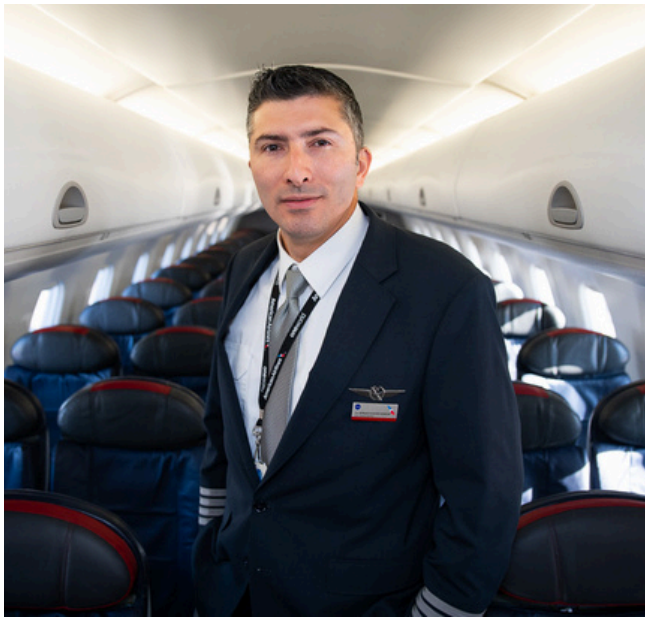
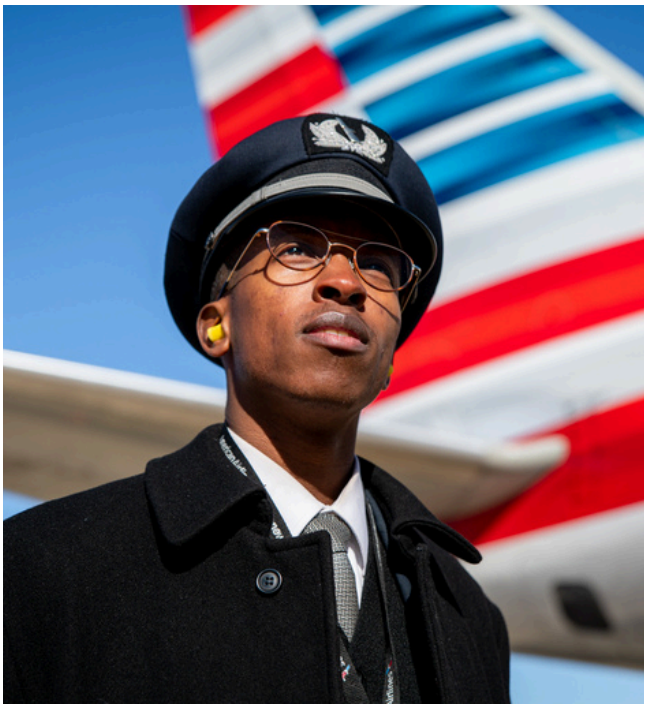
envoy℠

Company Portfolio for Prospective Pilots

June 2026



Climb High
Go Far



Who We Are

At Envoy, we are committed to fostering a safe work environment that is second to none – one that celebrates diversity, offers equal opportunities, and where all employees feel secure, involved, respected, and valued. Respecting one another and valuing our differences is a core value of our culture. Our diversity gives rise to a wide range of viewpoints and new ways of thinking that contribute to our ongoing success.

