

Company Portfolio for Prospective
Aircraft Maintenance Technicians

At Envoy, we are dedicated to creating an unparalleled safe work environment that embraces diversity and provides equal opportunities for all. We strive for a workplace where every employee feels secure, engaged, respected, and appreciated. Valuing each other and honoring our differences is a fundamental aspect of our culture. Our diverse backgrounds foster a variety of perspectives and innovative ideas that play a crucial role in our continued success.



Our Vision *Envoy will be the safest, most reliable, most successful regional airline in the world.*



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



Reliability: We deliver exceptional service that American Airlines and its customers can count on.



Success: By delivering on the first two elements, Envoy will continue to earn American's business and sustain our history of excellence.

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 1,000 daily flights to more than 180 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 hubs in Dallas/Fort Worth (DFW), Chicago (ORD), Phoenix (PHX) and Miami (MIA).



We operate a fleet of more than 170 aircraft, growing to at least 214 aircraft by the end of 2027.



Envoy has a workforce that exceeds 21,400 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.

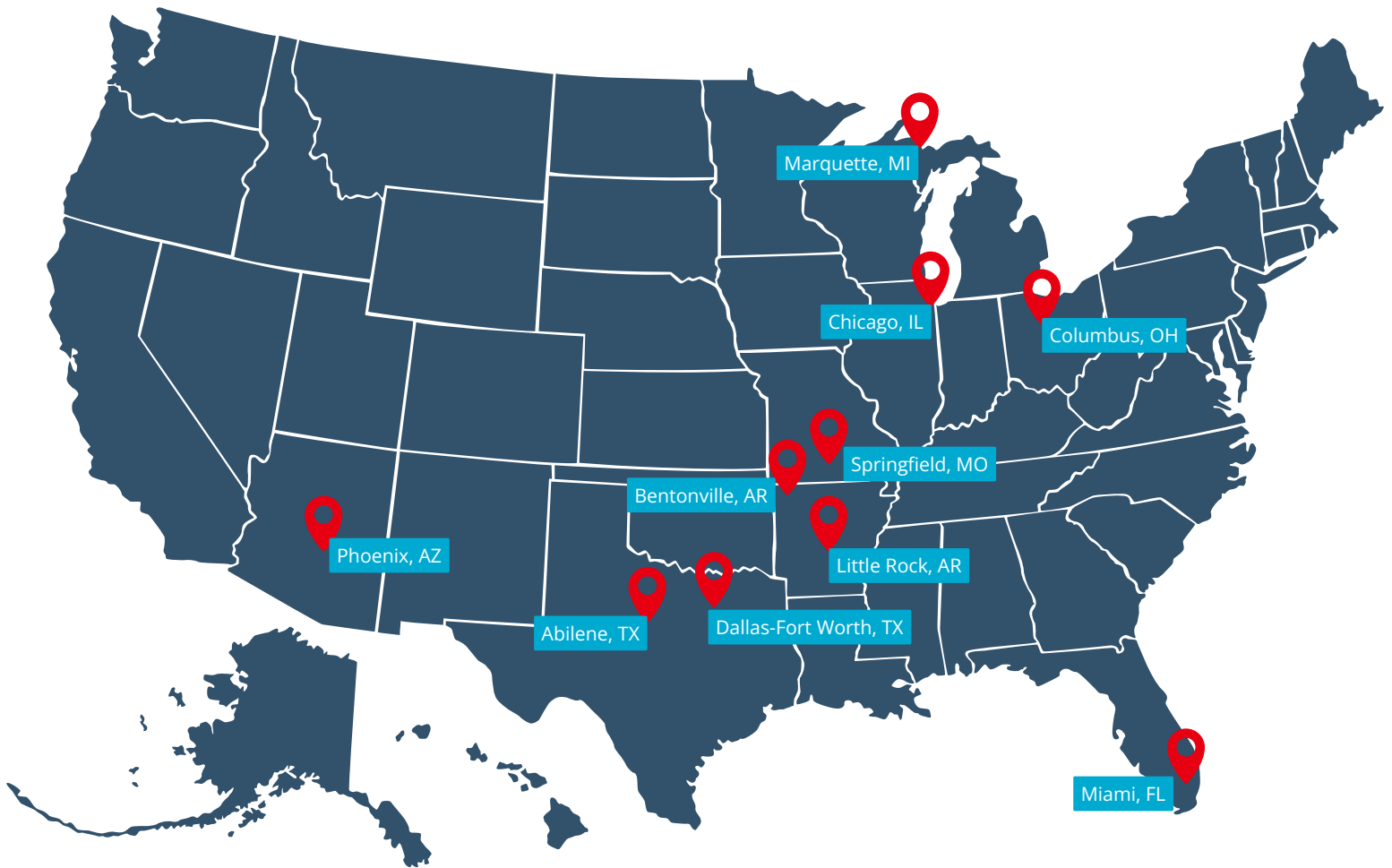
Embraer 170/175

- 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 an 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	DOS (5/13/23*)		DOS +12 (5/13/24*)	DOS +24 (5/13/25*)	DOS +36 (5/13/26*)	
1	\$25.00		\$25.50	\$26.01	\$26.53	
2	\$26.50		\$27.03	\$27.57	\$28.12	
3	\$27.50		\$28.05	\$28.61	\$29.18	
4	\$29.50		\$30.09	\$30.69	\$31.31	
5	\$30.50		\$31.11	\$31.73	\$32.37	
6	\$31.50		\$32.13	\$32.77	\$33.43	
7	\$32.50		\$33.15	\$33.81	\$34.49	
8	\$34.50		\$35.19	\$35.89	\$36.61	
9	\$35.00		\$35.70	\$36.41	\$37.14	

*Effective date for contractual hourly pay increase.

AMT Pay Scale				
Base	Hourly	License Premium*	Geo Premium	Total
ABI	\$26.01	\$3.00		\$29.01
XNA	\$26.01	\$3.00		\$29.01
