

## Salary and Benefits



ITEM		CONTRACT MODEL (USD)		
SCHEDULING MODEL	(OPTION 1) 100% Resident	(OPTION 2) 9 days off/per month	(OPTION 3) 45 days on/15 days off	
Annual Leave: 15 days				
1	BASIC SALARY	17000	13000	12000
2	PERFORMANCE SALARY	2000	2000	2000
3	TYPE RATING ALLOWANCE	Narrow-bodied: 1500 Wide-bodied: 2000	Narrow-bodied: 1500 Wide-bodied: 2000	Narrow-bodied: 1500 Wide-bodied: 2000
4	BASE ALLOWANCE	800	800	700
5	HOUSING ALLOWANCE	1800	1800	1800
6	TRANSPORTATION ALLOWANCE	400	400	400
7	OVERTIME	>900BLK/yr: Pay USD200/hr <900BLK/yr: Deduct 320USD/hr	>60BLK.m: Pay USD 200/hr	>60BLK.m Pay USD 200/hr
8	LOYALTY BONUS	First year:USD6000/yr Second year: USD12000/yr Third year: USD18000/yr Starting from the 4 <sup>th</sup> year: USD18000/yr		
9	CONTRACT RENEWAL BONUS	Renew contract once for more than 3 years after the expiration: USD 20000 bonus + 4 domestic free tickets		
10	INSTRUCTOR BENEFITS	If a crew member gets an instructor certificate issued by the CAAC, Class-B Instructor Allowance: USD 800 per month Class-C Instructor Allowance: USD 1500 per month Hourly wage and inspection fees will be paid according to company standards for simulator instructional flight, inspection and base training missions.		

## Salary Range (per month)

<b>Narrow-bodied Aircraft Salary Range</b>					
	≤60 hrs	61~70 hrs	71~80 hrs	81~90 hrs	91~100 hrs
<b>OPTION 1</b>	25000	25000	25000~ 26000	26200~ 28000	28200~ 30000
<b>OPTION 2</b>	21000	21200~ 23000	23200~ 25000	25200~ 27000	27200~ 29000
<b>OPTION 3</b>	19900	20100~ 21900	22100~ 23900	24100~ 25900	26100~ 27900
<b>Wide-bodied Aircraft Salary Range</b>					
	≤60 hrs	61~70 hrs	71~80 hrs	81~90 hrs	91~100 hrs
<b>OPTION 1</b>	25500	25500	25500~ 26500	26700~ 28500	28700~ 30500
<b>OPTION 2</b>	21500	21700~ 23500	23700~ 25500	25700~ 27500	27700~ 29500
<b>OPTION 3</b>	20400	20600~ 22400	22600~ 24400	24600~ 26400	26600~ 28400