

Company Portfolio for Prospective
Aircraft Maintenance Technicians

Every day and night, hundreds of Aircraft Mechanics, Quality Inspectors, Technical Services employees and more work to make sure we're running the safest airline for our colleagues and customers. We're committed to being a part of the communities we serve and supporting the aviation industry's goals to keep the world connected, every day.



Our Vision

Our goal is to be the top regional airline, prioritizing safety, reliability, and success for customers, employees, and shareholders.



Safe: The safety of our customers and coworkers is the foundation of our business and at the core of every decision or action we take.



Reliable: We provide on-time, high-quality and reliable service every day"



Service: We support thousands of customers and colleagues every day, and give back to the communities we're a part of.

About Us

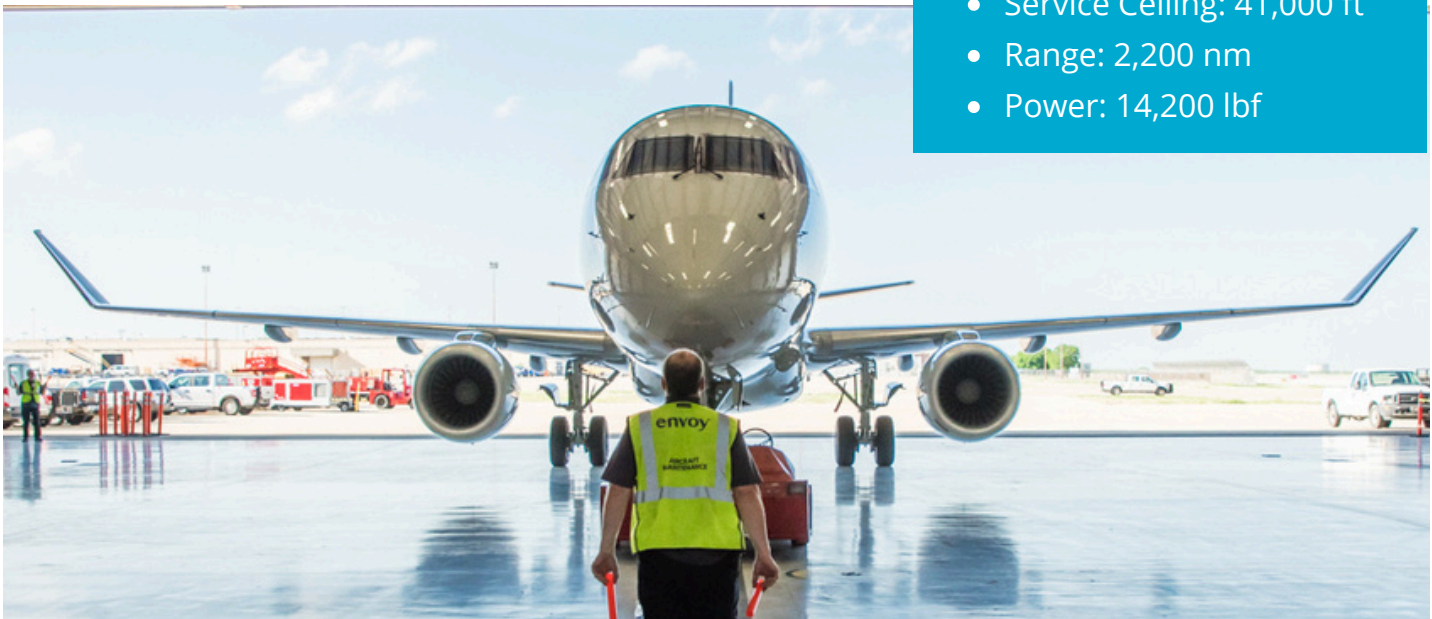
- Envoy Air is a wholly-owned subsidiary of American Airlines Group (AAG) and the largest regional carrier for American Airlines, operating more than 900 daily flights to more than 160 destinations.
- In August 1984, the first American Eagle flight took place. In 1998, legacy airlines merged to found American Eagle Airlines, which became Envoy Air in 2014.
- Envoy Headquarters (EHQ) is located in Irving, TX with crew bases in Dallas/Fort Worth (DFW), Chicago (ORD), Phoenix (PHX) and Miami (MIA).
- We operate a fleet of more than 160 aircraft, growing to at least 181 aircraft by the end of 2025.
- Envoy has a workforce that exceeds 20,000 employees!

