

ABOUT CAMBODIA ANGKOR AIR



Cambodia Angkor Air began operations in July 2009 and is the national flag carrier of the Kingdom of Cambodia. It is based in Phnom Penh and currently serves seven cities in Cambodia, China, Thailand and Vietnam including Phnom Penh, Siem Reap, and Sihanouk Ville in Cambodia, Guangzhou and Shanghai in China, Bangkok, Thailand and Ho Chi Minh City and Hanoi in Vietnam.

Cambodia Angkor Air currently operates a fleet of six aircraft consisting of ATR-72-500 and A320/321 aircraft. Cambodia Angkor Air plans to add aircraft to its fleet through the foreseeable future enabling

it to continue to expand its route structure to serve more destinations including cities in India, Japan, Korea, Singapore and Thailand.

Cambodia is a country rich in culture with very friendly people and a low cost of living. Its location in central southeast Asia and comfortable winter climate make it an ideal tourist destination. Cambodia offers a range of topography from forests to beautiful beaches.

Current Cambodia Angkor Air Fleet (08-14-19)

ATR72.....	3
A-320	2
A-321	1



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 Asia** in order to support our pilots! We are always available to address your concerns and needs.
- **Paramount employs recruiters who have actually live and work in Asia.** 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 Cambodia Angkor Air Interview
 - Accepts Employment with Cambodia Angkor Air
 - Begins Employment at Cambodia Angkor Air (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

Cambodia Angkor Air A320 Captain

MINIMUM REQUIREMENTS:

- 4,000 hours Total Time
- 500 hours PIC on A318/319/320/321
- Max Age of 60 for Males
- Max Age of 53 for Females
- ATPL
- Valid ICAO License with valid A320 Type Rating
- ICAO English Level 4 or higher
- No History of Accidents / Incidents
- Class 1 Medical Certificate

SALARY AND BENEFITS (Average Monetary Compensation is \$10,000/ month)¹

Compensation:	Click for Contract Compensation Details
Loss of License Insurance:	Optional Loss of License Insurance
Medical Insurance:	Optional Global Medical / Dental Health Insurance (Individual/Family)
Training Pay:	- \$60 per day for first 14 days
Cambodia Income Taxes:	Paid by Cambodia Angkor Air

TERMS AND CONDITIONS

Contract Term:	Renewable
Domicile:	Phnom Penh, Cambodia
Days Off:	Option 1: 6 Weeks ON / 2 Weeks OFF Option 2: Local Rotation
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 Cambodia Angkor Air Interview• Accepts Employment with Cambodia Angkor Air• Begins Employment at Cambodia Angkor Air (Reimbursement will occur with first Paycheck)

¹ Monthly compensation figures are based on 90 flight hours per month.



INTERVIEW PROCESS

- Screening: Each Pilot shall undergo a Simulator Evaluation Checkride prior to being accepted by Cambodia Angkor Air. Simulator Checks will be conducted in Ho Chi Minh City or Bangkok (or elsewhere at the discretion of Cambodia Angkor Air).
- Expenses: Pilot Candidates shall pay for the following costs initially:
- Air Travel to the Simulator Check,
- Air Travel from Simulator Check to Phnom Penh,
- Hotel during the Simulator Check.
- Reimbursement for Interview: ***Cambodia Angkor Air will reimburse Pilot Candidates for the actual costs of the above expenses upon successfully completing the Simulator Check and joining Cambodia Angkor Air.***



CAMBODIA ANGKOR AIR A320 CAPTAIN COMPENSATION DETAILS²

Yearly Income	\$120,000
Monthly Income	\$10,000
Monthly Minimum Hours	90
Average Flight Hours	90
Basic Salary	\$9,500
Overtime Rate	\$100.00/hour
Monthly Travel Allowance	\$500 (within Asia) \$250 (outside Asia)
TRI/TRE Allowance (Monthly)	\$1,000
Sick Leave	6 days per year

² Monthly Compensation Figures are based on an average 90 hour month. They **do not** include TRI/TRE Allowance.