



# AIRCRAFT MAINTENANCE CAREER GUIDE

Your career possibilities are endless.

**AirSprint**  
PRIVATE AVIATION



# AIRSPRINT

## MISSION AND VALUES

Our mission is to provide successful Canadians with a better choice for optimizing their time by enhancing the private jet ownership experience with industry-leading safety standards, exceptional turn-key service, and increased flexibility, all at a fraction of the cost, and personalized for their individual needs.

### Safety

Safety is our first priority, nothing is more important.

### Service

We deliver exceptional customer service through a passionate pursuit of excellence in everything we do.

### People

We foster relationships with all stakeholders through respect and fairness.

### Integrity

Our actions are guided by integrity, as the long-term rewards are incalculable.

### Humility

We are our own toughest critic and strive to improve in everything that we do.

### Community

We will be good corporate citizens and give back to the communities in which we work and live.



# YOUR CAREER

## WHY WORK FOR AIRSPRINT?

**AirSprint is looking for enthusiastic and skilled Aircraft Maintenance Engineers (AMEs) to join our team. Are you looking for a rewarding working experience, one that removes the overall pressure to have the aircraft available no matter what? AirSprint AMEs maintain Canada's largest fractional fleet of private aircraft. A stable schedule, comfortable working environment, attractive benefits, competitive annual salary and overall job security are all additional contributing factors making AirSprint the place to build your career.**

The company utilizes a web-based integrated maintenance tracking and inventory system, which provides a one-stop source for all the necessary airworthiness publications and information required to maintain our aircraft. AirSprint has invested in a wide selection of tools and equipment that allows us to maintain our aircraft to the highest quality standards. We strive to create a company culture that is welcoming, inclusive and representative of Canada—and we are taking steps to ensure employees have a sense of belonging, value, and opportunity. Take a look and see if AirSprint is the company for you.

- ⇒ **We are Canada's largest and North America's newest fleet of fractional aircraft.**
- ⇒ **We offer stable schedule and comfortable working environment.**
- ⇒ **We provide attractive benefits, annual salary increase and overall job security.**

AirSprint is Canada's premier leader in Fractional Jet Ownership and private aviation. Our primary areas of operation include Canada, the United States, Mexico, and the Caribbean. We are a customer service company that uses business aircraft to meet the travel needs of our extraordinary Fractional Owners. Our mission is to accomplish these needs with an unparalleled level of customer service and attention to detail.

While pursuing our mission, we also see AirSprint as an exciting place for AMEs to build a rewarding and fulfilling long-term career. We strive to be an industry leader by providing a safety-first environment where AMEs have access to all the resources they need—without hesitation.

Since the company entered the Canadian aviation market in 2000, we have seen a long continuous stretch of prosperity and growth which has led us to be recognized amongst Canada's Best Managed Companies and Top Growing Companies.

**The outlook is bright for AirSprint, and as we continue to grow and expand, we will be looking for exceptional people to join our team—see what AirSprint can do for you.**

# WAGES + BENEFITS

## ATTRACTIVE BENEFITS AND OVERALL JOB SECURITY

### SALARY

AME starting salaries at AirSprint are based on experience and years licensed. Compensation begins on the first day of employment, with annual increases.

### WELL-BEING BENEFITS

AirSprint offers a competitive group benefits plan with extended health, dental, and vision care; emergency travel coverage; short and long-term disability coverage; AD&D, and life insurance. We also provide a flexible spending account that employees can allocate between health spending or wellness spending. AirSprint also offers an employee and family assistance program, e-pharmacy services, and virtual healthcare options.

### RRSP PLAN

AirSprint offers an RRSP matching program available immediately upon hire. We match dollar-for-dollar up to 5% of your salary from your start date, increasing to 6% after five years of service.

### COMPANY UNIFORM

AirSprint supplies our AMEs with jackets, shirts and pants. On top of the provided items, each AME receives a footwear allowance of \$100 per year, which is paid semi-monthly.

