



Mesa Airlines New Hire Maintenance Bonus Program

Bonus Programs:

- **\$4,000 Mechanic Bonus:**
 - Must hold a valid FAA A&P certificate
 - Initial bonus of \$4,000 or company provided “Snap-On” tool kit
- **\$20,000 Mechanic Bonus:**
 - Must hold a valid FAA A&P certificate
 - Minimum of 7 years of verified A&P experience working on the CRJ 700/900 or E175
 - Experience must match base awarded – for example:
 - 7+ years experience on the CRJ 700/900 – DFW base assigned
 - 7+ years experience on the E175 – IAH base assigned
 - Must receive a \$20,000 bonus recommendation from the Vice President of Maintenance and FMU Site Manager before hire
 - Initial bonus of \$15,000
 - Retention bonus of \$5,000 after the completion of one year of employment
- **\$50,000 Mechanic Bonus:**
 - Must hold a valid FAA A&P certificate
 - Minimum of 10 years of verified A&P experience working on the CRJ 700/900 or E175
 - Experience must match base awarded
 - Must receive a \$50,000 bonus recommendation from the Vice President of Maintenance and FMU Site Manager before hire
 - Initial bonus of \$30,000
 - Retention bonus
 - \$10,000 upon completion of Year 1 of employment.
 - \$5,000 upon completion of Year 2 of employment.
 - \$5,000 upon completion of Year 3 of employment.

Bonus Terms:

- Initial bonus paid after successful completion of initial training
- Initial bonus fully forgiven after two-years of employment from the completion of training
- Forgiveness amortized equally over 12 months starting on month 13 of service after the completion of initial training
- Maintenance bonus programs are subject to adjustment if maintenance wages are adjusted