When it comes to regional aircraft, Envoy's Embraer 170/175 fleet is unrivaled. While offering maximum operational adaptability, such as short field capabilities and a 2,000 nautical mile range, the E-Jet encompasses many of the same features of larger jets including VNAV, auto throttle, and fly-by-wire technology.

Fun fact: the E170/175 maximum gross takeoff weight is equivalent to approximately 57 Texas Longhorn cattle, or 85,000 pounds.

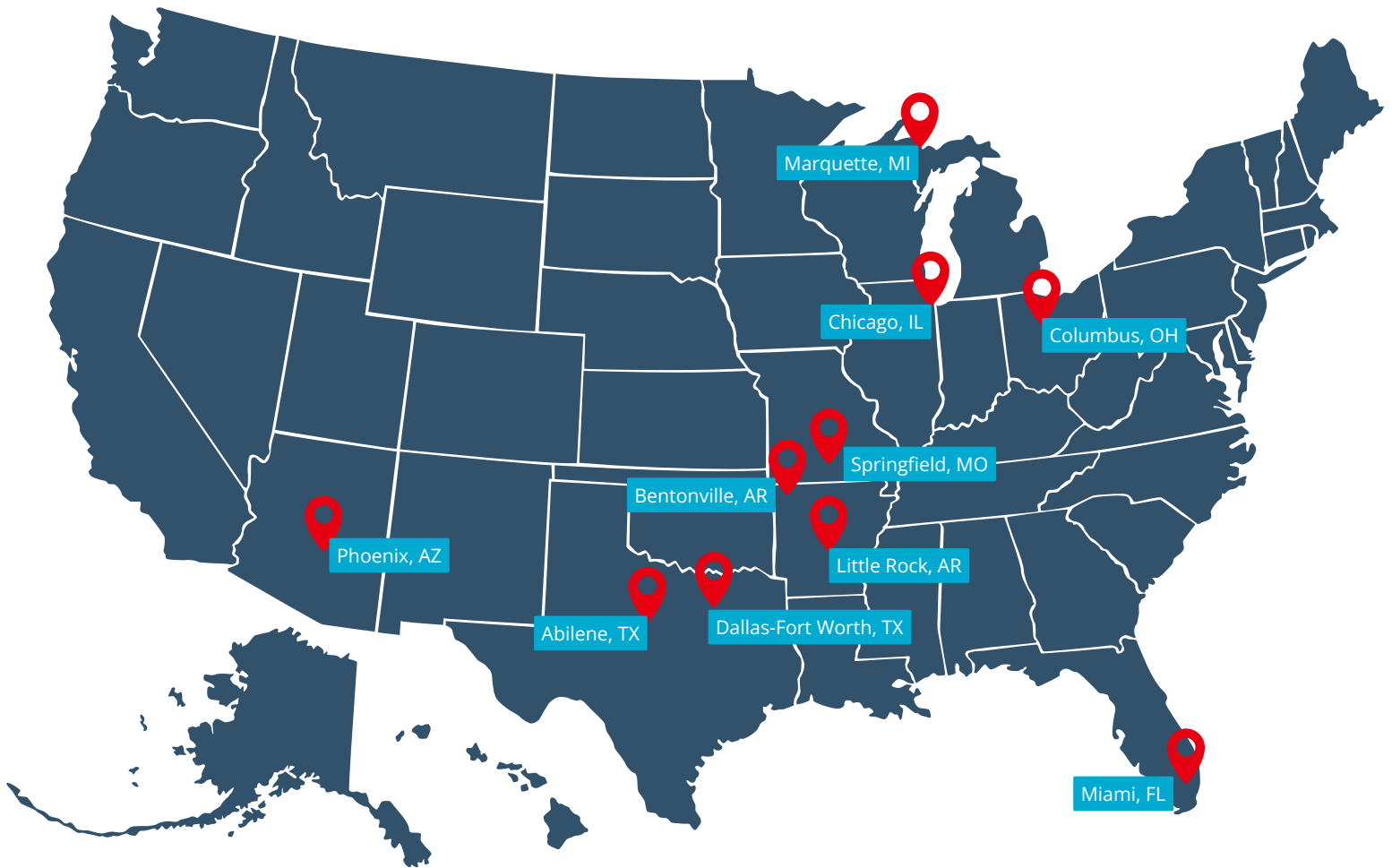
E170/E175

- Wingspan: 94 ft 2 in
- Cruise: .82 mach
- Rate of Climb: 2,000 ft/min
- Service Ceiling: 41,000 ft
- Range: 2,200 nm
- Power: 14,200 lbf



Requirements:

- Must be at least 18 years old
- High School Diploma or GED
- Must have or obtain both Airframe & Powerplant licenses within sixty (60) days of interview
- Successfully complete a driving record check, FBI fingerprint check and a pre-employment drug screen.
- Valid Passport Required.
- Must be able to travel freely to and from all of the cities/countries served by our airline unencumbered.



