



Hainan Airlines is a model of success in the field of aviation. Hainan Airlines began operations on May 2, 1993 with a fleet of two leased B-737-300 aircraft. Hainan has since grown to a fleet of more than 95 aircraft with plans to increase their fleet to over 150 aircraft. Hainan operates 500 flights a day to 90 cities located throughout China and the world.

Hainan Airlines is the fifth largest air carrier in China and the largest privately held airline in China. To succeed like Hainan, the managers must be outstanding with tremendous vision.

Such characteristics are evident by remarks made to Airways magazine in June 2009 by Hainan president Wang Yingming: "We want to make a difference. We don't want to be a copy of Singapore Airlines or Cathay. We want to be different. Our people are young. They know the new realities: always focusing on the customer and the market. We take time to understand what our passengers want. We don't want to be lethargic or take customers for granted. We are creative, adaptable, and can move fast to adapt to changing conditions." (Airways Magazine, June 2009)

Hainan experienced several key milestones in 2013:

- In April, 2013 Hainan Airlines was recognized as a "SKYTRAX Five-Star Airline" for the third year in a row.
- In July, 2013 Hainan added its first of 10 B-787 Dreamliners to its fleet
- In September, 2013 Hainan began nonstop service between Beijing and Chicago

Hainan's fleet consists of several aircraft types, including: B-737-300/400/700/800, B-767-300, B-787, A-330-200, and A-340-600 aircraft.

**Captain Requirements:**

- i) Hold a current and valid ATPL with a valid type rating on aircraft to be flown including an instrument rating (no limitations);
- ii) 3,000 hours Total Time in aircraft to be flown, with
- iii) 500 hours PIC Flight Time on aircraft to be flown (unless specifically approved by Hainan Airlines);
- iv) Last flight on applied aircraft must be within six (6) months
- v) Current Proficiency Check
- vi) ICAO English Level IV (4) or Above;
- vii) Hold a valid First Class or equivalent medical certificate issued by an ICAO member state;
- viii) Be age 55 or younger (unless specifically approved by Hainan Airlines);
- ix) No history of aircraft incidents or accidents (Notarization of document is required);
- x) No history of criminal penalty or criminal offense. (Notarization of document is required)



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**General Contract Terms:**

**Contract Term (Duration):** 4 years

**Bases:** Please refer to Hainan Airlines system MAPS below (subject to change without notice)

**Rotations:**

- Local
  - 100% Resident
  - 75% Resident
- Commuting
  - 75% Commuting (11 Consecutive Days OFF per month)
  - 8 Consecutive Days OFF/Type Rated Pilots ONLY)

**Insurance:**

Local Rotation: Pilot & Family covered  
All Other Rotations: Pilot covered

**Travel Benefits:**

Passes are provided for Pilot and Pilot's immediate family on Hainan Airlines flights. Pilot is responsible for taxes and associated fees.

Length of Service	Number of Domestic Passes	Number of International Passes
Less than 12 months	4	3
Less than 24 months	4	4
Less than 36 months	4	5
Renew for Subsequent Term	4	7

# PROGRAM TERMS & CONDITIONS – GENERAL OVERVIEW

## 项目条款及条件 – 概况

SERVICE AIRLINE 航空公司	HAINAN AIRLINES 海南航空
AIRCRAFT TYPE 飞机类型	A330 B737, B787
BASE 基地	<p><u>Resident – 常驻</u></p> <p>Beijing (PEK), Haikou (HAK), Shenzhen (SZX), Guangzhou (CAN), Xi'an (XYI)</p> <p><u>Commuting – 通勤</u></p> <p>any destination operated by HU (domestic &amp; international) 任意 HU 航班所到达的目的地 (包含国内国外)</p>
CREW MEMBER 机组技术级别	Captains - 机长 First Officers - 副驾驶
SCHEDULING TYPE 排班方式	Resident & Commuting 常驻和通勤
CONTRACT DURATION 合同年限	4 years renewable or permanent 4年可续签或不固定期
NOTE 备注	First Officers paid FLIGHT SERVICE FEES marked with *) and OVERTIME payments are 60% of the indicated CAPTAIN remuneration. 副驾驶的月服务费为标记有星号 *) 的机长月服务费和超时费的 60%。

