

**Spring Airlines A320 CAPTAINS. FIRST CONTRACT. Remunerations August 1<sup>st</sup>, 2018**

REGULAR INCOME	BREAK DOWN OF THE INCOME	RESIDENCE 40 days off 800 HRS	6 ON 2 (92 DAYS OFF) 750 HRS	6 ON 3 (122 DAYS OFF) 700 HRS	5 ON 4 (152 DAYS OFF) 620 HRS	30 ON 30 (183 DAYS OFF) 500 HRS
	MONTHLY SALARY	\$15,000	\$14,000	\$13,000	\$11,000	\$10,000
	MONTHLY HOUSING ALLOWANCE	\$6,000	\$5,800	\$5,700	\$3,500	\$2,500
	MONTHLY BUSINESS INSURANCE	\$80	\$80	\$80	\$80	\$80
	ANNUAL SAFETY BONUS	\$12,000	\$12,000	\$12,000	\$11,000	\$10,000
	ANNUAL TRAVEL BONUS*	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
	ANNUAL ROYALTY BONUS	\$6,000	\$6,000	\$6,000	\$5,500	\$5,000
	<b>SALARY PACKAGE FIX</b>	<b>\$23,413</b>	<b>\$22,213</b>	<b>\$21,113</b>	<b>\$16,788`</b>	<b>\$14,663</b>
	MONTHLY "FUEL-SAVING" BONUS	For all contracts will be paid according to pilot's performance				
	OVERTIME per YEAR / AMOUNT**	> 800 / \$200	> 750 / \$200	> 700 / \$200	> 620 / \$200	> 500 / \$200
MONTHLY ADDITIONAL PAYMENTS	NONE	NONE	NONE	130RMB/DAY***	130RMB/DAY***	
RENEWAL	1 <sup>st</sup> RENEWAL BONUS	+ 1.000\$	+ 1.000\$	+ 1.000\$	+ 500\$	+ 500\$
	2 <sup>ND</sup> RENEWAL (and next) BONUS	+ 1.500\$	+ 1.500\$	+ 1.500\$	+ 1.000\$	+ 1.000\$
SENIORITY	<u>COMBINATION OF</u>	TYPE OF CONTRACT (RESIDENCE, 6/2, 6/3, 5/4, 30/30) AND CONTRACT NUMBER (3 <sup>RD</sup> OR HIGHER, 2 <sup>ND</sup> , 1 <sup>ST</sup> ) AND YEAR OF THE CONTRACT (3 <sup>RD</sup> , 2 <sup>ND</sup> , 1 <sup>ST</sup> ) AND TECHNICAL QUALIFICATION (CAPT. C, B, A)				
TRNG	TRAINING DLY INCOME + HOTEL (Until IOE)	\$300+¥300/day 1 month	\$300+¥300 / day 1 month	\$300+¥300 / day 1 month	\$300+¥300 / day 1 month	\$300+¥300 / day 1 month
OTHERS	YEARLY SICK LEAVE	10	8	8	6	4
	GROUP ACCIDENT INSURANCE	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000
	ANNUAL SPRING EMPLOYEE TICKET	6	6	6	6	6
	TRAVEL IN SPECIAL OFFER / SPRING	YES	YES	YES	YES	YES
	PERMANENT RESIDENCE PERMIT	YES	YES	YES	YES	YES
	BASES / ADDITIONAL BASES	SHA & SZX SENIORITY	SHA & SZX SENIORITY	SHA & SZX SENIORITY	--	--
DUTY	DAYS OFF (LOW / HIGH)	10 (12 / 10)	10 (12 / 10)	10 (12 / 10)	8 (10 / 8)	8 (8+2 / 8+2)
	DUTY / REST COMBINATION	5/3, 4/2, 3/2, 2/1, 1/1				

(\*) It will be paid quarterly upon tickets presentation.

(\*\*) Overtime (OT) payments over contract hours. 200 USD/HR BTW 01-50 hrs. 250 USD/HR BTW 51-100 hrs. 300 USD/HR BTW 101-150 hrs.

(\*\*\*) For 5/4 and 30/30 contracts and who are not based in KIX or BKK, a "diem" of "130 RMB"/day will be paid during "working" periods for pilot accommodation.

**Notes:** Spring Airlines will paid an "Attendance Bonus" of 10.000 RMB /year if no sick days used.

Contracts 5/4 and 30/30 cannot be selected as a first "hiring" option.