

## ABOUT PEACH AVIATION



PEACH AVIATION is a Low Cost Carrier (LCC) based in Osaka, Japan (KIX). Peach is owned by ANA (38.67%), First Eastern Aviation Holdings Limited (33.3%) and Innovation Network Corporation of Japan (28%). Peach was established in 2011 and is quickly becoming a significant airline in both the Japanese domestic market as well as the international market. Peach is expanding its fleet and is hiring RATED and NON-RATED A-320

## 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 Asia** 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 Japan.** 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 Peach Aviation Interview
    - Accepts Employment with Peach Aviation
    - Begins Employment at Peach Aviation (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).

## Peach Aviation A320 Captain

### MINIMUM REQUIREMENTS:

- Total Time: 4000 hours
- 1500 hours Jet PIC time on Commercial Jets (Boeing 7x7; Airbus A-3xx; CRJ; ERJ; Fokker 100; DC/MD Series; L1011)
- Less than Age 61 at time of Screening for A320 Type Rated Applicants
- Less than Age 59 at time of Screening for non-A320 Type Rated Applicants
- Radio Operators License
- Valid Class 1 Medical Certificate
- 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<sup>1</sup>

#### Possible Average Monetary Compensation<sup>2</sup>

<b>Year One: \$204,840 =</b>	Yearly Salary .....	\$181,440
	+ One Time Type Rating Bonus .....	\$18,000
	+ One Time Moving Allowance Overseas .....	\$5,400
<b>Year Two: \$182,520 =</b>	Yearly Salary .....	\$182,520

Base Pay, Allowances & Bonuses: Depends on Experience [Click for Contract Options Details](#)

Travel Allowance: Economy Ticket or \$1,795 per Month

Guarantee: 50 hours

Overtime Rate: [Click for Contract Options Details](#)

Liability Insurance: Provided by Peach Aviation

National Health Insurance: Provided by Peach Aviation and paid at 50% by Airline

Airline Loss of License Insurance: Provided by Peach Aviation . 50 % of salary up to Age 60 is included. Additional coverage can be obtained by the pilot.

Loss of License Insurance: Optional Loss of License Insurance

<sup>1</sup> The Monetary figures stated are given in US Dollars and based on the Currency Conversion Rate on 04-29-2019.

<sup>2</sup> This Figure is based on Captain with Jet PIC over 4,000 hours. This figure **is based** on a Monthly Schedule of 77.5 hours. **Per Diem, National Pension, Other Activities Allowances or Yearly Bonus are not included in this figure.**



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Medical Insurance:	Optional Global Medical / Dental Health Insurance (Individual/Family)
Training Pay:	Base Salary A + Base Salary B + Flight Pay (for flight duty in excess of 50 hours) <b>Click for Contract Options Details</b>
Japanese Income Taxes:	Paid by Pilot. A good figure for taxation is 29% for Captains.

#### TERMS AND CONDITIONS

Contract Term:	Permanent
Domicile:	Osaka, Japan
Days Off:	<b>Click for Contract Options Details</b>
Travel Benefits:	- Discount Flights on Peach / ANA
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 Peach Aviation Interview</li><li>• Accepts Employment with Peach Aviation</li><li>• Begins Employment at Peach Aviation (Reimbursement will occur with first Paycheck)</li></ul>

#### INTERVIEW PROCESS

TBD:	- TBD
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### PEACH AVIATION CONTRACT COMPENSATION DETAILS<sup>3</sup>

Pilot Experience	JET PIC < 1,000 hrs	JET PIC < 2,000 hrs	JET PIC < 3,000 hrs	JET PIC > 3,000 hrs
Commuting Options	10 Consecutive Days OFF per Month <b>or</b> 16 Consecutive Days OFF per 2 Months			
Annual Leave	20 Days <b>plus</b> 4 Days (Annual Refresh Leave)			
Monthly Base Pay A	\$2,610 (Equivalent to Year 1 Pay)	\$2,700 (Equivalent to Year 2 Pay)	\$2,790 (Equivalent to Year 3 Pay)	\$2,880 (Equivalent to Year 4 Pay)
Monthly Base Pay B <sup>4</sup>	\$5,625	\$5,625	\$5,625	\$5,625
Monthly Flight Pay <sup>5</sup>	\$4,275	\$4,275	\$4,275	\$4,275
Base Pay A Levels based on Years of Service	Year 1 ..... \$2,610 Year 2 ..... \$2,700 Year 3 ..... \$2,790 Year 4 ..... \$2,880 Year 5 ..... \$2,970 Year 10 and on ..... \$3,150			

<sup>3</sup> The Monetary figures stated are given in US Dollars and based on the Currency Conversion Rate on 04-29-2019.

