



## Turkish Airlines Terms & Conditions

### A-320 CAPTAINS

As of April, 2012

#### 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. In 2010, Turkish Airlines was voted "Best Airline in Europe" by Skytrax. THY's year over year traffic increased 22% for the month of January 2012 carrying more than 2.6 million passengers.

THY currently has a fleet of 180 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 189 international and domestic cities with service to Europe, Asia, the Middle East, Africa, North America and South America.

#### A-320 Captain Requirements

- **JAA ATPL** with A-319/320/321 Type Rating (*Only JAA licenses accepted at this time*)
- A minimum of 6,000 hours total flying time
- A minimum of 1,000 hours on A319/320/321 type aeroplanes
- A minimum of 3,000 hours flown in multi-crew, multi engine jet MTOW of 27 tonnes or greater
- Must be a current Commander/Captain
- No Break in Flying of more than 6 months in the past year
- First Officers, qualified as Cruise Captains, does not meet the Direct Entry Captain requirements
- ICAO English Language Proficiency Level 4
- Age limitation between 30 – 60
- High School Diploma or higher
- No Criminal History or written record
- No written record of flight discipline or penalty

#### **COMPENSATION:**

Salary:	TL15,265.11 / month (Approx \$10,126 U.S.)
Bonus:	TL 7,503 / quarter (Approx \$4,978 U.S.)
Overtime (over 70 hours):	TL 178.14 / hour (Approx \$118.14 U.S.)

Per Diem: Varies According to Destination  
Taxes: Taxes will be assessed at 5% for Turkish employee taxes and Social Security taxes.

**CONTRACTUAL PROVISIONS:**

Housing: Provided for Pilot by THY during training and for first Fifteen (15) days after training.

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 \$100,000 U.S.

Air Transportation: Monthly travel provided by THY to pilot's home country for days off rotation.

Rotation: Five (5) days ON then Two (2) days OFF, or Six (6) days ON then One (1) day off. Minimum of Four (4) consecutive days off will be scheduled per month (if able)

Term: One (1) year 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.

Interested and Qualified Candidates please contact Ms. Victoria Casey at [Victoria.Casey@Paramountarg.com](mailto:Victoria.Casey@Paramountarg.com) or +1-540-737-4600