

**ARW ALPA Flight Pay Loss
Summary by Member
1/1/2016 - 12/31/2016**

Name	Hours	Base Pay	Fringe	Total
Abdalla, Jimmy	205.94	\$ 9,606.77	\$ 1,441.01	\$ 11,047.78
Alexa, Jared	42.10	\$ 1,788.40	\$ 268.27	\$ 2,056.67
Anderson, David	138.55	\$ 11,704.46	\$ 1,755.67	\$ 13,460.13
Burgess, Robert	578.41	\$ 62,600.37	\$ 9,390.08	\$ 71,990.46
Burgess, Robert *	18.75	\$ 2,049.19	\$ 307.38	\$ 2,356.57
Cetrone, Joseph	12.00	\$ 901.71	\$ 135.25	\$ 1,036.96
Chadwick, Matthew	304.82	\$ 29,066.22	\$ 4,359.94	\$ 33,426.16
Chadwick, Matthew *	35.61	\$ 3,376.13	\$ 506.42	\$ 3,882.55
Clarke, Richard	165.14	\$ 15,892.90	\$ 2,383.94	\$ 18,276.84
Clarke, Richard *	14.47	\$ 1,401.43	\$ 210.21	\$ 1,611.64
Donoghue, Reed	245.12	\$ 20,832.91	\$ 3,124.94	\$ 23,957.85
Foley, Sean	16.28	\$ 1,260.33	\$ 189.05	\$ 1,449.38
Fuson, Christopher	39.60	\$ 3,148.46	\$ 472.27	\$ 3,620.73
Hammond, Robert *	9.00	\$ 969.12	\$ -	\$ 969.12
Hoff-Downing, Graham	455.42	\$ 34,802.28	\$ 5,220.33	\$ 40,022.62
Kalbach, David	21.30	\$ 918.46	\$ 137.77	\$ 1,056.23
Killeen, Gregory	6.10	\$ 614.88	\$ 92.23	\$ 707.11
Killen, James	43.65	\$ 1,800.13	\$ 270.02	\$ 2,070.15
Killen, James *	32.90	\$ 1,356.80	\$ 203.52	\$ 1,560.32
Lehenbauer, Daniel	67.76	\$ 6,709.55	\$ 1,006.43	\$ 7,715.98
Lockwood, Mark	23.27	\$ 2,090.50	\$ 313.58	\$ 2,404.08
Mader, Charles	183.70	\$ 14,550.95	\$ 2,182.64	\$ 16,733.60
Milton, Aaron	27.00	\$ 2,089.81	\$ 313.47	\$ 2,403.28
Nesbitt, Ken	427.02	\$ 37,290.38	\$ 5,593.57	\$ 42,883.95
Nord, Eric	21.85	\$ 2,253.68	\$ 338.05	\$ 2,591.73
Payne, Andrew	73.62	\$ 6,503.57	\$ 975.53	\$ 7,479.11
Rabe, Andrew	45.62	\$ 4,205.39	\$ 630.81	\$ 4,836.20
Ragusa, Lucas	45.49	\$ 1,848.26	\$ 277.24	\$ 2,125.50
Reinert, Kenneth	278.84	\$ 25,120.38	\$ 3,768.04	\$ 28,888.42
Roback, John	23.67	\$ 2,292.44	\$ 343.87	\$ 2,636.31
Saavedra, Luis	195.08	\$ 8,319.85	\$ 1,247.99	\$ 9,567.84
Saavedra, Luis *	14.98	\$ 608.78	\$ 91.32	\$ 700.10
Saylor, Jeremy	825.41	\$ 75,396.39	\$ 11,309.47	\$ 86,705.86
Stocki, Ronald	6.40	\$ 619.84	\$ 92.98	\$ 712.82
Suhs, Christopher	777.07	\$ 71,196.54	\$ 10,679.49	\$ 81,876.02
Suhs, Christopher *	230.00	\$ 21,157.32	\$ 3,173.60	\$ 24,330.92
Wilcox, David	32.38	\$ 2,545.45	\$ 381.82	\$ 2,927.27
Zimmermann, Stephen	20.38	\$ 2,194.67	\$ 329.20	\$ 2,523.87
TOTALS	5704.71	\$ 491,084.70	\$ 73,517.40	\$ 564,602.13

Entries marked with an asterisk (*) after their name indicates FPL paid out of an ALPA National project, not out of the ARW MEC's budget.

"Base Pay" is the member's hourly rate times the number of hours of FPL accrued (doing the math may not exactly match the published pay scale as there are two times a pilot's pay changes each year: at his longevity anniversary, and with the October 1.5% increase). "Fringe" is 15% of the base pay, and is paid to the Company in reimbursement for what their per-employee expenses are that don't appear on a pay statement - such as their portion of the medical premium, etc.

For 2016, the Company and Association were active in contract negotiations. Additionally, the MEC ramped up the 2018:Sunrise or Sunset / 2018:SOS campaign around the September timeframe as the Company's future was uncertain pending the conclusion of the contract with American Airlines. Finally, there is the ongoing work by the MEC committees, particularly the CASC, Hotel and Grievance committees that support the ARW pilot group.