

ABOUT SPRING AIRLINES



Spring Airlines is the only company in China which is 100% privately owned. It is moreover the most economical airline of its kind. By 2021, Spring Air will have acquired another 100 Airbus A320 planes. Furthermore, 80 captains are hired every year.

Spring Air personnel are mostly based in Shanghai. Owing to the company's constant expansion, Spring Air now employs part of its staff in Osaka and Bangkok. In addition to point-to-point flights from Shanghai, there are also some layovers in Japan, Thailand, Singapore and Malaysia. This is a lot of fun.

Crew planning at Spring Air is very flexible. In case you might need to go home, e.g. for celebrating your child's birthday, the duty roster can be adjusted accordingly.

At Spring Airlines pilots are assigned to different departments. The Fifth Division is responsible for 105 out of 600 foreign pilots. The people working here are fluent in English and know how to deal with problems and concerns that foreign employees typically have. Twice a year the department organizes a two-day trip to Shanghai and its surroundings.

Currently, the company has three simulator instructors from Europe and several more are to be employed soon. All in all, Spring Air endeavors to make foreign employees feel comfortable and settle in quickly.



Unlike many other low-cost airlines, Spring Airlines regularly invests significant amounts of money in job training as well as in cockpit equipment. Before each check in the simulator, two simulator training sessions are carried out in the company owned simulator center!! In addition, CBT days will be scheduled.

At the beginning of 2016, Spring Airlines was the first airline in China to switch from the “less paper cockpit” to the “no paper cockpit”. Any information needed in the cockpit is made available on two iPad tablets, including the OFP flight schedule.

The Chinese do not like to fly on an empty stomach. Spring Air takes this into account when scheduling check-in times and meals are served every 4 - 5 hours on each flight.

IMPORTANT NOTE:

Examination failure rates at Spring Air (particularly those concerning medical and simulator examinations) differ considerably from failure rates at other airlines in China and are not dependent on the need for pilots. Rather, they are related to internal company regulation as well as different supervisory authorities (regional CAAC). The SUCCESS rate at Spring Airlines is the BEST by far!

Current Spring Airlines Fleet (12-21-2018)

A-320 Series	53
Aircraft Orders 2019-2023	60



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's collaboration with Pilot4Pilots allows us to have Real Time Information about Spring Airlines employment conditions and requirements.*** The Application Process to Hiring is an easy and seamless process with the Paramount and Pilot4Pilots collaboration.
- ***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 Spring Airlines Interview
 - Accepts Employment with Spring Airlines
 - Begins Employment at Spring Airlines (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).

Spring Airlines A320 Captain

MINIMUM REQUIREMENTS:

- Total Time: 3000 hours
- 500 hours PIC time on A318/319/320/321
- Last A318/319/320/321 flights within last 12 months
- Age 55 at time of Application
- 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

Base Pay, Allowances, Bonuses: — Depends on Rotation Option **[Click for Contract Options Details](#)**

Loss of License Insurance: Optional Loss of License Insurance

Medical Insurance: Optional Global Medical / Dental Health Insurance (Individual/Family)

Group Accident Insurance: 1,500,000 RMB Coverage

Training Pay: In Shanghai, pilots will initially undergo ground training for a period of approximately one month. During this period accommodation will be provided and the pilots will receive a daily salary amounting to \$300 + 300 RMB per day.

Chinese Income Taxes: Paid by Spring Airlines . The amounts indicated will be paid in Yuan (RMB) to a **Chinese bank account**. USD will be converted into Yuan (RMB) based on a fixed exchange rate stipulated by the company. To ensure a secure income, this exchange rate will be adjusted in case of significant currency fluctuations. In order to be able to transfer money from a Chinese bank account to any other bank account worldwide you will need a tax assessment notice. It will be issued by Spring Air a few weeks after you have received your first salary payment.

As the **employment contract** is concluded directly with Spring Air, salaries are paid without any delay.

If you are German, by virtue of the double taxation treaty between China and Germany, income from your work as airline employee is only taxed in China but is **tax-exempt in Germany**. Only additional income earned in Germany is subject to income tax in Germany (Progression).