FINANCIAL OVERVIEW – 薪酬概况				
CONTRACT MODEL 合同类型	Option 1 / 选项一	Option 2 / 选项二	Option 3 / 选项三	Option 4 / 选项四
SCHEDULING MODEL 排班模式	100% Resident 100%常驻	8 days off/per month 8 天每月休息	11 days off/per month 11 天每月休息	4weeks ON/4 weeks OFF 飞四周休四周
MONTHLY SALARY* 每月基本工资*	USD \$17,700.00	USD \$19,700.00	USD \$18,200.00	USD \$12,200.00
TYPE RATING ALLOWANCE* 机型补助*	A330USD2.500 B767/B737 USD 2.000 B787 USD 1.500	A330/B787/B767 USD 3.000 B737 USD 1.000	A330/B787/B767 USD 3.000 B737 USD 1.000	A330/B787/B767 USD 2.500 B737 USD 1000
BASE ALLOWANCE* 基地补助*	USD 800	USD 800	USD 800	USD \$1,000.00
HOUSING ALLOWANCE 住房补助	USD 2.000	USD 1.000	USD 1.000	-
TICKETING ALLOWANCE 机票补助	USD 500	USD 500	USD 500	USD 500
TRANSPORTATION ALLOWANCE 交通补助	USD 1.000	USD 500	USD 500	USD 500
SAFETY& PERFORMANCE BONUS PAID SEMI-ANNUAL 安全绩效奖 ( 每半年发放 )	USD 2.000	USD 1.500	USD 1.500	USD 1.000
OVERTIME/超时费	USD 300/hour >960 BLK yr.	USD 250/hour >780 BLK yr.	USD 250/hour >720 BLK yr.	USD 160hour >500 BLK yr.

## BENEFITS OVERVIEW – 福利概况

SCHEDULING MODEL 排班模式	100% Resident 100%常驻	8 days off/per month 8 天每月休息	11 days off/per month 11 天每月休息	4weeks ON/4 weeks OFF 飞四周休四周
TRAINING PHASE 训练阶段薪酬	60% during Ground Training 70% during Line Training 地面 培训期间 60% 航班训练期间 70%	60% during Ground Training 70% during Line Training 地面 培训期间 60% 航班训练期间 70%	60% during Ground Training 70% during Line Training 地面 培训期间 60% 航班训练期间 70%	60% during Ground Training 70% during Line Training 地面 培训期间 60% 航班训练期间 70%
VACATION 休假	30 days / year by choice 可选的每年 30 天	30 days / year by choice 可选的每年 30 天	20 days / year by choice 可选的每年 20 天	-
SICK LEAVE 病假	7 days / 7 天	7 days / 7 天	7 days / 7 天	7 days / 7 天
CONTRACT RENEWAL & LOYALTY BONUS 合同续签和忠诚红利	USD 20,000 + add. incentives + 2 add. FREE ID ticket 增加奖励 增加 2 张员工机票	USD 20,000 + add. incentives + 2 add. FREE ID ticket 增加奖励 增加 2 张员工机票	USD 20,000 + add. incentives + 2 add. FREE ID ticket 增加奖励 增加 2 张员工机票	USD 12,000 + add. incentives + 2 add. FREE ID ticket 增加奖励 增加 2 张员工机票
HEALTH INSURANCE 健康保险	According to “Airline Health Insurance Policy” 参照航空公司健康保险政策	According to “Airline Health Insurance Policy” 参照航空公司健康保险政策	According to “Airline Health Insurance Policy” 参照航空公司健康保险政策	According to “Airline Health Insurance Policy” 参照航空公司健康保险政策
LOSS-OF-LICENSE INSURANCE 停飞保险	According to “Airline LOL Insurance Policy” 参照航空公司停飞保险政策	According to “Airline LOL Insurance Policy” 参照航空公司停飞保险政策	According to “Airline LOL Insurance Policy” 参照航空公司停飞保险政策	According to “Airline LOL Insurance Policy” 参照航空公司停飞保险政策