### OTHER BENEFITS

When travelling for business purposes, employees are entitled to a non-taxable hourly per diem, as amended from time to time, for every hour worked away from their base location. The allowance will be paid out as required. AMEs also receive a cell phone allowance of \$ 1,200 per year, which is paid semi-monthly.

### SCHEDULE

Each base is comprised of several different shifts, but the primary shifts for our AMEs are 06:00 to 18:00, Monday through Sunday or 12:00 to 00:00, Monday through Sunday. AMEs work a 12-hour shift on a rotating five-on/four-off, five-on/five-off, and four-on/five-off basis.

### PAID TIME OFF

We offer various types of leave to support employees' well-being and work-life balance. All employees receive two weeks of paid time off, inclusive of vacation and float leave (for scheduled employees), during the first three years of employment. This increases to three weeks starting in the fourth year and four weeks after completing 10 years of service. In addition, employees are entitled to other types of paid time off, including personal, flex, and sick leave.

AME M2 – includes ACA*	
Level	Salary
1	\$ 92,000.00
2	\$ 95,220.00
3	\$ 98,553.00
4	\$ 102,002.00
5	\$ 105,572.00
6	\$ 109,267.00
7	\$ 113,091.00
8	\$ 117,050.00
9	\$ 121,146.00
10	\$ 125,387.00
11	\$ 130,000.00

\*ACA salary scale is calculated at 7% of the base salary for AMEs holding signing authority on two or more aircraft types. It is the department's expectation and intent that all AMEs achieve and maintain ACA on a minimum of two aircraft types, thereby qualifying for the full 7% ACA rate.

AME Apprentice	
Year	Salary
1	\$ 56,160.00
2	\$ 57,844.80
3	\$ 59,580.14
4	\$ 61,367.55

# OUR AIRCRAFT

## CANADA'S LARGEST + NORTH AMERICA'S NEWEST FLEET

AirSprint currently operates Embraer Praetor 500/600, Embraer Legacy 450/500, Cessna Citation CJ3+, and Cessna Citation CJ2+ aircraft to fulfill our fractional flying needs. Our modern aircraft fleet is maintained to an exceptionally high standard by our in-house maintenance departments in Calgary and Toronto. We take pride in our aircraft and maintain a strict standardization between the airplanes in the fleet.

<b>EMBRAER PRAETOR 500</b>		<b>MAXIMUM CRUISE SPEED</b> 531 mph	<ul style="list-style-type: none"> <li>8 Passengers (up to 9)</li> <li>ProLine Fusion Avionics</li> <li>Coast-to-Coast Capabilities</li> <li>Wi-Fi</li> </ul>
<b>EMBRAER LEGACY 450</b>		<b>MAXIMUM CRUISE ALTITUDE</b> 45,000 ft  <b>BAGGAGE CAPACITY</b> 1,000 lb / 150 cu ft	
<b>CESSNA CITATION CJ3+</b>		<b>MAXIMUM CRUISE SPEED</b> 479 mph	<ul style="list-style-type: none"> <li>6 Passengers (up to 7)</li> <li>Garmin G3000 Avionics</li> <li>XM Weather</li> <li>Wi-Fi</li> </ul>
<b>CESSNA CITATION CJ2+</b>		<b>MAXIMUM CRUISE ALTITUDE</b> 45,000 ft  <b>BAGGAGE CAPACITY</b> 900 lb / 65 cu ft	

“All of the aircraft in AirSprint’s fleet are great airplanes to work on from the AMEs’ perspective. Modern systems and 24/7 factory support make for a comfortable workload.”

~ Chris Foley, VP Maintenance

### AIRSPRINT GO

AirSprint’s business model results in frequent repositioning flights. Through our AirSprint GO program, we allow family and friends to travel along with employees on a set number of repositioning flights, with certain restrictions. There are many common destinations and we are happy to say our team members and their family and friends have been able to take advantage of some excellent travel opportunities at no charge.



