

ABOUT TIANJIN AIRLINES



Tianjin was founded in 2009 and is based in Tianjin, China. It is a subsidiary of the Hainan Airlines Co., Ltd.

Currently, Tianjin Airlines owns a young fleet approaching the 100 aircraft mark, including A320/321, A330 and E190/195 aircraft. Through its expansion efforts in recent years, Tianjin Airlines has built up its airline network including domestic hubs of Tianjin, Xi'an, Hohhot, and Urumqi in addition to opening up more than 270 domestic and international routes. These include more than 40 international routes. The airline network consist of a comprehensive domestic route system in addition to international destinations of Japan, Korea, Russia, Thailand, United Kingdom, New Zealand and Australia.

Future plans of Tianjin Airlines include routes from China to Paris, New York, San Francisco and Saipan.

Current Tianjin Airlines Fleet (10-13-2018)

A-320	33
A-321	2
A-330	6
E-190	50

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 Tianjin Airlines Interview
 - Accepts Employment with Tianjin Airlines
 - Begins Employment at Tianjin 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).

PARAMOUNT
AVIATION RESOURCES GROUP

Tianjin Airlines E-190 Captain

MINIMUM REQUIREMENTS:

- Total Time: 3000 hours
- 500 hours PIC time on E190/195/175/170
- Last E190/195/175/170 flights within last 12 months
- Age 45 at time of joining
- 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
Liability Insurance:	Provided by Tianjin Airlines
Loss of License Insurance:	<ul style="list-style-type: none"> - Tianjin Airlines will pay 800RMB / day after the 3rd day. - Additional Optional Loss of License Insurance available
Medical Insurance:	<ul style="list-style-type: none"> - Tianjin Airlines will provide Medical Insurance for Pilot. - Optional Global Medical / Dental Health Insurance (Individual/Family)
Training Pay:	Ground School 60% of standard monthly salary. Line Training..... 80% of standard monthly salary.
Chinese Income Taxes:	Paid by Tianjin Airlines

TERMS AND CONDITIONS

Contract Term:	3 years, Renewable.
Domicile:	Tianjin, Xi'an, Huhhot, Haikou, Guiyang and Dalian
Days Off:	Click for Contract Options Details
Yearly Travel Benefits:	Discounted Tickets on Tianjin Airlines for Pilot and Family.
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 Tianjin Airlines Interview• Accepts Employment with Tianjin Airlines• Begins Employment at Tianjin 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 <p>- ENJOY THE INCREDIBLE SALARY!!!</p>

CAREER DEVELOPMENT

A320 Transition Program:	<p>Tianjin Airlines will provide pilots transition training to the A320 if they are so interested, depending on the staffing needs of Tianjin Airlines and the performance of pilots who have had a clean safety record in E190 for at least 2 years.</p> <p>If a pilot accepts and completes the transition training for the A320, that pilot is committed to employment with Tianjin Airlines for an additional 2 years. If these 2 years are not completed, the pilot is required to compensate Tianjin Airlines for the Cost of the Training.</p> <p>After four years of flying on A320 with a clean safety record, Tianjin Airlines will provide pilots transition training to the A330 if they are so interested, depending on the staffing needs of Tianjin Airlines and the performance of pilots. If a pilot accepts and completes the transition training for the A330, that pilot is committed to employment with Tianjin Airlines for an additional 4 years. If these 4 years are not completed, the pilot is required to compensate Tianjin Airlines for the Cost of the Training.</p>
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TIANJIN AIRLINES CONTRACTS SIDE BY SIDE COMPARISON

	Resident Contracts				Commuting Contracts			
Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8
Days OFF ²	7 Days OFF	9 Days OFF	10 Days OFF	11 Days OFF	4 Weeks ON 4 Weeks OFF	3 Weeks ON 3 Weeks OFF	2 Weeks ON 2 Weeks OFF	6 Weeks ON 3 Weeks OFF
Annual Income ³	\$291,996	\$276,000	\$267,996	\$259,992	\$228,000	\$228,000	\$228,000	\$266,400
Monthly Base Salary	\$18,333	\$17,000	\$16,333	\$15,666	\$13,000	\$13,000	\$13,000	\$16,200
Travel Allowance (Monthly)	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Company Assigned Base (Monthly)	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Travel Subsidy (Yearly)	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000

² During Ground/Simulator Training, schedules may be altered to accommodate training sessions.

³ 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, Instructor Allowances, Medical Insurance Allowances or Contract Renewal Bonuses.

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Recruiting@paramountarq.com

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Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8
Yearly Bonus	Year 1:..... \$12,000 Year 2:..... \$18,000 Year 3 and thereafter: \$23,000							
Medical Insurance	Up to \$1,900 for pilot. Family eligible for benefits for additional fee.							
Education Allowance	<u>Tianjin Base</u> Tianjin Airlines to pay 30% of Tuition for Children attending the Wellington International School (up to 2 children) <u>Other Bases</u> Tianjin Airlines to pay \$1,000 per month per child up to 2 children.							
Monthly Hours	80 Hours							
Overtime Pay	\$240 per hour							
Vacation Day Buyback	\$800 per day							
Contract Renewal Bonus	Year 4 and thereafter: \$5,000 per year							



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Rotation Model	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8
Sick Leave	5 Sick Days per Year							
Instructor Allowance (Monthly)	\$500							