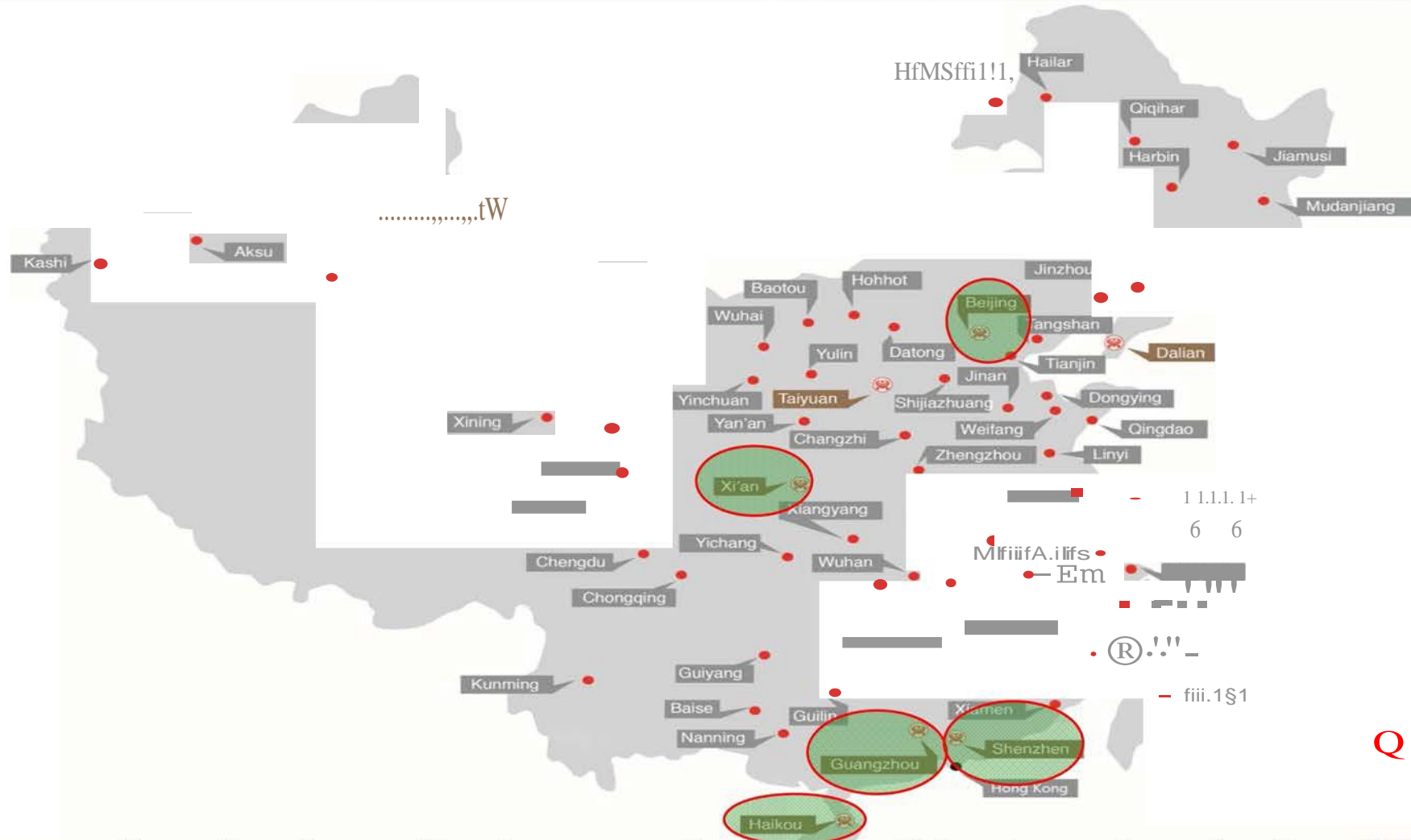
EDUCATION BENEFITS 教育福利	According to "Airline Educational Policy" 参照航空公司教育补助政策	According to "Airline Educational Policy" 参照航空公司教育补助政策	According to "Airline Educational Policy" 参照航空公司教育补助政策	-
INSTRUCTOR ALLOWANCE 教员补助	Line (A) U\$D 500 SIM (B) U\$D 1.000 Base Training (C) U\$D 1.500 +SIM hours allowance	Line (A) U\$D 500 SIM (B) U\$D 1.000 Base Training (C) U\$D 1.500 +SIM hours allowance	Line (A) U\$D 500 SIM (B) U\$D 1.000 Base Training (C) U\$D 1.500 +SIM hours allowance	Line (A) U\$D 500 SIM (B) U\$D 1.000 Base Training (C) U\$D 1.500 +SIM hours allowance
ID TICKETS EXCEPT TAXES 员工机票	Roundtrip free ID tickets per crewmember incl. family member(s): 适用于每名机组成员含家成员的往返程全免员工机票: 1st year: 4 int. &6.dom. 2 <sup>nd</sup> year: 5 int. &7. dom. 3 <sup>rd</sup> year:6 int.&8.dom 60 segments of self-sponsored ID ticket for the crewmember incl. family member(s) on HNA network (incl. subsidiary airlines). 适用于机组人员及其家属 60 段员工折扣机票(包含集团内其它航空公司的航班)	Roundtrip free ID tickets per crewmember incl. family member(s): 适用于每名机组成员含家成员的往返程全免员工机票: 1st year: 4 int. &6.dom. 2 <sup>nd</sup> year: 5 int. &7. dom. 3 <sup>rd</sup> year:6 int.&8.dom 60 segments of self-sponsored ID ticket for the crewmember incl. family member(s) on HNA network (incl. subsidiary airlines). 适用于机组人员及其家属 60 段员工折扣机票(包含集团内其它航空公司的航班)	Roundtrip free ID tickets per crewmember incl. family member(s): 适用于每名机组成员含家成员的往返程全免员工机票: 1st year: 4 int. &6.dom. 2 <sup>nd</sup> year: 5 int. &7. dom. 3 <sup>rd</sup> year:6 int.