

ABOUT INDIGO

IndiGo is built for people with things to do, places to be, people to see - who don't want to waste time, money or energy in the process. By minimizing the cost/time/tension of air travel, IndiGo opens up a country full of opportunities. With IndiGo, you've got a billion reasons to fly! IndiGo incorporates the best hardware, software, interface design & personnel from around the world. The IndiGo team uses all of these resources to design processes and rules that are safe and simple, that make sense, and that cut waste and hassles, which in turn ensures a uniquely smooth, seamless, precise, gimmick-free customer experience at fares that are always affordable. IndiGo focuses on doing one thing, and doing it well.

IndiGo Advertises the following:

- One type of airplane - brand-new Airbus A320 family of Aircraft (192 and counting in Fleet)
- One type of fare - low
- One type of customer service - professional
- One way to deal with delays and cancellations - honestly



Indigo believes that it can offer the lowest fares by staying focused, which keeps their costs down without cutting corners or compromising on things that matter.

IndiGo is India's largest passenger airline with a market share of 41.9% as of August, 2018. Since its inception in August 2006, IndiGo grown from a carrier with one plane to a fleet of 192 aircraft today. A uniform fleet for each type of operation, high operational reliability and

an award winning service make IndiGo one of the most reliable airlines in the world. IndiGo currently operate flights to 59 destinations – 48 domestic and 11 international. Additionally, it has opened bookings for Kuala Lumpur, Allahabad, Male, Phuket & Hong Kong!

Ten years in a row, IndiGo continues to be amongst the best organizations to work for in India and has been named Aon's Best Employer, 2017

Current IndiGo Fleet (11-03-2018)

A-320 (including NEOs)	180
ATR72.....	12



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 India*** in order to support our pilots! We are always available to address your concerns and needs.
- ***Paramount employs recruiters who have actually lived and work in India.*** We can answer your questions and understand the pilot's point of view!
- ***Paramount is committed to you as a long term client.*** Unlike other recruiting agencies, *Paramount will not charge you miscellaneous fees* (i.e. Fedex charges for sending documents during the employment process).





IndiGo A320 CAPTAINS

MINIMUM REQUIREMENTS

- ATPL – (JAR / FAA / or equivalent ICAO)
- Valid First Class Medical Certificate (JAR / FAA / or equivalent ICAO)
- English Proficiency IV or greater
- 5000 hours Total Flight Time
- 3,000 hours Multi-Engine PIC
- Last Flight on A-320 family within the preceding 30 months
- Currency in Type Requirements must be met by Applicant at time of joining¹
- 1,000 hours Glass Cockpit Experience
- 1,000 hours PIC on A-320 (Left Seat Time)
- No History of Accidents/Incidents
- Valid Passport
- Max Age Limit to Apply is 62 years old

SALARY AND BENEFITS (Total Possible Monetary Compensation \$12,003/ month + Overtime!)²

Base Pay and Allowances:

[Click for Contract Options Details](#)

Housing Allowance:

Option 1: When accompanied with spouse/companion IndiGo shall provide a two bedroom furnished apartment for each and every day he/she is on assignment. The Pilot will be responsible to pay his utilities (energy), telephone and Internet bills.

Option 2: For unaccompanied Pilots, IndiGo will provide a one bedroom fully furnished service apartment. The Pilot will be responsible to pay his utilities (energy), telephone and Internet bills.

Option 3: For those Pilots that elect NOT to stay in IndiGo provided accommodations, those Pilots shall be provided with a “housing allowance”.

Transportation Allowance:

Transportation provided by Company to/from airport

Meals:

Snacks and Light Meals on board aircraft

Per Diem:

Provided for Layovers. Amount is based on Layover Location.

Uniform:

Provided by Company

Life Insurance

5,000,000 Indian Rupees

¹ If not Current on A-320 Type, Pilot will have to bear the cost of meeting currency requirements (Proficiency Check, Requalification, etc) prior to beginning employment with IndiGo.

² This figure **does not** include Overtime. On average, pilots earn \$3,000 per month in Overtime!

Medical Insurance:	Medical Insurance provided by company for Pilot and Spouse for use within India only
Loss of License Insurance:	Optional Loss of License Insurance
Medical Insurance:	Optional Global Medical / Dental Health Insurance (Individual/Family)

TERMS AND CONDITIONS

Contract Term:	36 months, Renewable
Domicile:	Mumbai, New Delhi, Calcutta, Hyderabad, Bangalore, Ahmedabad, Pune, Chennai, Jaipur
Days Off / Sick Leave:	Click for Contract Options Details
Scheduling:	Roster published every month
Reserve:	On Reserve if not scheduled
Seniority:	There is no seniority system.
Travel Benefits:	<ol style="list-style-type: none">1. Space Available Tickets for Pilot, Spouse and Children as per IndiGo Company Policy³2. Four (4) Economy Roundtrip Tickets will be provided to a Pilot on an airline of IndiGo's choosing to / from pilot's home country coinciding with his OFF Rotation.⁴
Pilot Qualifications:	<ol style="list-style-type: none">1. The Pilot shall arrange and be responsible for the cost of his/her training and licensing requirements / clearances as may be required by any Indian Civil Aviation Authority prior to undertaking the specified services of the Working Agreement.2. After commencing employment under the Working Agreement, IndiGo will reimburse the Pilot's costs towards Proficiency Check, for any license renewal requirement of the Pilot, outside India as required by DGCA India.3. The Pilot shall bear the cost of issuance and renewal of Employment Visas (E-Visa). IndiGo will provide necessary documents and assistance to this effect.

³ Taxes for Space Available Tickets will be paid by employee

⁴ The Tickets may be used for the Pilot or his/her family members. The number of tickets is the total amount allotted for the pilot to use for himself, his family or any combination thereof (For Example: a pilot may obtain 2 tickets for himself and 2 for his spouse. At this stage he would have exhausted the total number of tickets available to him).



INDIGO A320 CONTRACT COMPENSATION DETAILS

Pay Item	A320 Captain	A320 Senior Captain	A320 Senior Captain
Monthly Hours	80 Hours	80 Hours	85 Hours
Rotation	10 Weeks ON / 4 Weeks OFF <i>or</i> 6 Weeks ON / 2 Weeks OFF	10 Weeks ON / 4 Weeks OFF <i>or</i> 6 Weeks ON / 2 Weeks OFF	12 Weeks ON / 4 Weeks OFF
Gross Salary (up to 80 hours)⁵	\$15,056	\$15,656	\$18,466
Monthly Net Salary	\$9,786	\$10,176	\$12,003
Overtime Rates	Over 80 to 85 hours..... \$150 / hour Over 85 to 90 hours..... \$150 / hour Over 90 hours..... \$200 / hour	Over 80 to 85 hours..... \$150 / hour Over 85 to 90 hours..... \$150 / hour Over 90 hours..... \$200 / hour	Over 80 to 85 hours..... N/A Over 85 to 90 hours..... \$150 / hour Over 90 hours..... \$200 / hour
Expected Gross Overtime Payments	Average of \$3,000 per Month		
Sick Leave	12 Days per Year	12 Days per Year	12 Days per Year
Yearly Roundtrip Tickets	4	4	4

⁵ This is based on Scheduled Hours (i.e. **Not** Block or Better)

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