CMH	\$26.01	\$3.00		\$29.01
DFW	\$26.01	\$3.00		\$29.01
LIT	\$26.01	\$3.00		\$29.01
MQT	\$26.01	\$3.00		\$29.01
MIA	\$26.01	\$3.00		\$29.01
PHX	\$26.01	\$3.00		\$29.01
SGF	\$26.01	\$3.00		\$29.01
ORD	\$26.01	\$3.00	\$3.25	\$32.26

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

**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.



Monthly Premiums for Employees

Employee Only	\$326.00	\$226.34	\$177.49
Employee + 1	\$650.96	\$451.67	\$354.00
Employee + 2	\$878.44	\$644.24	\$477.53
	<i>PPO 750</i>	<i>PPO 1700</i>	<i>PPO 2500</i>
	IN-NETWORK	IN-NETWORK	IN-NETWORK

2025 DEDUCTIBLE

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

**Deductible does not apply.*

Effective date 1/1/2026-12/31/2026

Monthly Premiums for Employees

Employee Only	\$11.33	\$16.62
Employee + 1	\$22.66	\$33.23
Employee + 2	\$30.59	\$44.87

MetLife Dental Plans

	Dental Core	Dental Enhanced
Annual Deductible (per person)	\$75	\$50
Preventive Service¹ (Exams, Cleaning, X-Ray)	100% covered, no deductible	
Basic Services² (Sealant, Fillings, Oral Surgery)	80% covered after deductible	
Major Services³ (Crown, Dentures, Implants)	50% covered after deductible	
Annual Maximum Benefits	\$1,500 per person	\$2,500 per person
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

¹ Exams, cleanings, maximum two visits per year; routine X-rays twice per year. Sealants and space maintainers are also considered preventative services.

² Amalgam/resin composite fillings, pulp capping, endodontics, oral surgery, periodontics.

³ Crowns, bridges, dentures, implants.

Effective date 1/1/2026-12/31/2026

Monthly Premiums for Employees

Employee Only	\$7.37
Employee + 1	\$14.01
Employee + 2	\$19.64

EYEMED VISION PLAN
IN-NETWORK
OUT-OF-NETWORK
Eye Exam

\$10 co-pay; \$0 co-pay w/PLUS providers

Up to \$40

Frames

\$0 co-pay, \$150 allowance; 20% off balance over \$150 \$200 Allowance w/PLUS providers

Up to \$45

Glasses

\$100 allowance after 40% discount applied w/ PLUS providers

NA

LASIK Vision Correction

15% off the retail price or 5% off the promotional price

NA

LENSES (ONCE EVERY CALENDAR YEAR)