# HIRING PROCESS

## WHO WE ARE LOOKING FOR

AirSprint is not just looking for AMEs, we are looking for skilled and enthusiastic individuals who will make us better while embracing our culture, company values, and work ethic. We require our AMEs be skilled in customer service as this is what defines our excellence and sets us apart from the competition. If this sounds like you, we would be happy to speak with you about a career at AirSprint. We want mentors and leaders to help move AirSprint forward as we are always seeking ways to improve.

## APPLICATION PROCESS

You can apply for a job at AirSprint by visiting the Careers section on our website. By clicking on the job opening, you'll be directed to our Dayforce recruitment portal. All applications will be reviewed, identifying those that meet both our experience requirements and who we believe will most closely represent our company values and culture.

## INTERVIEW

Shortlisted applicants will be contacted to arrange an interview, which can take place in Calgary or Toronto. If distance or schedule present an obstacle to hold an in-person meeting, AirSprint can arrange a virtual interview.

## CONTRACT OF EMPLOYMENT

Candidates who successfully complete the interview and any other selection requirements will be offered a Contract of Employment. If and when the Contract of Employment is accepted and returned to AirSprint, we will then consider you to be hired and will start organizing the training process.

## TRAINING

The training begins the first day on the job, with familiarization of company manuals, procedures and completing all the in-house company exams to form your training record.

While the company endeavors to provide at least one Type Course for all AMEs within 12 months of employment, it reserves the right to train those that will provide the most benefit to the organization. Should you be selected for a Type Course, AirSprint will pay all applicable costs.

In recognition of the training provided, a performance agreement is required where the AME agrees to remain employed with AirSprint for one or two years. Should the AME decide to leave, they agree to reimburse AirSprint the remaining pro-rated amount. No payment is required in advance from the AME.

## AME Experience Requirements

### AME M2

Experience/Endorsement on Type is an asset, but not required.

### AME APPRENTICE

Approved Training School Certificate.  
Transport Canada Accreditation.

**VIEW CURRENT JOB POSTINGS**  
**[AirSprint.com/careers](https://airsprint.com/careers)**

# OUR STORY

## ABOUT AIRSPRINT PRIVATE AVIATION



**AirSprint is Canada's premier Fractional Ownership program that will change the way you live, work and play.**

A passion for aviation and for providing exceptional service formed the foundation of AirSprint's introduction of Fractional Ownership to Canada in 2000. Today, each of our dedicated staff is passionate about delivering a private aviation experience that positively contributes to the personal and professional lives of successful Canadians.

### OUR MISSION

Our mission is to provide successful Canadians with a better choice for optimizing their time by enhancing the private jet ownership experience with industry-leading safety standards, exceptional turn-key service, and increased flexibility, all at a fraction of the cost, and personalized for their individual needs.

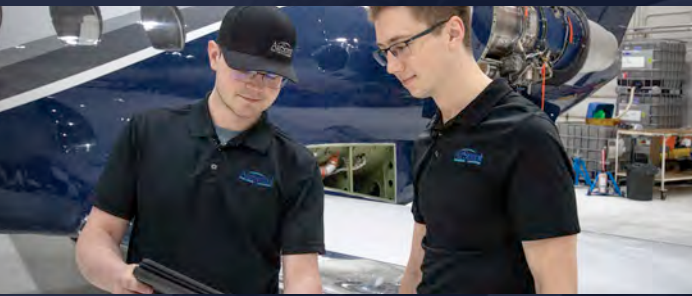
### OUR VALUES

Safety • Service • People • Integrity • Humility • Community

**Find out how AirSprint can help take your career to new heights.**

[AirSprint.com/careers](https://airsprint.com/careers)





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**Have what it takes?** We are always looking for skilled AMEs to join our team! Visit [AirSprint.com/careers](https://airsprint.com/careers) for open positions!

Calgary | 1910 McCall Landing NE | Calgary, AB

Toronto | 6120 Midfield Road | Mississauga, ON

Montréal | 9785 Ryan Avenue | Dorval, QC

1.877.588.2344 | [FlyASP@AirSprint.com](mailto:FlyASP@AirSprint.com)

Connect with us:      | [AirSprint.com](https://airsprint.com)

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