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STATEMENT FROM VENTURA'S CEO,  
NIK TARASCIO:

At Ventura, we're not just another charter company; we're building the charter company we always wished we could work for. We put our pilots first, equipping them with top-tier training and the best tools in the business. By joining our team, you're not only securing a job but becoming part of a close-knit team that aspires for nothing short of excellence. Together, let's redefine the charter flight experience.

## VENTURA PILOT BENEFITS

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Generous Compensation Package with Signing Bonus (if applicable) and opportunities to earn additional compensation if desired.

Excellent Healthcare Benefits-  
Medical (Aetna), Dental & Vision (Ameritas), FSA & HSA (Surency), Short and Long Term Disability and additional Life Insurance (UNUM).

401K with Company Match 100% Vested.

Company Paid Life Insurance, Identity Theft Protection, and Employee Assistance Program.

Paid Time Off - "All Inclusive" PTO bank, which increases based upon years of service.

6 Company Paid Holidays + Birthday & Work Anniversary- Additional Day of Pay if you are scheduled to fly on these days

2 weeks paid parental leave.

Your days off are valued!

Full salary starts with travel day to INDOC Training through Training Center to start your rotation, regardless of time gaps between training and rotation start.

Truly Home-Based, (Unless otherwise explicitly stated) offering 15/13 and 8/6 rotations.

Paid Known Crew Member (KCM) for Pilots

Apple iPads for all Flight Crew with company email

All flight crew are paid for additional days worked beyond standard/ scheduled rotation.

FAA Medical Reimbursement

Daily Per-Diem rates of \$65 (domestic) & \$95 (international)

Corporate Credit Card for meals, hotels, etc.,

Company Anniversary celebration gift

SIC to PIC upgrades (reviewed annually- seniority and performance based)

\$50 Monthly Cell Phone Stipend/ Reimbursement

# PILOT PAY SCALES

Super-Mid	PIC	SIC
Starting Salary	\$180,000.00	\$100,000.00
Year 2	\$189,000.00	\$105,000.00
Year 3	\$196,560.00	\$109,200.00
Year 4	\$203,439.60	\$113,022.00
Year 5	\$210,559.99	\$116,977.77
Year 6	\$217,929.59	\$121,071.99
Year 7	\$225,557.12	\$125,309.51
Year 8	\$233,451.62	\$129,695.34
Year 9	\$241,622.43	\$134,234.68
Year 10	\$250,079.21	\$138,932.90
Year 11	\$258,831.98	\$143,795.55
Year 12	\$267,891.10	\$148,828.39
Year 13	\$277,267.29	\$154,037.38
Year 14	\$286,971.65	\$159,428.69
Year 15	\$300,172.34	\$166,762.41

8.2023-The pay scale listed above is subject to change at the reasonable discretion of Ventura.

Mid-Size	PIC	SIC
Starting Salary	\$130,000.00	\$90,000.00
Year 2	\$137,800.00	\$95,400.00
Year 3	\$143,312.00	\$99,216.00
Year 4	\$148,327.92	\$102,688.56
Year 5	\$153,519.40	\$106,282.66
Year 6	\$158,892.58	\$110,002.55
Year 7	\$164,453.82	\$113,852.64
Year 8	\$170,209.70	\$117,837.48
Year 9	\$176,167.04	\$121,961.80
Year 10	\$182,332.89	\$126,230.46
Year 11	\$188,714.54	\$130,648.53
Year 12	\$195,319.55	\$135,221.22
Year 13	\$202,155.73	\$139,953.97
Year 14	\$209,231.18	\$144,852.36
Year 15	\$216,554.27	\$149,922.19

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