

HOW HAWAIIAN DATE OF SIGNING PAY RATES COMPARE TO INDUSTRY

| | 1st 6 mos | | 2nd 6 mos | | 2nd yr. | | 3rd yr. |
|----|---------------------|----|---------------------|----|----------------------|----|---------------------|
| 1 | Delta \$30.96 | 1 | Delta \$30.96 | 1 | Delta \$32.82 | 1 | Hawaiian TA \$36.18 |
| 2 | American \$30.35 | 2 | American \$30.35 | 2 | Hawaiian TA \$32.45 | 2 | Delta \$34.92 |
| 3 | Southwest \$28.41 | 3 | Southwest \$28.77 | 3 | American \$32.18 | 3 | Hawaiian \$34.79 |
| 4 | United \$28.32 | 4 | United \$28.32 | 4 | Southwest \$31.54 | 4 | American \$34.24 |
| 5 | Alaska \$27.11 | 5 | Hawaiian TA \$27.75 | 5 | Hawaiian \$31.20 | 5 | Southwest \$33.82 |
| 6 | Hawaiian TA \$25.24 | 6 | Alaska \$27.11 | 6 | Alaska \$30.73 | 6 | Alaska \$32.25 |
| 7 | Hawaiian \$24.50 | 7 | Hawaiian \$26.68 | 7 | United \$30.04 | 7 | United \$31.95 |
| 8 | Frontier \$23.56 | 8 | jetBlue \$26.02 | 8 | jetBlue \$28.39 | 8 | jetBlue \$30.49 |
| 9 | jetBlue \$21.00 | 9 | Frontier \$23.56 | 9 | Frontier \$26.25 | 9 | Frontier \$28.12 |
| 10 | Spirit \$20.83 | 10 | Spirit \$22.76 | 10 | Spirit \$25.88 | 10 | Spirit \$27.78 |
| | | | | | | | |
| | 4th yr. | | 5th yr. | | 6th yr. | | 7th yr. |
| 1 | Hawaiian TA \$38.87 | 1 | Hawaiian TA \$46.79 | 1 | Hawaiian TA \$48.02 | 1 | Delta \$50.75 |
| 2 | Delta \$37.20 | 2 | Hawaiian \$44.56 | 2 | Delta \$46.38 | 2 | American \$49.76 |
| 3 | Hawaiian \$37.02 | 3 | Delta \$40.96 | 3 | Hawaiian \$45.73 | 3 | Hawaiian TA \$49.74 |
| 4 | Southwest \$36.58 | 4 | American \$40.16 | 4 | American \$45.48 | 4 | Southwest \$47.67 |
| 5 | American \$36.47 | 5 | Southwest \$39.56 | 5 | Southwest \$45.11 | 5 | United \$47.46 |
| 6 | Alaska \$35.03 | 6 | United \$37.50 | 6 | United \$42.45 | 6 | Hawaiian \$46.92 |
| 7 | United \$34.03 | 7 | Alaska \$36.56 | 7 | Alaska \$41.21 | 7 | Alaska \$45.23 |
| 8 | jetBlue \$32.66 | 8 | jetBlue \$35.19 | 8 | jetBlue \$38.82 | 8 | jetBlue \$42.05 |
| 9 | Frontier \$30.40 | 9 | Frontier \$32.24 | 9 | Frontier \$33.35 | 9 | Frontier \$35.18 |
| 10 | Spirit \$29.94 | 10 | Spirit \$31.48 | 10 | Spirit \$32.95 | 10 | Spirit \$35.05 |
| | | | | | | | |
| | 8th yr. | | 9th yr. | | 10th yr. | | 11th yr. |
| 1 | Delta \$52.37 | 1 | Hawaiian TA \$54.15 | 1 | Southwest \$56.19 | 1 | Southwest \$59.05 |
| 2 | Hawaiian TA \$51.64 | 2 | Delta \$53.81 | 2 | Hawaiian TA \$55.92 | 2 | Delta \$57.36 |
| 3 | American \$51.35 | 3 | Southwest \$53.09 | 3 | Delta \$55.83 | 3 | Hawaiian TA \$57.24 |
| 4 | Southwest \$50.10 | 4 | American \$52.77 | 4 | American \$54.75 | 4 | American \$56.25 |
| 5 | United \$48.98 | 5 | United \$50.33 | 5 | United \$52.22 | 5 | United \$53.65 |
| 6 | Hawaiian \$48.26 | 6 | Hawaiian \$49.68 | 6 | Hawaiian \$50.84 | 6 | Alaska \$53.43 |
| 7 | Alaska \$46.69 | 7 | Alaska \$47.97 | 7 | Alaska \$49.77 | 7 | Hawaiian \$52.04 |
| 8 | jetBlue \$43.66 | 8 | jetBlue \$45.12 | 8 | jetBlue \$46.95 | 8 | jetBlue \$48.81 |
| 9 | Frontier \$37.10 | 9 | Frontier \$38.30 | 9 | Frontier \$41.09 | 9 | Frontier \$42.20 |
