

AGGRESSIVE RESERVE

Aggressive Reserve: When flying aggressive reserve some of the time you earn counts towards timing out and all of the time you earn counts towards your guarantee and pay. The rules are as follows:

- Any time earned in aggressive status counts towards your pay.
- Any time earned, including while on aggressive status, **WITHIN** the first 40 hours of pay and credit (Company time) in a month counts towards timing out.
- Any time earned on Aggressive Reserve above 40 hours of Company time does not count towards timing out.
- Any time earned in aggressive status goes towards your guarantee, **NOT ABOVE** your guarantee. So even once you are past 40 hours of pay and credit, even though the aggressive time does not count towards timing it, it still applies towards you guarantee.

Time On Aggressive Reserve	Count Towards Timing Out	Does Not Count Towards Timing Out	Counts Towards Guarantee (Pay and Credit)
Earned before you have accumulated forty hours of Company time (vacation, sick, time on aggressive reserve and time on <u>non-aggressive reserve</u>)	X		X
Earned after you have accumulated forty hours of Company time		X	X

EXAMPLES BELOW

1. Any time earned while on aggressive status within your first 40 hours of pay and credit of the month will count towards your 75 hour guarantee and count towards timing out.

Example: You have 30 hours of pay and credit for the month that you got from flying trips awarded by future and you make yourself aggressive on daily and you are awarded a 2 day worth 10 hours. All 40 hours will be counted towards your 75 hour guarantee and count towards timing out.

2. Any time earned on aggressive status after you reach 40 hours of pay and credit will count towards your 75 hour guarantee but not towards timing out.

Example: You now have 40 hours for the month and you make yourself aggressive on daily. You are awarded a 2 day worth 10 hours, you will now have 50 hours towards your 75 hour guarantee

but only 40 hours towards timing out. After you reach 40 hours, only time earned NOT in aggressive status will count towards timing out.

3. Time earned in aggressive status never automatically goes above 75 hour guarantee, however once you reach 75 hours any time earned in aggressive status still goes towards your pay even if you can't time out.

Example: You have flown 75 hours for the month and you go on aggressive status with daily and are awarded a 4 day worth 20 hours. You will now have 95 hours of pay but you cannot use that 20 hours towards timing out.