

## ABOUT AIR GUILIN



Air Guilin is a Chinese full-service carrier, and its headquarters and base of operations is located at Guilin Liangjiang International Airport (KWL / ZGKL)

Air Guilin is a subsidiary airline of the HNA Group. On June, 25, 2016 Air Guilin commenced operations with a flight between Guilin and Zhengzhou.

The carrier is a joint venture between Guilin Tourism Development Co (60%) and Guilin Aviation Tourism Group (40%),

created by HNA Group. Air Guilin was established on 25-Jun-2016, with the launch of daily Guilin-Zhengzhou service with A319 aircraft. According to CAAC, the carrier operates domestic services as well as freight services utilising a fleet of A319 and A320 aircraft. Air Guilin is based in Guilin Airport. The current fleet size consists of 11 A320 family aircraft with the expectation of reaching 30 aircraft by the end of 2019.

## 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 Air Guilin Interview
    - Accepts Employment with Air Guilin
    - Begins Employment at Air Guilin (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).

### Air Guilin A-320 Captain

#### MINIMUM REQUIREMENTS:

- Total Time: 3000 hours
- 500 hours PIC time on A318/319/320/321
- Last Flight on A320 within last 6 Months
- Age over 30 and under 55 at time of joining
- 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 \$28,998/ month)<sup>1</sup>

Pay and Bonuses:	Depends on Rotation Option <a href="#">Click for Contract Options Details</a>
Allowances:	Depends on Rotation Option <a href="#">Click for Contract Options Details</a>
Guarantee:	Depends on Rotation Option <a href="#">Click for Contract Options Details</a>
Overtime Rate:	Depends on Rotation Option <a href="#">Click for Contract Options Details</a>
Liability Insurance:	Provided by Air Guilin
Local Health Insurance:	Provided by Air Guilin
Airline Loss of License Insurance:	Airline provided Loss of License Insurance. Coverage begins when unable to fly for 3 days or more, compensation shall be made by RMB 800 Yuan / Day (\$116), and in the case of permanent loss of license, compensation shall be made in the lump-sum basis with RMB 1.3 million Yuan (\$189,220) (for pilots aged at 45 years or below), or RMB 1.5 million Yuan (\$218,331) (for pilots aged more than 45 years).
Loss of License Insurance:	Optional Loss of License Insurance
Medical Insurance:	Optional Global Medical / Dental Health Insurance (Individual/Family)
Training Pay:	From the reporting date in China until the time of beginning flight duties salary shall be granted by 60% of the standard for monthly salary. From day 61 till the day before the pilot is assigned as a solo captain, salary shall be granted by 80% of the standard for monthly salary, and from the date the pilot is assigned as a solo captain, salary shall be granted by 100% of the standard for monthly salary.
Chinese Income Taxes:	Paid by Air Guilin

<sup>1</sup> This figure **does not** include Overtime.

## TERMS AND CONDITIONS

Contract Term:	3 years, Renewable.
Domicile:	Guilin or Guangzhou, China
Days Off:	<b>Click for Contract Options Details</b>
Travel Benefits:	- Discounted Tickets for Pilots and 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"><li>• Passes the Air Guilin Interview</li><li>• Accepts Employment with Air Guilin</li><li>• Begins Employment at Air Guilin (Reimbursement will occur with first Paycheck)</li></ul>

## INTERVIEW PROCESS

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



## GUILIN AIR CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5
ON / OFF Flying Pattern	6 Weeks ON 2 Week OFF	9 Consecutive Days OFF per Month	6 Weeks ON 3 Week OFF <u>or</u> 10 Consecutive Days OFF per Month	11 Consecutive Days OFF per Month	1 Month ON 1 Month OFF <u>or</u> 4 Days ON 4 Days OFF <u>or</u> 15 Days ON 15 Days OFF <u>or</u> 3 Weeks ON 3 Week OFF
Annual Leave <sup>2</sup>	90 Days	110 Days	120 Days	130 Days	Not Applicable
Yearly Block Hours	800	780	750	730	650
Annual Income <sup>3</sup>	\$347,980	\$317,980	\$305,980	\$287,980	\$248,488
Monthly Base Salary	\$21,000	\$18,500	\$17,500	\$16,000	\$13,500
Housing Allowance	\$1,500	\$1,500	\$1,500	\$1,500	\$1,000

<sup>2</sup> Annual Leave can be chosen instead of the ON/OFF Flying Pattern

<sup>3</sup> The Annual Income Figures provided **includes** Monthly Salary, Allowances and Maximum Bonuses. The figures have been adjusted to reflect the monthly amounts. It **does not include** Overtime.

## GUILIN AIR CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5
<b>Guilin Base Allowance (Monthly)</b>	\$500	\$500	\$500	\$500	\$500
<b>Meal Allowance (Monthly)</b>	\$728 (5,000 RMB)	\$728 (5,000 RMB)	\$728 (5,000 RMB)	\$728 (5,000 RMB)	\$437 (3,000 RMB)
<b>Ground Transportation Allowance (Monthly)</b>	\$437 (3,000 RMB) plus HSR ticket cost between Guilin and Guangzhou	\$437 (3,000 RMB) plus HSR ticket cost between Guilin and Guangzhou	\$437 (3,000 RMB) plus HSR ticket cost between Guilin and Guangzhou	\$437 (3,000 RMB) plus HSR ticket cost between Guilin and Guangzhou	\$437 (3,000 RMB) plus HSR ticket cost between Guilin and Guangzhou
<b>Travel Allowance (Yearly)</b>	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000
<b>Education Allowance</b>	30 % of Tuition at Guangzhou International School (up to 2 children) or \$1,000/month for schools outside Guangzhou (within Mainland China)				Not Applicable
<b>Contract Renewal Bonus</b>	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000
<b>Year End Bonus (Yearly)<sup>4</sup></b>	Year 1: ..... \$12,000 Year 2: ..... \$18,000 Year 3: ..... \$24,000	Year 1:..... \$12,000 Year 2:..... \$18,000 Year 3:..... \$24,000	Year 1: .....\$12,000 Year 2: .....\$18,000 Year 3: .....\$24,000	Year 1: .....\$12,000 Year 2: .....\$18,000 Year 3: .....\$24,000	Year 1:..... \$12,000 Year 2:..... \$18,000 Year 3:..... \$24,000
<b>Overtime Rates</b>	650 < Yearly Hours ≤ 750 .....\$150 /hour 750 < Yearly Hours ≤ 800 .....\$200 /hour 800 < Yearly Hours ≤ 850 .....\$250 /hour 850 < Yearly Hours ≤ 900 .....\$280 /hour				

<sup>4</sup> Subject to yearly performance evaluation.



## GUILIN AIR CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5
	900 < Yearly Hours.....\$300 /hour				
Minimum Hours per Year	800 hours	780 hours	750 hours	730 hours	650 hours
Paid Sick Days	8 Days per Year	8 Days per Year	8 Days per Year	8 Days per Year	5 Days per Year

