



****GLOBAL HEALTH INSURANCE PROVIDED****



Company Overview

Beijing Capital Airlines ("BCA") was established on 16 November, 1998 as Deer Air and was rebranded as Beijing Capital Airlines on 2 April, 2011. BCA operates a fleet of 44 Airbus aircraft (25 A-319 and 19 A-320). It is one of the youngest and largest Airbus fleets in China with an average age of less than 4 years per aircraft.

Safety management is the highest priority for BCA which is clear from their perfect safety record after more than 15 years of flight operations. Currently BCA has almost 20 foreign pilots who come from all over the world including, Canada, Great Britain, Mexico, South Korea, the United States, and others.

Strategic Market Goal: To be the Capital's business card and the booster of Beijing's development

Goal of Development: A messenger of China's traditional culture, an investor of the cultural creative industry, and to be a well-known airline with a rich cultural background.

Global Health Coverage Provided: Paramount provides global health coverage including Dental coverage for the pilot and children at no cost through Clements GlobalCare. This global coverage was designed by expat pilots for expat pilots and covers you anywhere in the world. There is also an optional Accidental Death and Dismemberment (AD&D) coverage and Loss of Income (LOI) coverage. Pilots can easily add their spouses to the policy for low monthly costs.

A319/A320/A321 Captain Requirements:

- 3,000 hours total flight time
- 500 hours PIC flight time on the applied aircraft type
- Last flight on type within 12 months
- Proficiency check within the period of validity
- With Type I Instrument Landing System (ILS) standard, and at least ICAO I landing ability (RVR, including CAT I)
- Be age 55 or younger, age between 52 and 55 should be proved by the management.
- From country with diplomatic relations with China, and a member of ICAO
- With a valid type rated ATPL license issued by China or his/her home country (ICAO member)
- With a valid/current Class 1 medical certificate
- ICAO English Level 4 or above
- No significant medical history (grounding, major surgery, etc.)
- With No History of Incidents or Accidents Report issued by last employer or aviation authority of his/her country
- With notarized No Criminal Record



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Capital Airlines Compensation and Rotation Overview

Rotation Option:	Option 1	Option 2	Option 3	Option 4
Contract duration:	3 years			
	Thirty (30) Duty Free Days in peak season or forty-five (45) Duty Free Days in off-peak season throughout each calendar year.	Fourteen (14) consecutive Duty Free Days every six (6) weeks throughout each calendar year.	Twenty-one (21) consecutive Duty Free Days every six (6) weeks throughout each calendar year (15 days before and 15 days after the Chinese Spring Festival holidays, July and August are not available to take Duty Free Days, which shall be compensated in other months).	Twenty-eight (28) consecutive Duty Free Days every four (4) weeks throughout each calendar year (15 days before and 15 days after the Chinese Spring Festival holidays are not available to take Duty Free Days, which shall be compensated in other months. Fourteen (14) consecutive Duty Free Days could be applied during July and August. The remaining Duty Free Days shall be compensated in other months).
Sick leave	7 days per year, c ontract renewal	7 days per year, contract renewal	7 days per year, contract renewal	7 days per year, c ontract renewal

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	pilots +1 day per year	pilots +1 day per year, maximum 12 days	pilots +1 day per year, maximum 12 days	pilots +1 day per year, maximum 12 days
Flying hours	80 hours/month	80 hours/month	650 hours/year	550 hours/year
Monthly base pay	19,000 USD/month	18,000 USD	16,000 USD	13,500 USD
Overtime pay	300 USD/hour	200 USD/hour	200 USD/hour	200 USD/hour
Living allowance	2,500 USD/month	2,500 USD/month	1,200 USD/month	1,000 USD/month
Safety bonus	6,000 USD/year	6,000 USD/year	5,000 USD/year	3,000 USD/year
Completion bonus	16,000 per year, contract renewal pilots +1,000 per year	16,000 per year, contract renewal pilots +1,000 per year	13,000 per year, contract renewal pilots +1,000 per year	10,000 per year, contract renewal pilots +1,000 per year
Travel allowance	10,000 USD/year	10,000 USD/year	8,000 USD/year	6,000 per year
Package	290,000 USD/year	278,000 USD/year	232,400 USD/year	193,000 per year
Air ticket benefits	<ul style="list-style-type: none"> ■ Pilots and his/her immediate families enjoy the unlimited 75% off domestic standby tickets within Capital Airlines' network, which do not include the fuel surcharge and airport construction fee. (start from when pilot actual operate flights) ■ After pilot finished one year service with Capital Airlines, he/she enjoys unlimited 75% off domestic and international standby tickets within Hainan Group's network. His/her immediate families enjoy thirty 75% off domestic standby tickets within Hainan Group's network. 			
Insurance	<ul style="list-style-type: none"> ■ Employer liability insurance will be fully purchased by Capital Airlines 			

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*Base: Beijing, Guangzhou, Xi'an, Haikou, Sanya, Hangzhou, Hu He Hao Te, or any other agreed cities.

*Peak season: from Jan. 1st to Mar. 15th, from Jul. 1st to Oct. 15th each year

Off-peak season: from Mar. 16th to Jun. 30th, from Oct. 16th to Dec. 31st

*Once get hired, foreign pilots get paid 8,800 USD from the date of joining till he/she passes the line check for no more than 6 weeks. Capital Airlines supply the accommodation during this period of time. In case that foreign pilot does not attend the line check within 6 weeks, he/she will start to be paid 11,000 USD until he/she passes the line check.

*Pilots who finished the first year service are entitled to change the option. Every pilot can change the option once within the 3 years contract length.

Foreign pilots enrolled BCA after 1st Jan,2016, the service fee will be raised from 1000 USD/pilot/month to 1500 USD/pilot/month (For those pilots who were recommended by BCA, the service fee will stay 700 USD/pilot/month).

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