Our Vision

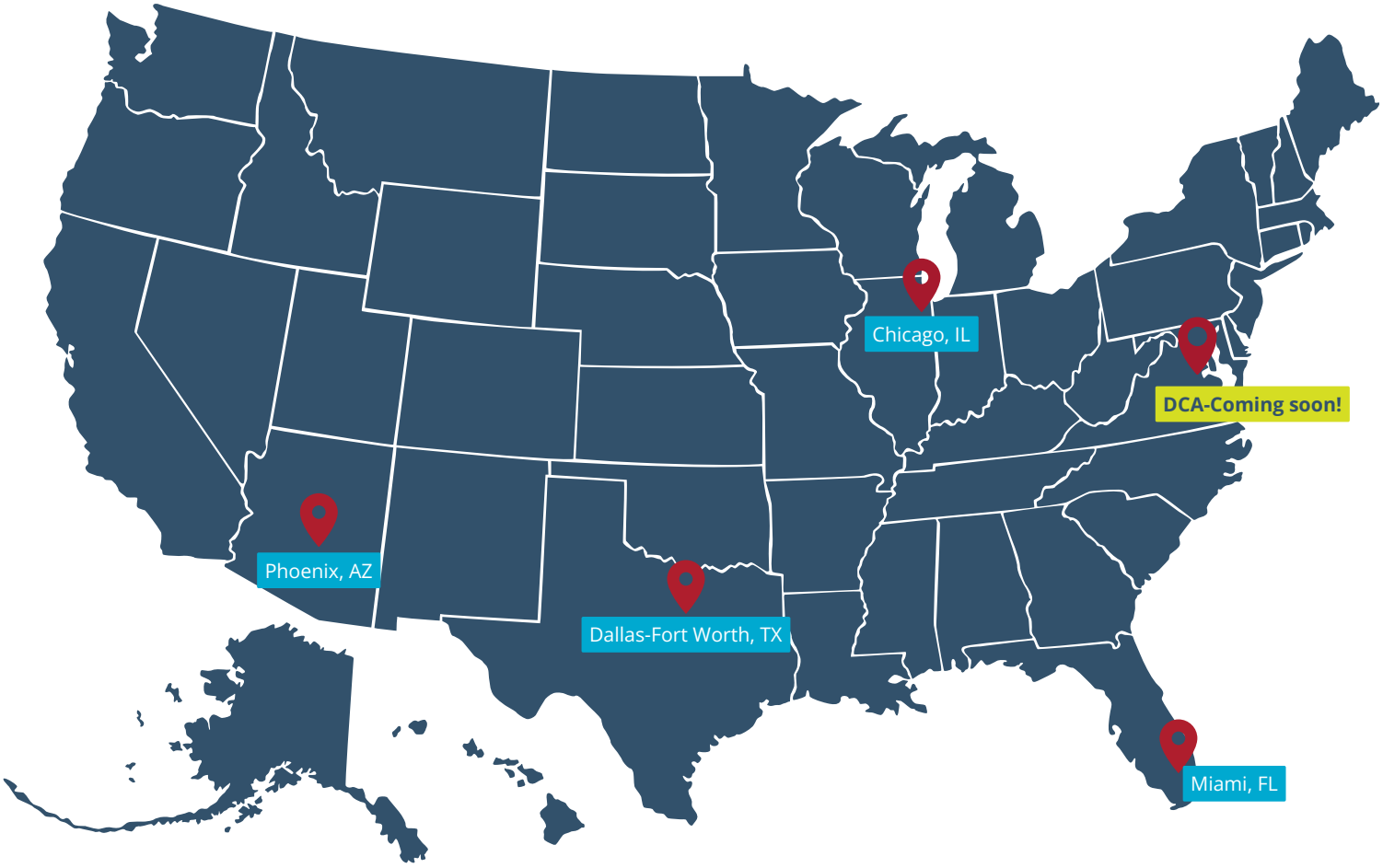
Envoy will be the safest, most reliable, most successful regional airline in the world.

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.

Where We Fly



- Headquartered in Irving, Texas (Dallas/Fort Worth)
- Domiciles in DFW, ORD, MIA, and PHX
- We fly more than 1000 daily departures under the American Eagle brand to over 170 destinations in the United States, Canada, Mexico, and the Caribbean

"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 feed – and why it continues to place additional aircraft and flying with us."

