

# AMT TOTAL COMPENSATION

Delta is committed to industry-leading total compensation for industry-leading performance. With the new pay raise this year, Delta TechOps AMTs continue to lead their peers at American and United.

Total compensation is defined as base pay (including premiums), profit sharing (paid out in 2024), and Shared Rewards. The below charts use rates in effect at all carriers as of June 1, 2024, and assume full time at 2,080 hours/year.

## Line AMT Total Compensation (Includes line and license premium)

Years Worked	Delta <sup>^</sup>	American (TWU-IAM)	United (Teamsters)
0-1	<b>\$97,146</b>	\$79,590	\$79,359
1-2	<b>\$102,139</b>	\$85,285	\$86,714
2-3	<b>\$106,963</b>	\$89,892	\$91,380
3-4	<b>\$111,188</b>	\$94,969	\$92,521
4-5	<b>\$117,513</b>	\$100,643	\$95,359
5-6	\$123,922	<b>\$124,063</b>	\$101,403
6-7*	<b>\$137,230</b>	\$124,276	\$107,446
7-8	<b>\$148,249</b>	\$124,490	\$120,136
8-9**	<b>\$148,249</b>	\$126,900	\$130,673
9-10	<b>\$148,249</b>	\$126,900	\$132,826

## Hangar AMT Total Compensation (Includes license premium)

Years Worked	Delta <sup>^</sup>	American (TWU-IAM)	United (Teamsters)
0-1	<b>\$90,257</b>	\$77,455	\$77,206
1-2	<b>\$95,250</b>	\$83,151	\$84,561
2-3	<b>\$100,074</b>	\$87,758	\$89,228
3-4	<b>\$104,299</b>	\$92,835	\$90,368
4-5	<b>\$110,624</b>	\$98,509	\$93,207
5-6	\$117,033	<b>\$121,929</b>	\$99,250
6-7*	<b>\$130,341</b>	\$122,142	\$105,294
7-8	<b>\$141,360</b>	\$122,356	\$117,983
8-9**	<b>\$141,360</b>	\$124,766	\$128,521
9-10	<b>\$141,360</b>	\$124,766	\$130,673

\*Delta AMTs reach top of scale after 6.5 years of service

\*\*UA and AA AMTs reach top of scale after 8 years of service

<sup>^</sup>Delta's rates are inclusive of our half-year pay step increases until employees reach top of scale

