

To whom it may concern,

Thank you very much for your email or signing up on our website. We will now prepare your data to be forwarded to the operator of the aircraft.

As recruitment specialists we are the connecting link between owners/operators and pilots and therefore we are demanding a small fee of 7,5% of your freelance income (pre-tax/per mission) or in case of a permanent contract we charge 15% of your first full monthly salary (pre-tax) as a one-time fee. With that fee we finance our expenses like servers (database) and the whole administration. Our goal is to offer our members a fair employment and also in our interest the best possible salary.

Important: This fee will be charged only if you agree to the job offer and after you have received your initial salary from the operator. In case a freelance job turns into a permanent position, the new job will be handled as a separate contract.

With signing this form you agree to the Terms & Conditions and Privacy Policy which can be found on our website www.avian.co.at. We will then forward your documents to our customer, who will get in contact with you to discuss further details.

If you have any questions, please do not hesitate to contact us!

Thank you very much and kind regards

Your AviaN team

A handwritten signature in blue ink, appearing to be "Jal", is positioned above the AviaN logo. The logo consists of the word "AviaN" in a dark blue, sans-serif font with a red swoosh underline.

I hereby confirm the conditions

NAME / DATE / LOCATION / SIGNATURE