

ABOUT BEIJING CAPITAL AIRLINES



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In 1998, the airline was formed as Deer Airlines. In 2010 it was renamed Beijing Capital Airlines (BCA) and became part of the Hainan Group. Since then, BCA was inducted into Fortune's Global 500 Companies in 2015 and in 2016 was named one of China's most valuable brands.

BCA had over 260 routes across China with around 50 International Routes as of the end of 2017. Plans are for expanding the International Route Structure in East and Southeast Asian, North America, Australia and Europe. BCA plans to have 150 Aircraft by the end of 2020.

The airline currently employs over 90 Expat Captains from over 20 countries and is actively recruiting for more to fill Captain positions to meet its continuing expansion efforts.

Current Beijing Capital Airlines Fleet (as of 06-15-19)

A-319	18
A-320	38
A-321	19
A-330	11
G-V	3

¹ https://it.wikipedia.org/wiki/Beijing_Capital_Airlines

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 Beijing Capital Airlines Interview
 - Accepts Employment with Beijing Capital Airlines
 - Begins Employment at Beijing Capital 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



Beijing Capital Airlines A-330 Captain

MINIMUM REQUIREMENTS:

- Total Time: 4000 hours
- 500 hours PIC time on A330
- Last Flight on A330 within last 12 Months
- Proficiency Check within last 6 Months
- Max Age of 52 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

Pay, Allowances and Bonuses:	Depends on Rotation Option Click for Contract Options Details
Guarantee and Overtime Rates:	Depends on Rotation Option Click for Contract Options Details
Life Insurance:	Company Funded Life Insurance
Loss of License Insurance:	Company Funded Disability Insurance Optional Loss of License Insurance
Medical Insurance:	Company Funded Medical Insurance Additional Optional Global Medical / Dental Health Insurance (Individual/Family)
Training Pay:	Ground School (Max 6 Weeks) \$8,800 Line Training until Line Check \$11,000. Travel Reimbursement \$5,000 every 6 Months Safety Bonus ² \$3,000 to \$6,000 Living Allowance ³ \$1,000 to \$2,500
Chinese Income Taxes:	Paid by Beijing Capital Airlines

² Compensation Amount depends on the Rotation Pattern/Contract chosen.

³ Compensation Amount depends on the Rotation Pattern/Contract chosen.

TERMS AND CONDITIONS

Contract Term:	3 years, Renewable in 5 Year Increments.
Domicile:	Beijing, Xian, Hangzhou, Guangzhou, Haikou and Sanya
Days Off:	Click for Contract Options Details
Travel Benefits:	<ul style="list-style-type: none">• Unlimited ID80 Domestic and ID90 International Tickets for Pilots Free Domestic Tickets on HNA group Pilots and Immediate Family Members Yearly.• 30 Return Trip ID Tickets for Immediate Family Members Yearly.• Tickets are on all HNA operated routes.
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 Beijing Capital Airlines Interview• Accepts Employment with Beijing Capital Airlines• Begins Employment at Beijing Capital 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!!!



BEIJING CAPITAL AIRLINES CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4
ON / OFF Flying Pattern	30 Days OFF in Peak Season <i>OR</i> 45 Days OFF in Low Season	6 Weeks ON 2 Week OFF	6 Weeks ON 3 Week OFF ⁴	4 Weeks ON 4 Week OFF ⁵
Block Hours	920 per Year	720 per Year	650 per Year	500 per Year
Annual Income ⁶	\$308,000	\$290,000	\$254,000	\$205,000
Monthly Base Salary	\$19,000	\$18,000	\$16,000	\$13,500
Living Allowance (Monthly)	\$3,000	\$2,500	\$2,000	\$1,000
Travel Allowance (Yearly)	\$10,000	\$10,000	\$8,000	\$6,000
Education Allowance (Monthly) ⁷	\$1,000	\$1,000	\$1,000	\$1,000

⁴ OFF Rotation is not available during (1) 15 days prior to and 15 day after Chinese Spring Festival, (2) Months of July and August. OFF Days will be compensated during other periods throughout the year.

⁵ OFF Rotation is not available during 15 days prior to and 15 day after Chinese Spring Festival. 14 Consecutive Days OFF can be scheduled during the Months of July and August. The remaining OFF Days will be compensated during other periods throughout the year.

⁶ The Annual Income Figures provided **includes** Monthly Salary, Allowances and Bonuses. The figures have been adjusted to reflect the monthly amounts. It **does not include** Overtime.

⁷ This allowance is per family.

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+1.540.737.4600
Recruiting@paramountarq.com



BEIJING CAPITAL AIRLINES CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 1	Option 2	Option 3	Option 4
Safety Bonus (Yearly)⁸	\$6,000	\$6,000	\$5,000	\$3,000
Contract Completion Bonus	\$16,000 per Year plus \$1,000 Additional per Year for pilots in Year 4 and Beyond	\$16,000 per Year plus \$1,000 Additional per Year for pilots in Year 4 and Beyond	\$13,000 per Year plus \$1,000 Additional per Year for pilots in Year 4 and Beyond	\$10,000 per Year plus \$1,000 Additional per Year for pilots in Year 4 and Beyond
Overtime Rates / Underblock Rates	± \$300 per hour	± \$250 per hour	± \$200 per hour	± \$200 per hour
Sick Leave	<ul style="list-style-type: none"> - 7 Days per Year. - The figure increases by 1 day per year based on Longevity. - The Maximum Sick Days per Year is 12. 			

⁸ Subject to yearly performance evaluation.