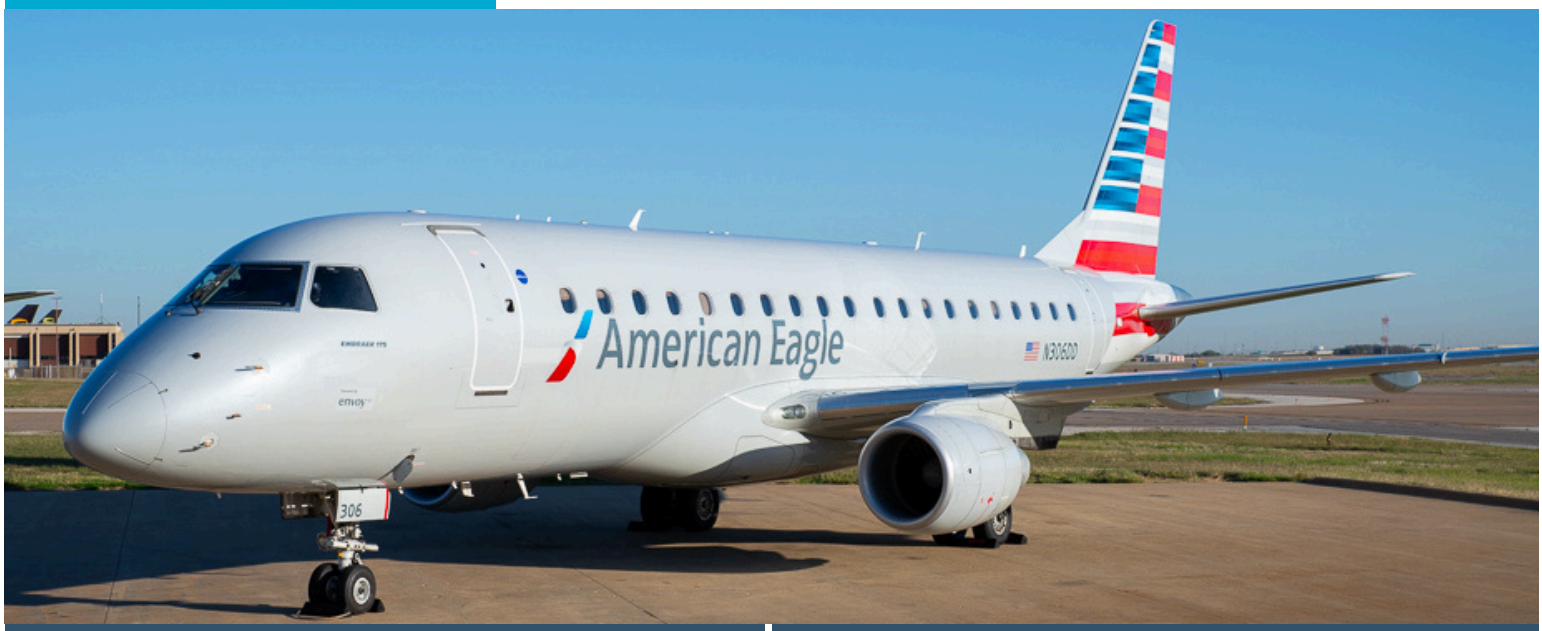
Pedro Fábregas
Envoy President and CEO

What We Fly

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 2,200 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 maximum gross takeoff weight is equivalent to approximately 57 Texas Longhorn cattle, or 85,000 pounds.

Embraer E-Jet (170/175)



E170

- Wingspan: 94 ft 2 in
- Cruise: M 0.82
- Rate of Climb: 2,000 ft/min
- Service Ceiling: 41,000 ft
- Range: 2,200 nm
- Power: 14,200 lb
- Max takeoff weight: 85,000 lbs

E175

- Wingspan: 94 ft 2 in
- Cruise: M 0.82
- Rate of Climb: 2,000 ft/min
- Service Ceiling: 41,000 ft
- Range: 2,200 nm
- Power: 14,200 lb
- Max takeoff weight: 89,000 lbs

"American Airlines' subsidiary Envoy Air provides the gold standard, the envy of many of our other fee-for-departure carriers because its pilot contract provides a path to flying mainline flights at American."

Captain Tim Cannoll
Air Line Pilots Association, International (ALPA) Former President

Depart Envoy

New Hire Training

Year 1

Envoy First Officer

Year 2

Upgrade to Captain

Year 3

Envoy Captain

Year 4

Build Experience

Year 5

Last Year with Envoy*

Flow to American Airlines - No interview required!