Single

\$25 co-pay

Up to \$40

Bifocal

\$25 co-pay

Up to \$60

Tri Focal

\$25 co-pay

Up to \$80

Lenticular

\$25 co-pay

Up to \$80

Standard Progressive

\$25 co-pay

Up to \$60

Premium Progressive

Tier 1: \$45 co-pay
Tier 1: \$55 co-pay
Tier 1: \$70 co-pay
Tier 1: \$25 co-pay,
80% of charge less \$120 allowance

ALL TIERS Up to \$40

CONTACTS (ONCE EVERY CALENDAR YEAR)

Conventional

\$0 co-pay, \$150 allowance; 15% off balance over \$150

Up to \$150

Disposable

\$0 co-pay, \$150 allowance; 15% off balance over \$150

Up to \$150

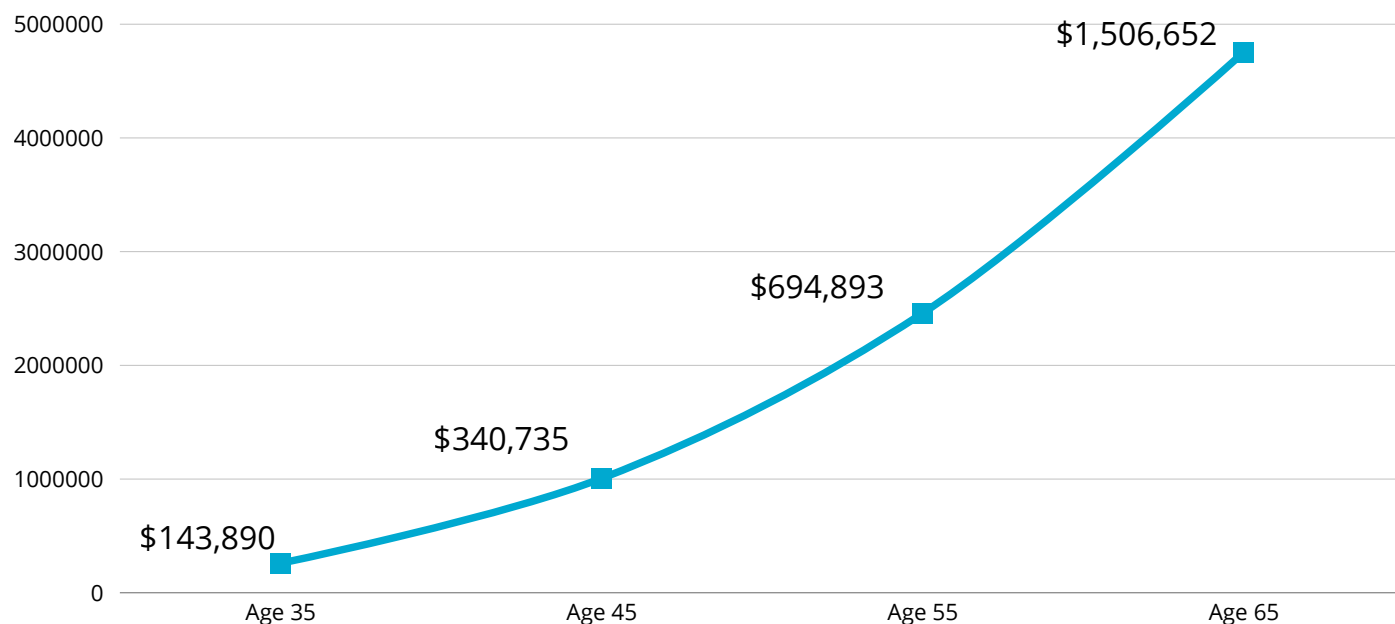
Medically Necessary

\$0 co-pay, paid in full

Up to \$210

Effective date 1/1/2026-12/31/2026

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

D1

Qty. 6 one-way passes per year

- Employee
- Spouse
- Domestic Partner (DP)
- Registered Companion (RC)
- *Children

D2

Unlimited standby passes

- Employee
- Spouse
- Domestic Partner (DP)
- Registered Companion (RC)
- *Children

D2P

Unlimited standby passes

- One set of parents

D3

Qty. 16 one-way passes per year

- Additional Family or Friends

"Envoy enjoys the best travel privileges in the regional airline industry, because we travel on the same priority level as American Airlines' pilots, anywhere in American's global network."

Dee Temples
Envoy Senior VP of Air Operations

Ready to soar with Envoy?

Contact Our Team

(972) 374-5605

Envoy.HireMTX@aa.com



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