



# Salary and Bonus Overview



Commuting Pattern	45 Days Annual Leave	6 Weeks on, 2 weeks off / 92 Days Annual Leave	6 Weeks on, 3 weeks off / 122 Days Annual Leave	4 Weeks on, 4 weeks off
Contract Term	3 Years, renewable			
Sick Leave	10 Days / Year			
Annual Income	310,000 USD	284,000 USD	261,400 USD	206,000 USD
Basic Monthly Salary	21,000 USD	19,000 USD	17,500 USD	13,500 USD
Housing Allowance	1,500 USD / Month	1,500 USD / Month	1,200 USD / Month	1,000 USD / Month
Transport Allowance	500 USD / Month			
Travel Allowance	500 USD / Month			
Block Hours	80 h	75 h	70 h	70 h
Overtime Pay	350 USD / hour			
Annual Safety Bonus	16,000 USD	14,000 USD	13,000 USD	8,000 USD
Contract Complement	36,000 USD / 3 Years (First Year 10,000 USD; Second Year 12,000 USD; Third Year 14,000 USD)			
Tickets	6 Loong Air free tickets ( standby ticket) and unlimited 75% off standby tickets every year for pilots and his direct family members			