

ABOUT URUMQI AIR



Urumqi Aviation Co., Ltd. is referred to as “Urumqi Airlines”, and its headquarters and base of operations is located at Urumqi Diwobao International Airport.

Urumqi Airlines is a subsidiary airline of the HNA Group. On August 29, 2014 the first flight to Yining marked the official start of operations of Urumqi Airlines. Urumqi Airlines is the only local airline in Xinjiang, with the concept of “safe, fast and caring”. Since its establishment, the company has maintained safe and reliable service.

As of September 28, 2018, Urumqi Airlines operated 15 B737-800 aircraft and one E-190 passenger aircraft. Now Urumqi Airlines operates to 34 cities and has safely transported nearly 5 million passengers between 2015 and 2017. The fleet goal of the airline is to reach 50+ aircraft by the end of 2020 including E-190 aircraft.

WHY CHOOSE PARAMOUNT?

At Paramount Aviation Resources Group we understand that in aviation SAFETY is the most important element. That is why it is essential to hire only the most qualified and dedicated professional aviators available. We understand this because Paramount Aviation Resources Group is owned and operated by experienced, professional former and current airline pilots. We have thousands of hours and decades of experience working as line pilots, instructors, and managers at International and Part 121 Air Carriers.

Paramount is committed to provide our pilots and their families excellent support from the application process all way through the time that they are flying the line at our client airline:

- **Paramount employs local personnel on the ground in China** in order to support our pilots! We are always available to address your concerns and needs.
- **Paramount employs recruiters who have actually flown and worked in China.** We can answer your questions and understand the pilot’s point of view!
- **Paramount is committed to you as a long term client.** As part of our commitment to you, we start the recruiting process by offering you these benefits that no other recruiting agency offers:
 - Paramount **will reimburse the cost of the Interview Visa** contingent on a pilot interviewee fulfilling all of the requirements listed below:
 - Passes the Urumqi Air Interview
 - Accepts Employment with Urumqi Air
 - Begins Employment at Urumqi Air (Reimbursement will occur with first Paycheck)
 - Paramount will **pay each candidate \$100 for passing the CAAC Written Exam** on the first try. (Reimbursement will occur with first Paycheck).
- Unlike other recruiting agencies, **Paramount will not charge you miscellaneous fees** (i.e. Fedex charges for sending documents during the employment process).

Urumqi Air E-190 Captain

MINIMUM REQUIREMENTS:

- Total Time: 2200 hours
- 500 hours PIC time on E-190
- Last E-190 flights within last 12 months
- Age 55 at time of joining Captains
- Valid Passport from a nation with diplomatic relations with China
- Valid ATPL from a nation with diplomatic relations with China
- Radio Operators License
- Valid Class 1 Medical Certificate (valid for at least 3 months at the time of joining)
- No significant Medical History (grounding, major surgery, etc.)
- No history of aviation Incidents or Accidents. Must provide a letter from your current/previous employer and CAA.
- No history of a Criminal Record
- ICAO English Proficiency Level 4

SALARY AND BENEFITS (Total Possible Monetary Compensation \$21,833/ month)¹

Base Pay and Bonuses:	Depends on Rotation Option Click for Contract Options Details
Travel Allowance:	\$6,000 every 6 Months
Guarantee:	80 hours
Overtime Rate:	\$240 per hour
Liability Insurance:	Provided by Urumqi Air
Local Health Insurance:	Provided by Urumqi Air
Airline Loss of License Insurance:	Provided by Urumqi Air at a 50% Discount
Loss of License Insurance:	Optional Loss of License Insurance
Medical Insurance:	Optional Global Medical / Dental Health Insurance (Individual/Family)
Training Pay:	80% of Salary until during Ground and Simulator Training.
Chinese Income Taxes:	Paid by Urumqi Air

¹ This figure **does not** include Overtime.

TERMS AND CONDITIONS

Contract Term:	3 years, Renewable.
Domicile:	Urumqi, China
Days Off:	Click for Contract Options Details
Yearly Travel Benefits:	<ul style="list-style-type: none">- Free Tickets for Pilots- 4 Standby Tickets for Pilot / Immediate Family on HNA Network- Unlimited 75% Tickets for Pilot / Immediate Family Members
Visa Fees:	Paramount will reimburse the cost of the Interview Visa contingent on a pilot interviewee fulfilling all of the requirements listed below: <ul style="list-style-type: none">• Passes the Urumqi Air Interview• Accepts Employment with Urumqi Air• Begins Employment at Urumqi Air (Reimbursement will occur with first Paycheck)

INTERVIEW PROCESS

1 st Visit to China:	<ul style="list-style-type: none">- ATPL License Verification- CAAC ATPL Written Exam- CAAC Medical Exam- Interview Simulator Check
2 nd Visit to China:	<ul style="list-style-type: none">- Simulator Training- CAAC ATPL Type Rating Check
3 rd Visit to China:	<ul style="list-style-type: none">- Background Check- Foreign Expert Certificate issued by Chinese Authorities- Work / Resident Visa issued- Ground School / Sim Training- Line Training and Line Check <p>- ENJOY THE INCREDIBLE SALARY!!!</p>



URUMQI CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2
Days OFF	21 Days ON 9 Days OFF	42 Days ON 14 Days OFF
Annual Days OFF	110	91
Monthly Block Hours	80	80
Annual Income ²	Service up to 12 Months:..... \$247,000 Service up to 24 Months:..... \$251,000 Service up to 36 Months and on:..... \$254,000	Service up to 12 Months: \$262,600 Service up to 24 Months: \$266,600 Service up to 36 Months and on: \$269,600
Monthly Base Salary	\$17,000	\$18,300
Travel Allowance (Bi-Annual)	\$10,000	\$10,000
Safety Bonus (Yearly)	\$15,000	\$15,000
Loyalty Award (Yearly)	Year 1:..... \$8,000 Year 2:..... \$12,000 Year 3 and thereafter:..... \$15,000	Year 1:..... \$8,000 Year 2:..... \$12,000 Year 3 and thereafter: \$15,000

² The Annual Income Figures provided **includes** Monthly Salary and Allowances. It also includes Safety Bonus and Loyalty Award. The figures have been adjusted to reflect the monthly amounts. It **does not include** Overtime or Instructor Allowances.



URUMQI CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2
Instructor Allowance (Monthly)	\$1,000 <i>plus</i> Hourly Instructor Fee	\$1,000 <i>plus</i> Hourly Instructor Fee
Overtime	\$240/hour	\$240/hour
Paid Sick Days	6 Days per Year	6 Days per Year



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