in a dental plan
- Employee Assistance Program
- Travel Assistance
- ID Theft Protection
- Wellness Program
- Teledoc-Nurse Line/Health Coach
- Flex Spending Account
- Dependent Care FSA

Benefits

MEALS

Jet OUT offers meal benefits to all pilots.

Base Pilots

Jet OUT will directly pay for or reimburse base pilots for the actual cost of their meals, up to the following limits:

Breakfast:	$18
Lunch:	$20
Dinner:	$36

Commuter Pilots

Jet OUT currently pays a per diem of $645 per 8-day rotation to commuter pilots in SDL and FLL. MKE per diem for an 8 day rotation is $600. This per diem may be tax-free. Please consult with your tax professional to confirm this.

The differences in the meal benefits for base and commuter pilots are due to the differences in IRS tax rules for meal reimbursements.



RELOCATION

Jet OUT provides a relocation benefit covering up to $5,000 of actual documented moving expenses.

This benefit is available to pilots that relocate to a new base in response to a company solicitation or vacancy award regardless of whether they are a new or existing employee.

Join a team that's going places

EXPLORE CAREER OPPORTUNITIES TODAY

JETOUT.COM/CAREERS



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The details within this document are accurate as of July 2026 and are subject to change without notice.