With 10 maintenance bases, Envoy Air operates over 900 daily flights under the American Eagle brand to over 160 destinations in the United States, Canada, Mexico, and the Caribbean.

- Abilene, TX (ABI)- Heavy Check and Overhaul
- Bentonville, AR (XNA) -Line and Hangar
- Chicago, IL (ORD)- Line and Hangar
- Columbus, OH (CMH)- Line and Hangar
- Dallas-Ft. Worth, TX (DFW)- Line and Hangar
- Little Rock, AR (LIT)- Line and Hangar
- Marquette, MI (MQT) Heavy Check and Overhaul
- Miami, FL (MIA)- Line Only
- Phoenix, AZ (PHX)-Line Only
- Springfield, MO (SGF)- Line and Hangar

“The cost structure we have in place – coupled with our outstanding operating performance – is why American continues to rely on Envoy for the largest portion of its regional fleet – and why it continues to place additional aircraft and flying with us.”

Pedro Fábregas
Envoy President and CEO

Estimated Minimum Yearly Gross Pay			
Step	Effective Date (5/13/24*)	Effective Date (5/13/25*)	Effective Date (5/13/26*)
1	\$25.50	\$26.01	\$26.53
2	\$27.03	\$27.57	\$28.12
3	\$28.05	\$28.61	\$29.18
4	\$30.09	\$30.69	\$31.31
5	\$31.11	\$31.73	\$32.37
6	\$32.13	\$32.77	\$33.43
7	\$33.15	\$33.81	\$34.49
8	\$35.19	\$35.89	\$36.61
9	\$35.70	\$36.41	\$37.14
		24-Nov	25-Nov
10	\$37.33	\$38.42	\$39.57

*Effective date for contractual hourly pay increase.

AMT Pay Scale				
Base	Hourly	License Premium*	Geo Premium	Total
ABI*	\$25.50	\$3.00		\$28.50
XNA	\$25.50	\$3.00		\$28.50
CMH	\$25.50	\$3.00		\$28.50
DFW	\$25.50	\$3.00		\$28.50
LIT	\$25.50	\$3.00		\$28.50
MQT	\$25.50	\$3.00		\$28.50
MIA	\$25.50	\$3.00		\$28.50
PHX	\$25.50	\$3.00		\$28.50
SGF	\$25.50	\$3.00		\$28.50
ORD	\$25.50	\$3.00	\$3.25	\$31.75

Mechanic wages are governed by the contract agreed upon between Envoy and the Transport Workers Union (TWU)* and are competitive with other regional airlines.

Effective Dates (5/13/24-5/13/25)

*Excludes Eagle Aviation Services Inc. at Abilene, Texas

New Hire Training Schedule

MTX190 Maintenance Indoctrination
(2 Weeks EHQ)

- Return to base for 4 weeks. List of specific tasks to be accomplished before returning for the E1753006 is provided to AMTs

E1753006 Embraer Line & Base Mechanics
& Avionics
(2 weeks EHQ)

- Return to base for 4 months.

MTX0124 Principles of Troubleshooting
(1 week EHQ)

- Return to base for 6 months

E1753007 E175 Systems Troubleshooting
(1 week EHQ / Virtual)



Envoy is excited to offer a competitive total rewards package that few other companies can match. Our benefits, along with many other employment privileges, are extended to family members.



Paid fleet certification



Premium pay for inspectors and crew chiefs**



Retirement+



Shift pay differential*



Meals & hotels on field trips



Travel Privileges



Paid holiday and vacation



Time Off



Career Growth

*Shift Differential- \$0.25 2nd shift; \$0.45 3rd shift
**Premium pay for inspectors and Crew Chiefs- additional \$2.00 per hour +401(k) -Envoy Air matches after 1 year of service

What employees have access to:

- Medical, Dental, Vision
- Flexible Spending Account
- Health Savings Account
- Life Insurance & Disability
- AAG Deals & Discounts
- American Airlines Credit Union
- Paid Field Trips/Road Trips
- Paid Training
- Inter-Company Base Transfers
- Career Growth
- Prescription Drug Benefits
- Critical Illness Benefits
- Voluntary Personal Accident Insurance
- Group, Home & Auto Benefits
- Personal Days Off
- Legal Plan Benefits
- Employee Assistance Program
- TWU Union Representation*

*Excludes Eagle Aviation Services Inc. at Abilene, Texas



We Take Care of Our Team

Envoy offers a competitive total rewards package that few other companies can match. Our benefits, along with many other employment privileges, are extended to family members and domestic partners.

