

ABOUT XIAMEN AIR



Xiamen Airlines was established in 1984 and with its headquarters located in Xiamen, a coastal city in Fujian in Southeast China, Xiamen Airlines is China's first airline company operating under the modern enterprise system. Through 34 years of steady development, Xiamen Airlines is "an epitome of China's civil aviation development" as praised by President Xi Jinping and has become the most distinctive airline company in China's civil aviation industry.

As of February 2018, Xiamen Airlines is operating a fleet of 163 aircraft consisting of B-737-700/800, B-757-200, and B-787-8/9 aircraft, which is also among the youngest fleets in the world. Xiamen has orders for B-737-MAX 8 10 B-737-MAX 10 aircraft. Its network of nearly 400 domestic and international routes covers China, Southeast and Northeast Asia, and reaches Europe, North America and Oceania. Taking advantage of its SkyTeam membership, it has extended its reach to 1074 destinations in 177 countries.

By achieving profits for 31 years in a row (the only one in China), Xiamen Airlines has been an airline that has remained profitable for the longest period in China's civil aviation industry. It enjoys the highest international financial rating among the Chinese airlines. The company now has total assets of 40 billion yuan and net assets of 16.2 billion yuan, with an asset-liability ratio of 59%. Since 2009, it has achieved accumulated revenues of around 120 billion yuan, with profits of 12.7 billion yuan. Among over 240-member airlines of International Air Transport Association (IATA), Xiamen Airlines' total profits ranks among the top 20, with its profit margin even among the top 10. Over the years, the company has been making unrelenting efforts to ensure aviation safety and to improve its service quality. It has now accumulated 4 million hours of accident-free flight and has been rated as "Airline Offering the Best Services" by Chinese passengers for many consecutive years. In March 2016, Xiamen Airlines was awarded the "China Quality Award", making it the first award winner in China's service sector and the only airline company that has won the award in China's civil aviation industry.



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 Xiamen Air Interview
 - Accepts Employment with Xiamen Air
 - Begins Employment at Xiamen 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).



Xiamen Air B737-NG/MAX Captain

MINIMUM REQUIREMENTS:

- Total Time: 5000 hours
- Multi-Crew Multi-Engine Jet Time: 2000 hours
- 500 hours PIC time on B737 EFIS/NG
- Last flight on B737 EFIS/NG within preceding 1 years
- Age 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
- 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
- No history of a Criminal Record
- ICAO English Proficiency Level 4

SALARY AND BENEFITS (Total Possible Monetary Compensation \$29,150/ month)¹

Base Pay:	Depends on Rotation Option Click for Contract Options Details
Safety Bonus:	Depends on Rotation Option Click for Contract Options Details
Housing Allowance:	10,000 RMB per month (approximately USD \$1,553)
Ticket Allowance:	\$6,000 per year
Transportation Allowance:	Free Duty Transportation between defined pick-up points and the main operating base
Education Allowance:	\$8,000 per child per year (maximum of 2 children)
Insurance Allowance:	\$2,000 per year
Guarantee:	Depends on Rotation Option Click for Contract Options Details
Overtime Rate:	Depends on Rotation Option Click for Contract Options Details
Accident Insurance:	Maximum Indemnity 1,500,000 RMB (approximately USD \$231,000)
Life Insurance:	Maximum Indemnity 800,000 RMB (approximately USD \$123,000)
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:	Xiamen, China

¹ This figure **does not** include Overtime or Instructor Bonus. It includes the Education Allowance for 2 children.



Days Off:

Options 1,2,3

[Click for Contract Options Details](#)

Travel Benefits:

- \$6,000.00 per year
- 2 free tickets including international flights operated by Xiamen Airlines
- 3 ID 75 round-trip tickets
- 1 free ticket per year and 2 ID 75 round-trip tickets for 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:

- Passes the Jiangxi Air Interview
- Accepts Employment with Jiangxi Air
- Begins Employment at Jiangxi Air (Reimbursement will occur with first Paycheck)





XIAMEN COMMUTING AND FULL-TIME CONTRACTS SIDE BY SIDE COMPARISON

	Option 1	Option 2		Option 3	
Rotation Model	A	A	B	A	B
Days OFF	Non Commuting	22 Days ON 8 Days OFF	44 Days ON 16 Days OFF	19 Days ON 11 Days OFF	38 Days ON 22 Days OFF
Yearly Block Hours	900	900	900	780	780
Monthly Block Hours	75	75	75	65	65
Annual Income ²	\$349,800	\$336,600	\$336,600	\$291,000	\$291,000
Monthly Salary	\$23,200	\$22,100	\$22,100	\$18,300	\$18,300
Housing Allowance (¥ 10,000)	\$1,550	\$1,550	\$1,550	\$1,550	\$1,550
Ticket Allowance (Yearly)	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000

² The Annual Income Figures provided **includes** Monthly Salary, Housing Allowance, Ticket Allowance, Education Allowance, Safety Bonus, Radio Operator Bonus and Insurance Allowance. It **does not include** CAT B Instructor Bonus or Overtime.

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XIAMEN COMMUTING AND FULL-TIME CONTRACTS SIDE BY SIDE COMPARISON

	Option 1	Option 2		Option 3	
Rotation Model	A	A	B	A	B
Education Allowance (Yearly) ³	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
Safety Bonus (Yearly)	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000
Radio Operator Bonus (Monthly)	\$400	\$400	\$400	\$400	\$400
CAT B Instructor Bonus (Monthly)	\$500	\$500	\$500	\$500	\$500
Insurance Allowance (Yearly)	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Overtime	\$300/h for flying above 900h/yr	\$280/h for flying above 900h/yr	\$280/h for flying above 900h/yr	\$250/h for flying above 780h/yr	\$250/h for flying above 780h/yr
NOTES	<p>Note 1: For Option 2 Model A, each February is an exception (22 days on + 6 days off); For Model B, day off for each single month cannot be more than 14 days.</p> <p>Note 2: For Option 3 Model A, each February is an exception (19 days on+9 days off); Model B, day off for each single month cannot be more than 16 days.</p>				

³ \$8,000 is provided per child up to 2 children.