AA First Officer

**Times may vary*

Arrive American

As a wholly owned subsidiary of American Airlines Group for more than 30 years, Envoy has the longest history with American Airlines of any regional carrier.

With our unique flow-through to American, Envoy pilots have a direct path to a flying career with the largest airline in the world – with **no additional interviews required**.

Envoy is the single largest source of new pilots for American Airlines representing two-thirds of American's new hires since 2010.

Seniority-Based Flow Rate to American Airlines
Lesser of: • 25% of all AA new hire training slots in that calendar year, or • Five new hire training slots (increased by one for every 125 pilots above the base number of 480 on the seniority list) multiplied by the number of calendar months in that calendar year.

"Joining the Envoy team is more than getting a job. You're launching a life-long career."

Captain Ric Wilson
Envoy VP of Flight Operations

Improved Pay Rates

With improvements to pilot compensation, including new hire starting pay rate of $102 per hour, there's never been a better or more lucrative time to become a pilot at Envoy.

Estimated Minimum Yearly Gross Pay					
Year		Hourly Pay*	Estimated Base Pay (Hourly rate x 1,000 hours)	Estimated Per Diem ($2.00 Dom/$5.00 Int)	Estimated Yearly Salary
1		$102.00 - FO	$102,000	$7200.00	$109,200
2		$165.00** - FO	$165,000	$7200.00	$172,200
3		$168.75 - CA	$168,750	$7200.00	$175,950
4		$172.50- CA	$172,500	$7200.00	$179,700
5		$176.25	$176,250	$7200.00	$183,450
6		$225.00† - CA	$225,000	$7200.00	$232,200
Effective date 6/10/2026--6/10/2027				Approximate 6 Year Total:	$1,052,500.00

Line Check Airman Premium Pay	
Line (IOE) Check Airmen will be paid a premium equal to 100% of their hourly rate, per flight hour of instruction.	$442.50 / hour‡ Thru Dec '26

**Receive 50% premium pay for all pilot hourly rates until December 31, 2026. **Upon reaching 750 hours of applicable 121.436 flight time, First Officers are eligible to receive Captain pay rates congruent with years of service as an Envoy pilot. ‡A pilot who (i) has completed his or her 5th year of service as an Envoy pilot, and (ii) is working as a Line (IOE) Check Airman, Proficiency Check Airman, or Aircrew Program Designee ("APD") shall be paid at the hourly rate of compensation of Step 20 on the Captain pay scale for the period of time that they remain in the position of Line (IOE) Check Airman, Proficiency Check Airman, or APD.*

First Officer Estimated Minimum Yearly Gross Pay				
Year	Hourly Pay*	Estimated Base Pay (Hourly rate x 1,000 hours)	Estimated Per Diem ($2.00 Dom/$5.00 Int)	Estimated Yearly Salary
1	$102.00	$102,000	$7200.00	$109,200
2	$109.50	$109,500	$7200.00	$116,700
3	$117.75	$117,750	$7200.00	$124,950
4	$120.75	$120,750	$7200.00	$127,950
5	$120.75	$120,750	$7200.00	$127,950
6	$120.75	$120,750	$7200.00	$127,950
			Approximate 6 Year Total:	$734,700

Captain Estimated Minimum Yearly Gross Pay				
Year	Hourly Pay*	Estimated Base Pay (Hourly rate x 1,000 hours)	Estimated Per Diem ($2.00 Dom/$5.00 Int)	Estimated Yearly Salary
1	$161.25	$161,250	$7200.00	$168,450
2	$165.00	$165,000	$7200.00	$172,200
3	$168.75	$168,750	$7200.00	$175,950
4	$172.50	$172,500	$7200.00	$179,700
5	$176.25	$176,250	$7200.00	$183,450
6	$225.00†	$225,000	$7200.00	$232,200
			Approximate 6 Year Total:	$1,111,950.00

†Pay rate for delayed flow after the completion of Envoy pilot's fifth year of service.