Our comprehensive benefit package includes three medical options, two dental options, vision and basic life and AD&D insurance for employees and their families. In addition to our core benefits offerings, employees have a variety of optional benefits to choose from, such as, short and long term disability, voluntary life & AD&D insurance, critical illness insurance, group legal plan, health savings account and flexible spending accounts.



	PPO 750	PPO 1700	PPO 2500
Monthly Premiums for Employees			
Employee Only	\$256.33	\$177.99	\$113.20
Employee + 1	\$511.77	\$355.12	\$278.34
Employee + 2	\$690.59	\$479.10	\$375.44
2024 In-Network Deductibles			
Individual	\$750	\$1,700	\$2,500
Family	\$1,500	\$3,400	\$5,000
What You'll Pay After the Deductible is Met			
Preventive Care	\$0*	\$0*	\$0*
Primary Care Visits	\$25*	20%	20%
Specialist Visits	20%	20%	20%
Urgent Care	\$50*	20%	20%
Emergency Room	20%	20%	20%
Inpatient Hospital Stay + Physician	20%	20%	20%
Pregnancy + Obstetrician Services	20%	20%	20%
Out of Pocket Maximum (Including Deductibles)			
Individual	\$4,950	\$4,500	\$6,450
Family	\$9,900	\$12,900	\$12,900

Effective Dates(1/1/25-12/31/25)

*Deductible does not apply.

Monthly Premiums for Employees

	Dental Core	Dental Enhanced
Employee Only	\$11.08	\$16.25
Employee + 1	\$22.15	\$32.49
Employee + 2	\$29.91	\$43.87
Annual Deductible (per person)	\$75	\$50
Annual Maximum Benefits	\$1,500	\$2,500
Preventive Service (Exams, Cleaning, X-Ray)	100% covered, no deductible	
Basic Services (Sealant, Fillings, Oral Surgery)	80% covered after deductible	
Major Services (Crown, Dentures, Implants)	50% covered after deductible	
Orthodontia Services	50% up to maximum of \$1500, no deductible	Plan pays 50% up to a maximum of \$2,000, no deductible
Orthodontia Lifetime Maximum	\$1500 maximum, no deductible (child only)	\$2,000 maximum, no deductible

Effective Dates(1/1/25-12/31/25)