| 10 | Spirit \$36.89 | 10 | Spirit \$38.10 | 10 | Spirit \$39.68 | 10 | Spirit \$41.66 |
| | | | | | | | |
| | 12th yr. | | 13th yr. | | 14th yr. | | 15th yr. |
| 1 | Southwest \$63.22 | 1 | Delta \$69.59 | 1 | Southwest \$71.53 | 1 | Southwest \$71.53 |
| 2 | Delta \$60.10 | 2 | American \$68.25 | 2 | Delta \$69.59 | 2 | Delta \$69.59 |
| 3 | American \$58.93 | 3 | Southwest \$67.62 | 3 | American \$68.25 | 3 | American \$68.25 |
| 4 | Hawaiian TA \$58.86 | 4 | United \$65.79 | 4 | United \$65.79 | 4 | United \$65.79 |
| 5 | Alaska \$57.02 | 5 | Alaska \$62.06 | 5 | Alaska \$63.21 | 5 | Alaska \$64.36 |
| 6 | United \$56.21 | 6 | Hawaiian TA \$60.48 | 6 | Hawaiian TA \$62.16 | 6 | Hawaiian TA \$63.38 |
| 7 | Hawaiian \$52.55 | 7 | jetBlue \$56.40 | 7 | jetBlue \$56.40 | 7 | jetBlue \$56.40 |
| 8 | jetBlue \$51.10 | 8 | Hawaiian \$53.05 | 8 | Hawaiian \$53.59 | 8 | Hawaiian \$54.17 |
| 9 | Frontier \$43.45 | 9 | Frontier \$44.55 | 9 | Spirit \$46.29 | 9 | Spirit \$48.75 |
| 10 | Spirit \$42.53 | 10 | Spirit \$43.93 | 10 | Frontier \$46.16 | 10 | Frontier \$48.32 |
| | | | | | | | |
| | 16th yr. | | 17th yr. | | 18th yr. | | 19th yr. |
| 1 | Southwest \$71.53 | 1 | Southwest \$71.53 | 1 | Southwest \$71.53 | 1 | Southwest \$71.53 |
| 2 | Delta \$69.59 | 2 | Delta \$69.59 | 2 | Delta \$69.59 | 2 | Delta \$69.59 |
| 3 | American \$68.25 | 3 | American \$68.25 | 3 | American \$68.25 | 3 | American \$68.25 |
| 4 | United \$65.79 | 4 | United \$65.79 | 4 | Hawaiian TA \$65.82 | 4 | Hawaiian TA \$66.37 |
| 5 | Alaska \$65.51 | 5 | Alaska \$65.51 | 5 | United \$65.79 | 5 | United \$65.79 |
| 6 | Hawaiian TA \$63.92 | 6 | Hawaiian TA \$64.46 | 6 | Alaska \$65.51 | 6 | Alaska \$65.51 |
| 7 | jetBlue \$56.40 | 7 | jetBlue \$56.40 | 7 | jetBlue \$56.40 | 7 | jetBlue \$56.40 |
| 8 | Hawaiian \$54.17 | 8 | Hawaiian \$54.17 | 8 | Hawaiian \$54.85 | 8 | Hawaiian \$54.85 |
| 9 | Frontier \$50.20 | 9 | Frontier \$52.05 | 9 | Frontier \$53.15 | 9 | Frontier \$54.42 |
| 10 | Spirit \$49.17 | 10 | Spirit \$49.17 | 10 | Spirit \$49.17 | 10 | Spirit \$49.17 |
| | | | | | | | |
| | | | Longevity bonus | | | | |
| | 20th yr. | | 25th yr. | | Effective dates | | |
| 1 | Southwest \$71.53 | 1 | Southwest \$71.53 | | Hawaiian 3/7/2016 | | |
| 2 | Delta \$69.59 | 2 | Delta \$69.59 | | Hawaiian TA 5/1/2020 | | |
| 3 | American \$68.25 | 3 | Hawaiian TA \$68.50 | | Alaska 12/17/2019 | | |
| 4 | Hawaiian TA \$68.00 | 4 | American \$68.25 | | American 1/1/2019 | | |
| 5 | United \$65.79 | 5 | United \$65.79 | | Delta 10/1/2019 | | |
| 6 | Alaska \$65.51 | 6 | Alaska \$65.51 | | Southwest 11/1/2018 | | |
| 7 | jetBlue \$56.40 | 7 | jetBlue \$56.40 | | Spirit 5/5/2019 | | |
| 8 | Hawaiian \$55.52 | 8 | Hawaiian \$55.52 | | United 8/29/2019 | | |
| 9 | Frontier \$55.43 | 9 | Frontier \$55.43 | | jetBlue 1/1/2018 | | |
| 10 | Spirit \$49.17 | 10 | Spirit \$49.17 | | Frontier 5/15/2019 | | |

*Alaska and Southwest tfp rates have been converted to hours