

## Overview

### Crew Pay:

Automated solution for calculating and processing pay for Flight Crew in line with Collective Agreements and related pay rules.

Web based solution for all stakeholders in the pay process providing pay accuracy and transparency.

Integration with a variety of Crew Management and Flight Operations systems.

### Crew Pay Analyzer:

Sophisticated reporting and analysis tool providing in-depth analysis of pay for visibility and control of Crew Pay costs.

#### Overview

Crew Pay:			
Last Data Import : 18 Mar 2015 00:07			
Choose Crew Position: All			
Reports Status	201502	201503	201504
<input type="checkbox"/> Open	3735	3648	2309
<input checked="" type="checkbox"/> Crew Modified	1	0	1
<input checked="" type="checkbox"/> Admin Reviewed	0	0	0
<input checked="" type="checkbox"/> Not Approved	3736	3648	2310
<input checked="" type="checkbox"/> Bucket Changes Pending Approval	0	0	1
<input checked="" type="checkbox"/> Approved	3	0	1
<input type="checkbox"/> Closed	0	0	0
<input type="checkbox"/> Exceptions	1605	1894	218
<b>Reports</b>			
<input checked="" type="checkbox"/> Current Period			
<input checked="" type="checkbox"/> Search Reports			
<b>Payroll</b>			
<input checked="" type="checkbox"/> Create Payment			
<input checked="" type="checkbox"/> Cancel Payment			
<input checked="" type="checkbox"/> Export Payment			
<input checked="" type="checkbox"/> Approve Reports			

## Crew Pay

Workflow automation of pay processes and pay rules. Calculation of credit values for published and performed duties for a comprehensive range of pay scenarios, for example:

- Base / Regular Pay Rules
- Block Hour Override
- Deadhead
- Displacement
- Daily Guarantee / Rigs
- Ground Holding Time
- Line Guarantee / Adjustments
- Out of Footprint
- Paid Time Off
- Pairing Extension and Re-flows
- Pay Protection
- Per Diem
- Premium Pay
- Rescheduled / Reassigned Crew
- Schedule Dates
- Schedule Days Off
- Soft Time
- Special Pay Stations
- Time off Pay
- Training
- Test Flight
- Trip Trades
- Unfit to Fly
- Volunteer
- Window of Circadian Low (WOCL)

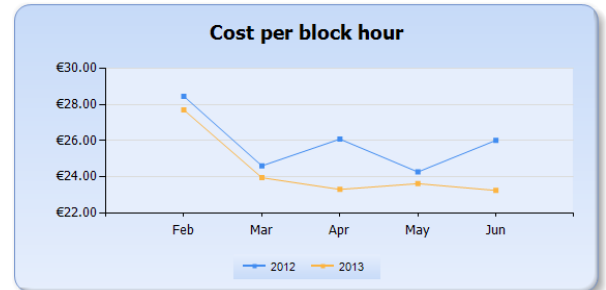


## Crew Pay Analyzer

Comprehensive Business Intelligence reporting tool allowing flexible analysis of Crew Pay credits and costs by pay bucket/category, crew member attributes (Base, Crew Category, Qualification) and much more - see the \$\$\$ cost for every pay rule.

Finance and Crew Services Dashboards for high level reporting on important metrics and KPIs such as:

- Cost per block
- Credit to block
- Reserve Productivity
- Average Premium Credit per Crew Member
- Absence/Deadhead/Reserve Guarantee credit as a % of block



Standard Reports with comprehensive data and selection filters.

Self-service instant access to the reporting database (OLAP Cube) via Microsoft Excel empowers business analysts to discover areas for cost saving and provides in-depth analysis capabilities.

## Crew Pay Manager Benefits

Benefit	Value Range	Comments
Reduced effort and manpower to process pay	Up to 80% reduction in manpower cost to process pay	Shift focus from processing pay to auditing and value add roles
Increased accuracy levels in calculating pay	99%+ accuracy leading to major improvements and increased trust	\$ / £ / € value varies between airlines
Reduced payroll queries and investigations	90%+ reduction in e-mail and phone queries	Transparent process with queries handled directly online
Facilitate future growth	Varies by airline	Growth no longer a driver of administration headcount
Facilitate increased sophistication	Varies by airline	More complex rules no longer require manual intervention.
Full audit trail for all pay and adjustments	Varies by airline	SOX compliant
Assessing financial impact of pay negotiations and potential rules changes	Varies by airline	Information to inform the process of negotiating Collective Agreements
Identification of scheduling inefficiencies	Varies by airline	Better management of crew schedules.

**Take Control of Crew Pay with Rainmaker Crew Pay Manager**

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**or by phone: +353 1 6675245**