TERMS AND CONDITIONS

Contract Term:	3 years, Renewable.
Domicile:	Shanghai, Shenzhen, Osaka, Bangkok
Days Off:	Click for Contract Options Details
Yearly Travel Benefits:	6 Annual Employee Tickets on Spring Airlines.
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">• Passes the Spring Airlines Interview• Accepts Employment with Spring Airlines• Begins Employment at Spring Airlines (Reimbursement will occur with first Paycheck)

INTERVIEW PROCESS

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



SPRING AIRLINES CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5
Days OFF	40 Days Annual Leave	6 Weeks ON 2 Weeks OFF	6 Weeks ON 3 Weeks OFF	5 Weeks ON 4 Weeks OFF	4 Weeks ON 4 Weeks OFF
Annual Minimum Hours	800	750	700	620	500
Annual Income ¹	\$270,523	\$258,523	\$246,523	\$221,023	\$190,523
Monthly Base Salary	\$18,500	\$17,500	\$16,500	\$14,500	\$12,500
Business Insurance (Monthly)	\$80	\$80	\$80	\$80	\$180
Annual Bonus	\$6,000	\$6,000	\$6,000	\$5,500	\$5,000
Annual Safety Bonus	\$12,000	\$12,000	\$12,000	\$11,000	\$10,000
Annual Travel Bonus	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000

¹ The Annual Income Figures provided **includes** Monthly Salary, Allowances and Yearly Bonuses. The figures have been adjusted to reflect the monthly amounts. It **does not include** Overtime or Instructor Bonuses.

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SPRING AIRLINES CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5
Annual Fuel Savings Bonus	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Annual Attendance Bonus	\$1,563	\$1,563	\$1,563	\$1,563	\$1,563
Contract Renewal Bonus	\$36,000	\$36,000	\$36,000	\$36,000	\$21,000
Yearly Sick Leave	8	8	8	6	6
Variable Income	Yearly Overtime Bonus Type A Instructor Bonus Type B Instructor Bonus				

City of Shanghai



In Shanghai, it is often said that **Shanghai and China are not the same**. It's actually quite easy to sustain a Western lifestyle while living in Shanghai.

The famous "**French Concession**" district offers a great variety of small boutiques and shops,

residential buildings and beautiful avenues. Also, you will find many international restaurants and bakeries, cultural events and international schools. Many local people in Shanghai speak English, except the taxi drivers. But that's not a problem. You can always give them a "taxi card" (written by a friend in Chinese) with the address of your destination. If that's too much trouble, taking the Metro is quick, cheap and easy.



The city of Shanghai has 22 million inhabitants and covers a lot of land! The area surrounding Shanghai is definitely worth a trip in your leisure time. There is a high-speed train to take you quickly to all the other cities nearby and it doesn't cost a fortune. Moreover, you can even consider traveling to Hong Kong, Thailand or Singapore when having a few days off.

The **cost of living** in Shanghai is the highest in China. Despite the fact that food is very cheap in China, many restaurants offer Western food at very high prices. But, then again, if you just want a quick meal, there's always KFC, McDonalds, Burger King, etc. at a reasonable price.

During the first few months of their stay in Shanghai, many pilots choose to be accommodated in a hotel somewhere near the company. The average room rate of such a hotel amounts to approximately EUR 1300 per month. If you prefer to stay in a serviced apartment, various accommodations are available at an average rate of EUR 1500, which is only half as much as you would have to pay if you were staying in an apartment in Hong Kong or Singapore for example.



Weather:

In China there are a few meteorological phenomena that people in Europe are not familiar with. A typhoon, for example, can be a major challenge for any pilot. An alternate landing is sometimes the only option. Unlike European low cost airlines, there are no questions from flight operations about your fuel level. In addition, the prescribed amount of fuel in China much more conservative. As a rule, you don't need EXTRA FUEL!

Between spring and autumn, the weather in Shanghai and on the East coast of China is very pleasant with clear skies. During summer, heavy thunderstorms may occur. In general, the climate is humid and can sometimes be foggy during autumn and winter.

Air Pollution:

Although air pollution is a severe problem throughout China, the air quality in Shanghai is decidedly better than in other cities, particularly in Beijing and Guangzhou. The air pollution in China results from the high population density, agricultural burning, fossil fuel burning (particularly prevalent in power plants) and industrial production. Generally speaking, the extent of air pollution in Shanghai today is similar to the level of air pollution measured in Europe's largest industrial sites in the 1970s.



But economic development in China is rapid. Therefore, the current situation will most probably improve significantly within a short time. While experts are still arguing whether or not electric vehicles are eco-friendly or practical or affordable in Europe and America, millions of electric scooters are sold in China every year. These vehicles are very handy and offer power and mobility at an inexpensive price (approximately EUR 220).