Effective date 6/10/2026--6/10/2027

Quality of Life Perks

We understand that that while competitive pay is nice, your Quality of Life is just as important as your paychecks. We believe that our new Quality of Life Perks are some of the best in the industry!

1:1 Longevity Match

CA Pay at 750 hours

Long Call Reserve

Minimum of 12 days off per month

1:2 Duty & 1:4 Trip Rigs

100% "Deadhead" Pay

150% Holiday Pay

250-Hour Sick Bank Payout after transition to AA

Preferential Bidding System

Preferred Crew Bases

4 paid commuter hotels per month

"Envoy pilots receive outstanding training, competitive pay, and travel privileges that span the entire American Airlines Network... If you want to fly for American, you should look no further than Envoy."

Robert Isom
CEO – American Airlines

New-Hire Training

Our safety-oriented Advanced Qualification Program combines computer-based learning, classroom lectures, procedure trainers, and full-motion flight simulators.

Pilots receive single-occupancy hotel accommodations, salary, and per diem during the nine-to-ten-week training program.

New-Hire Training

New Hire Training Schedule	
Week 0 (if ATP-CTP is required)	• ATP-CTP Course (7 Days) • ATP Written (1 Day) **ATP-CTP is provided for Envoy Cadets only.*
Week 1 (Irving, TX)	• Indoc (5 Days) • Bid for Base/Equipment • Company Provided iPad • EFB's Issue • Regulations • Duties and Responsibilities
Week 2 - 3 (CBT is completed at home)	• Emergency Procedure Training (3 Days) • Computer Based Training (10 Days) • Knowledge Validation Test (1 Day)
Week 4 - 5 (Dallas, TX)	• Systems Training and Procedures Training (7 Days) • Flight Deck Procedures Training (2 Days) • Procedures Validation (1 Days)
Week 6 - 7 (Dallas or St. Louis)	• Simulator Training (8 Days) • Maneuvers Validation (1 Day) • Qualification Line Orientation Evaluation
Week 8 - 9	• Initial Operating Experience (5-10 Days) • Line Flying with Training Captain

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
	PPO 750	*PPO 1700*	*PPO 2500*
	IN-NETWORK	IN-NETWORK	IN-NETWORK
2026 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 Service[1] *(Exams, Cleaning, X-Ray)*	*100% covered, no deductible*	
Basic Services[2] *(Sealant, Fillings, Oral Surgery)*	*80% covered after deductible*	
Major Services[3] *(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.

