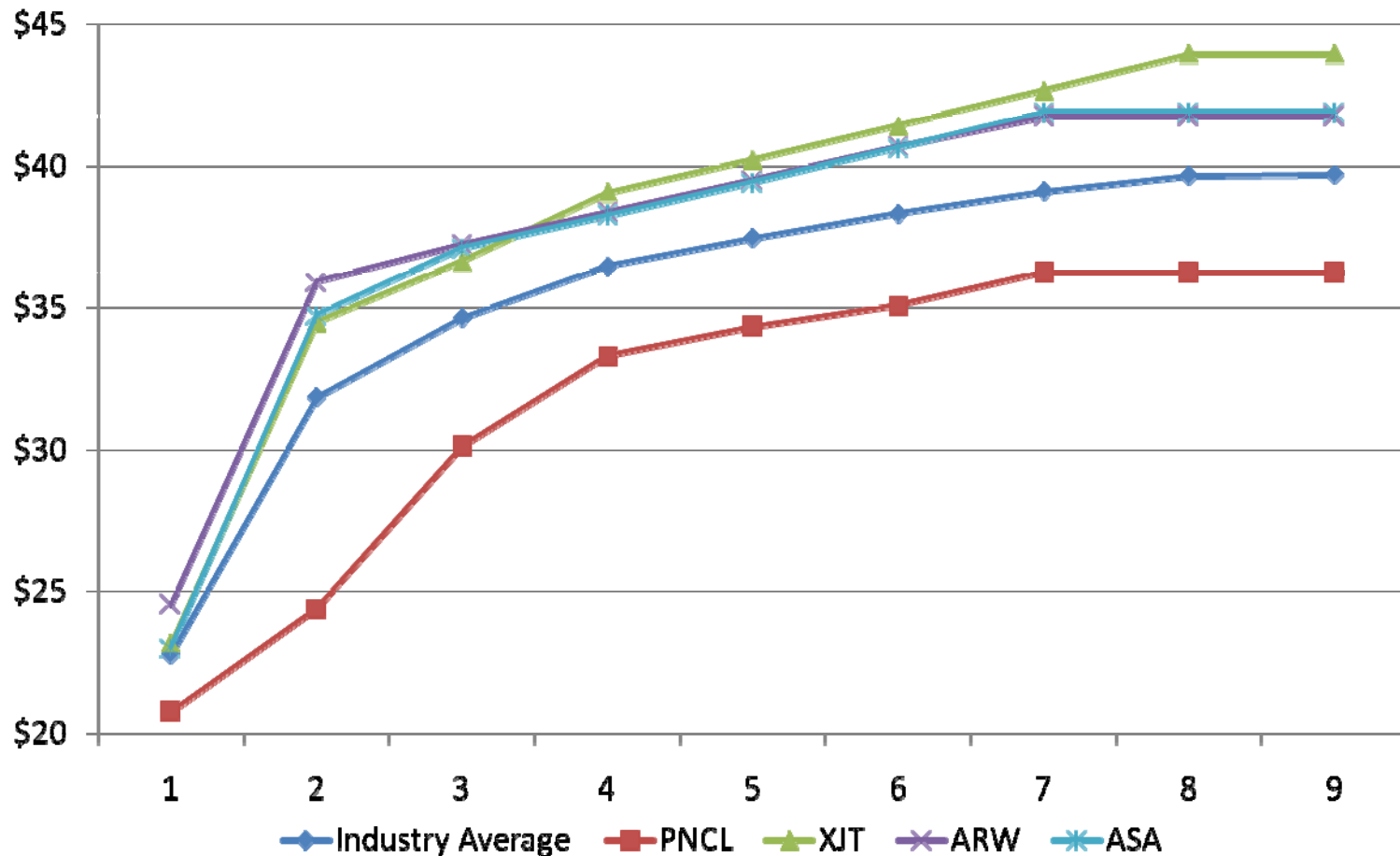


First Officer Pay Rate Comparison

Pay Rates as of April 1, 2008



Note: Comparison includes Top 3 sets of FO pay rates , Pinnacle FO pay rates and Industry Average FO Pay rates -
Industry Average includes ARW, ASA, EGL, XJT, MAG, MSA, PSA, CTQ/REP, SKY, TSA