& 8.dom 60 segments of self-sponsored ID ticket for the crewmember incl. family member(s) on HNA network (incl. subsidiary airlines). 适用于机组人员及其家属 60 段员工折扣机票(包含集团内其它航空公司的航班)	Roundtrip free ID tickets per crewmember incl. family member(s): 适用于每名机组成员含家成员的往返程全免员工机票: 1st year: 3 int. &3.dom. 2 <sup>nd</sup> year: 4 int. & 4. dom. 3 <sup>rd</sup> year:5 int.& 5.dom 60 segments of self-sponsored ID ticket for the crewmember incl. family member(s) on HNA network (incl. subsidiary airlines). 适用于机组人员及其家属 60 段员工折扣机票(包含集团内其它航空公司的航班)

\*Ticket allowance: 500USD/month network covered area and 1000USD/month outside network covered area.

END OF THIS APPENDIX WITH A TOTAL OF 6 PAGES. – 共 6 页本协议结束



# BASE OPTIONS FOR “RESIDENT” OPTION



Current available  
Bases for foreign  
Crewmembers on:

Q HU "Resident Contract"

**Bases allocation is on “first come – first served” basis and on family situation:**

A330: with children PEK, XIY // without children PEK, SZX

8Z37: with children PEK, XIY, CAN // without children SZX, HAK

8787: PEK

# BASE OPTIONS FOR "COMMUTING" OPTION



**Bases allocation is on "first come – first served" and available to Airbus A330, B737 and A350-900 fleets:**

**Flight Crew Members with a "COMMUTING" Option on the Flight Service Agreement can choose a base at any HNA International Destination.**

**Base Changes are possible especially considering the latest network expansion plans.**