

Pinnacle and Industry Average Compared to Top 3 First Officer Pay Rates
Pay Rates as of April 1, 2008

Airline	PNCL Current	Industry Average			ExpressJet			AirWisconsin			ASA		
Union	ALPA				ALPA			ALPA			ALPA		
Eff. Date	5-1-04				12-1-07			10-1-07			11-20-07		
Equip/Seats	50-59 TurboJet				EMB145/135			CL-65			35-59 TurboJet		
Equip Flown	CRJ200	CLRJ-200/ ERJ-145			ERJ-145			CRJ200			CRJ200		
	Rates	Rates	% Diff.	\$ Diff.	Rates	% Diff.	\$ Diff.	Rates	% Diff.	\$ Diff.	Rates	% Diff.	\$ Diff.
1st year	\$20.73	\$22.76	9.8%	\$2.03	\$23.15	11.7%	\$2.42	\$24.53	18.3%	\$3.80	\$23.00	11.0%	\$2.27
2nd year	\$24.39	\$31.83	30.5%	\$7.44	\$34.46	41.3%	\$10.07	\$35.91	47.2%	\$11.52	\$34.72	42.4%	\$10.33
3rd year	\$30.09	\$34.62	15.1%	\$4.53	\$36.61	21.7%	\$6.52	\$37.20	23.6%	\$7.11	\$37.08	23.2%	\$6.99
4th year	\$33.28	\$36.45	9.5%	\$3.17	\$39.04	17.3%	\$5.76	\$38.34	15.2%	\$5.06	\$38.24	14.9%	\$4.96
5th year	\$34.31	\$37.45	9.1%	\$3.14	\$40.21	17.2%	\$5.90	\$39.48	15.1%	\$5.17	\$39.41	14.9%	\$5.10
6th year	\$35.06	\$38.30	9.2%	\$3.24	\$41.42	18.1%	\$6.36	\$40.66	16.0%	\$5.60	\$40.63	15.9%	\$5.57
7th year	<u>\$36.23</u>	\$39.08	7.9%	\$2.85	\$42.66	17.7%	\$6.43	<u>\$41.74</u>	15.2%	\$5.51	<u>\$41.89</u>	15.6%	\$5.66
8th year		\$39.64	9.4%	\$3.41	<u>\$43.94</u>	21.3%	\$7.71						
9th year		<u>\$39.68</u>	9.5%	\$3.45									
TOP RATE	\$36.23	\$39.68	9.5%	\$3.45	\$43.94	21.3%	\$7.71	\$41.74	15.2%	\$5.51	\$41.89	15.6%	\$5.66

Airlines used in "Industry Average" category include ARW, ASA, CMR, EGL, XJT, MAG, MSA, PSA, REP/CTQ, SKYW, TSA