EyeMed Vision Insurance

Monthly Premiums for Employees

Employee Only	\$7.37
Employee + 1	\$14.01
Employee + 2	\$19.66

2024 Coverage | In-Network

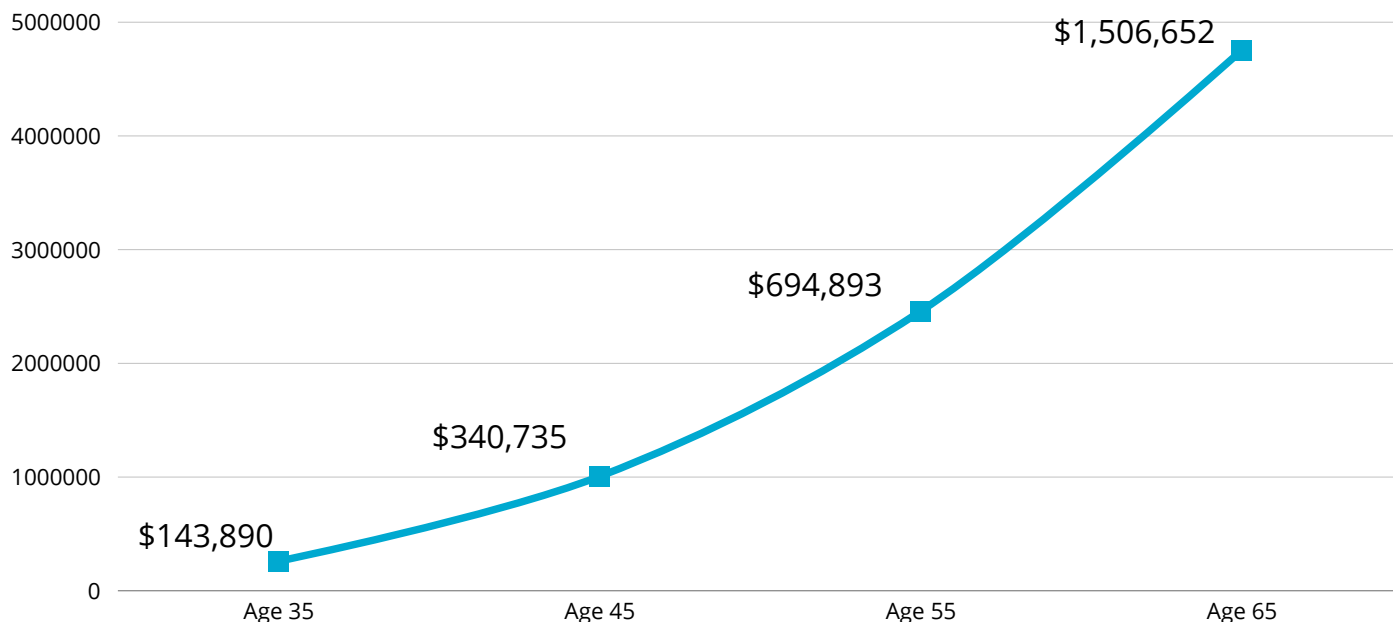
Exam Copay	\$10 co-pay; \$0 co-pay w/PLUS providers
Frames	\$0 co-pay, \$150 allowance; 20% off balance over \$150 \$200 Allowance w/PLUS providers
Glasses	\$100 allowance after 40% discount applied w/ PLUS providers
Exam, Frames, Contacts & Lenses Frequency	Once every calendar year
LASIK Vision Correction	15% off the retail price or 5% off the promotional price
Contact Lens Allowance	\$0 co-pay, \$150 allowance; 15% off balance over \$150

2025 Coverage | Out-of-Network

Exam Copay	Up to \$40
Frames	Up to \$45
Glasses	N/A
Exam, Frames, Contacts & Lenses Frequency	Once every calendar year
LASIK Vision Correction	N/A
Contact Lens Allowance (Conventional & Disposable)	Up to \$150

Effective Dates(1/1/25-12/31/25)

Retirement Growth Projection



Years of Service	Company Matching
Envoy's Contribution to your 401K Retirement Plan	
1 - 4	50% of up to 6% of eligible earnings for a maximum of 3%
5 - 9	70.80% of up to 6% of eligible earnings for a maximum of 4.25%
10 - 14	90% of up to 6% of eligible earnings for a maximum of 5.40%
15 - 19	100% of up to 6% of eligible earnings for a maximum of 6%
20 +	100% of up to 7% of eligible earnings for a maximum of 7%
American Airlines' Contribution to your 401K Retirement Plan	

American Airlines has the largest travel network in the entire industry, and as a member of the American Airlines Group, Envoy employees have travel privileges on the same priority level as American employees. This gives Envoy a unique benefit that other regional airlines simply cannot match.

Travel privileges include:

- Unlimited, free domestic travel on American Airlines and American Eagle flights
- Six "priority" vacation passes per year
- Buddy passes and international travel
- Largest travel network in the world
- Priority is based on check-in time
- Zonal Employee Discounts (ZED) on other airlines
- 20% discount on all fares published on aa.com

<p>D1 <i>Qty. 6 one-way passes per year</i></p> <ul style="list-style-type: none"> • Employee • Spouse • Domestic Partner (DP) • Registered Companion (RC) • *Children 	<p>D2 <i>Unlimited standby passes</i></p> <ul style="list-style-type: none"> • Employee • Spouse • Domestic Partner (DP) • Registered Companion (RC) • *Children 	<p>D2P <i>Unlimited standby passes</i></p> <ul style="list-style-type: none"> • One set of parents 	<p>D3 <i>Qty. 16 one-way passes per year</i></p> <ul style="list-style-type: none"> • Additional Family or Friends
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*Children under the age of 24

"Envoy enjoys the best travel privileges in the regional airline industry, because we travel on the same priority level as American Airlines' team members, anywhere in American's global network."
 Dee Temples
 Envoy Senior VP of Air Operations



Ready to soar with Envoy?

Contact Our Team

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