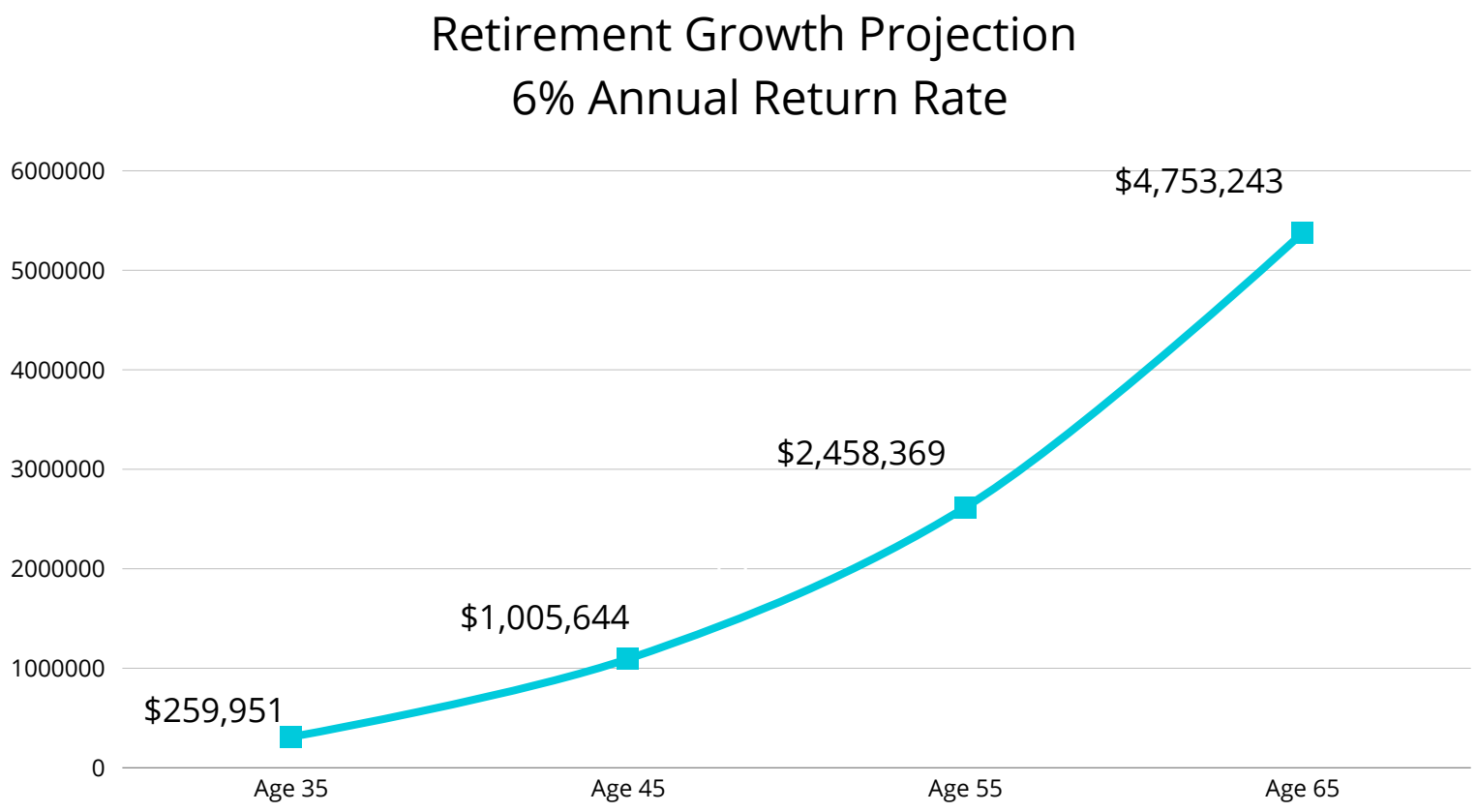
Effective date 1/1/2026-12/31/2026

Monthly Premiums for Employees		
Employee Only	$7.37	
Employee + 1	$14.01	
Employee + 2	$19.64	
	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 Benefits

Years of Service	Company Matching
Envoy's Contribution to your 401K Retirement Plan	
1 - 4	50% of up to 7% of eligible earnings for a maximum of 3.5%
5 - 9	75% of up to 7% of eligible earnings for a maximum of 5.25%
10 - 14	80% of up to 8% of eligible earnings for a maximum of 6.4%
15 - 19	87.5% of up to 8% of eligible earnings for a maximum of 7%
20 +	100% of up to 8% of eligible earnings for a maximum of 8%
American Airlines' Contribution to your 401K Retirement Plan	
16% of eligible earnings, even if the employee makes no contributions	



Commuting

Would you prefer to live elsewhere? No problem. Envoy has one of the most flexible commuting policies in the industry. As an Envoy employee, you have free access to the world's largest network.

Catch a flight to work on Envoy, American Airlines, and the Oneworld® Alliance. Our network has more than 6,700 daily flights to over 330 destinations worldwide. Our pilots live all over the country and, in some cases, even internationally.

- Jump seat agreements with nearly all airlines
- ***Six*** "commuter policy" uses per 12-month period
- Four company-paid "commuter hotels" per month
- Employee parking reimbursement

Envoy shares highly accessible bases with American Airlines in four of the country's most popular and commutable regions including:

- Chicago
- Dallas/Fort Worth
- Miami
- Phoenix

Travel Privileges

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

Provided by Envoy:

- Known Crew Member (KCM) enrollment
- Global Entry

"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

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WHERE JOURNEYS TAKE FLIGHT

envoypilots.com

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