



If you are not familiar with the crew leasing sector of aviation, here are some of the most Frequently Asked Questions.

A Note from Michael W. Johnson, President & CEO:

When I lost my flying job and starting looking into expat flying I had no idea what was involved. I was not familiar with working with an agency, how the process worked or what it would be like to work in a foreign culture. Much of what I learned was simply by going through the process. I wanted Paramount to change that for other pilots. Our goal is to provide you with as much information about us, about the job you are considering – both the good and the bad – so that you and your family can make an informed decision.

Below are some general questions to help give you a basic understanding of who, what, how and why of working with an agency as an expat pilot. Please do not hesitate to contact us anytime. We are happy to discuss anything, answer any questions or review any materials with you.

What does an agency do?

Agencies have two general responsibilities:

- 1. We help the airlines find pilots:** The demand for qualified pilots is higher now than ever before. As a result, airlines cannot attract, screen and hire pilot without assistance. This is where agencies, like Paramount, come in. We assist the airlines with the pilot procurement and screening process. Think of us as an extension of the Human Resources department at the airlines we serve. You will work with our staff to collect documents, verify information and to answer any and all questions you have. Our team will also assist in coordinating your travel and logistics for the interview and joining process.
- 2. We help pilots find jobs AND support the pilots after joining the airline:** During the application process, our goal is to ensure we provide you with a clear understanding of all aspects of the job: the culture, the terms and conditions, etc. We present as much information to you so that you and your family can decide whether a vacancy is the right fit for you. After you join, we also provide unending support to you and your family throughout your contract. Think of us like a union rep – we are always working for your best interest.

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Do I have to pay the agency?

NO. We do not take a portion of any pilot's pay at any time nor do we charge any pilot for our recruiting services. When you apply for a job through Paramount you will pay nothing. Subsequently, if you are successful and join the intended airline you will not pay anything to Paramount. We are paid directly by the airlines for our services.

What does 'Contract Flying' really mean?

Contract Flying simply means that the crewmember is employed by the crew leasing company but they fly under the airline's operating certificate using the airline's aircraft. The crewmembers are 'leased' to the airline by the leasing company. Essentially, this simply means that you fly the airline's planes but you get your pay and benefits from and through the crew leasing company.

What is the interview process like?

The interview process varies according to the preferences of each airline. However, in general, the interview process is very similar to what you've probably experienced before. Applicants meeting the specified criteria will be pre-screened by Paramount. Once Paramount verifies your credentials we submit you to the targeted airline for review. Selected candidates will then be invited to a formal interview. This usually consists of airman knowledge testing, a personal interview, and a simulator evaluation. Once the candidate successfully completes this portion of the interview they are sent for a medical screening.

Is it true the Medicals in Asia are very difficult to pass?

Overall, the pass rate is 75-80%. We have found that some pilots are required to undergo additional testing after the initial medical check. This means that during the medical check the doctor will have questions about one (or more) issues. In most cases, the pilot returns home and has their doctor or a local specialist evaluate the specific issue of concern. The doctor then writes a letter clearing the issue which is submitted back to the airline and medical authority for review. Most often, the pilot will then go back for a follow up check to confirm the issue acceptable.

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Who should consider contract flying?

All crewmembers should consider crew leasing. There are some real advantages to flying under contract. The key is to learn as much as you can about the terms of the contract (pay, benefits, contract duration, domicile location, commuting allowances, training location and duration, scheduling method, guaranteed days off, sick leave, upgrade opportunities, disability benefits, etc.). Try to locate crewmembers already flying for that same airline. Learn about the airline's history, financial strength, growth plans, fleet size, aircraft orders, etc. It's only after you have all of the relevant facts that you'll be able to make a decision as to whether a contract flying job is right for you. Our team works hard to provide as much information to you so you have a clear understanding of all aspects of the new job.

What are the advantages of contract flying?

- The crewmember has job security for the duration of the contract.
- Most contracts are renewable – which means at the end of your contract you have the option to renew or to move onto another opportunity elsewhere.
- Several airlines that use crew leasing services offer a contract completion bonus.
- Some airlines utilizing crew leasing services offer travel reimbursement or positive space seating when crewmembers commute between their home and domicile.
- Many vacancies in today's market offer great advancement: First Officer to Captain, narrowbody to widebody transition, etc.

How do I know the airline will renew my contract?

Usually, it is very rare for an airline to not renew a crewmember's contract. The reality of the situation is that the airline has invested hundreds of thousands of dollars to interview and train each crewmember. They do not want to incur the additional expense of finding replacements. Of course, crewmembers exercising poor work ethics, illegal activities, not complying with the terms of their contract, or other rare circumstances may not be offered a follow-up contract upon contract completion.

How does renewal work?

The renewal process is seamless. Usually with a few months of contract completion, you will be offered the opportunity to renew (usually for the same duration as with the previous contract). You then simply complete and sign the forms for the new contract. This new contract will take effect immediately upon the completion of the previous contract. For example, this could happen in the middle of a trip without any disruption of duty to you or the airline.

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CREW LEASING FAQs

What are the DISadvantages?

As with all jobs, there are drawbacks. For most pilots, the biggest consideration is accepting a job that they must commute to. We all know that commuting impacts our time at home with family. As stated above, the key in deciding if a contract flying job is right for you is to learn as much as you can about the terms of the contract, the working conditions, and the airline itself.

As always, please feel free contact us anytime. We are more than happy to discuss opportunities with you.

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