<sup>4</sup> This is the Monthly Guarantee of 50 hours. This is based on \$112 per hour.

<sup>5</sup> These are the Monthly Flight Hours in excess of 50 hours. In this table, a conservative monthly flight hour figure of 77.5 hours has been used.



## PEACH AVIATION CONTRACT COMPENSATION DETAILS<sup>3</sup>

Pilot Experience	JET PIC < 1,000 hrs	JET PIC < 2,000 hrs	JET PIC < 3,000 hrs	JET PIC > 3,000 hrs
<b>Local Commuting Allowance (Monthly)</b>	\$540 <i>plus</i> \$63 per occurrence for ground transportation expense for early morning or late night transportation	\$540 <i>plus</i> \$63 per occurrence for ground transportation expense for early morning or late night transportation	\$540 <i>plus</i> \$63 per occurrence for ground transportation expense for early morning or late night transportation	\$540 <i>plus</i> \$63 per occurrence for ground transportation expense for early morning or late night transportation
<b>Travel Allowance (Monthly)</b>	Economy Ticket <i>or</i> \$1,800	Economy Ticket <i>or</i> \$1,800	Economy Ticket <i>or</i> \$1,800	Economy Ticket <i>or</i> \$1,800
<b>Layover Allowance (Nightly)</b>	Japan Layover .....\$22 / night International Layover .....\$36 / night			
<b>Layover Allowance (Flight Duty – Nightly)</b>	Japan Layover .....\$45 / night International Layover .....\$45 / night			
<b>Type Rating Bonus (One Time)<sup>6</sup></b>	\$9,000	\$9,000	\$18,000	\$18,000
<b>Moving Allowance (One Time)</b>	Moving within Japan (individual).....\$2,250 Moving within Japan (Family) .....\$3,600 Moving from Overseas .....\$5,400			
<b>Yearly Bonus</b>	Depending on Company Yearly Performance.	Depending on Company Yearly Performance.	Depending on Company Yearly Performance.	Depending on Company Yearly Performance.

<sup>6</sup> This Bonus will be paid at the Completion of Training for A320 Type Rated Pilots. If a pilot leaves Peach within 24 months, he must pay back this amount in full.



## PEACH AVIATION CONTRACT COMPENSATION DETAILS<sup>3</sup>

Pilot Experience	JET PIC < 1,000 hrs	JET PIC < 2,000 hrs	JET PIC < 3,000 hrs	JET PIC > 3,000 hrs
<b>Overtime Hourly Rate (Flight Pay over 50 hours)</b>	51-60 hours ..... \$135 / flight hour 61-70 hours ..... \$158 / flight hour 71-80 hours ..... \$180 / flight hour 81-90 hours ..... \$203 / flight hour 91-100 hours ..... \$225 / flight hour 100+ hours ..... \$248 / flight hour			
<b>Allowances for Other Activities</b>	Flight Instructor for Takeoff and Landing Training ..... 2.15 X Flight Hourly Rate X No of Hours Test Flight ..... 1.6 X Hourly Rate X No of Hours Simulator ..... 1.3 X Hourly Rate X No of Hours Simulator (own qualifications) ..... 0.65 X Hourly Rate X No of Hours Meetings / Ground School ..... 0.65 X Hourly Rate X No of Hours Airport Standby ..... 0.65 X Hourly Rate X No of Hours Home Standby ..... 0.25 X Hourly Rate X No of Hours Home Ground School ..... 0.25 X Hourly Rate X No of Hours  The hourly rate referenced above is \$112 per hour.			
<b>Paid Sick Days</b>	14 Days per Year			