

## ABOUT WEST AIR



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As one of the most successful low-cost airlines in Asia and China, West Air promises that air travel can be simple and always could be more enjoyable with their innovative practices and integrity.

The founding principle of West Air is to be reliable and trustable for its customers with affordable fares and customized environmental-friendly services.

From the beginning of operations 2007 to date West Air has grown and now operates more than eighty routes which connect a great number of domestic and international cities. By the beginning of 2019, West Air's fleet size will grow to 35 Airbus aircraft. And more international routes are planned in the near future. West Air has earned the SKYTRAX "Best Low Cost Airline in China" Award 3 years in a row starting in 2017 through 2019

### West Air Fleet (as of 10-03-19)

A-320 Family.....35

<sup>1</sup> <https://skytraxratings.com/airlines/west-air>

### 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 West Air Interview
    - Accepts Employment with West Air
    - Begins Employment at West 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).

PARAMOUNT  
AVIATION RESOURCES GROUP

### West Air A-320 Captain

#### MINIMUM REQUIREMENTS:

- Total Time: 5000 hours
- 1,000 hours PIC time on A318/319/320/321
- Last Flight on A320 within last 6 Months
- Proficiency Check within last 6 Months
- Max Age of 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. 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 <a href="#">Click for Contract Options Details</a>
Guarantee and Overtime Rates:	Depends on Rotation Option <a href="#">Click for Contract Options Details</a>
Life Insurance:	West Air Funded Life Insurance for Pilot Only
Loss of License Insurance:	<ul style="list-style-type: none"> <li>• West Air Funded Disability Insurance for Pilot Only</li> <li>• <b>Optional</b> Loss of License Insurance through <b>Baymac</b> (<a href="https://baymac.net/">https://baymac.net/</a>)</li> </ul>
Medical Insurance:	<ul style="list-style-type: none"> <li>• West Air Funded Medical Insurance for Pilot Only</li> <li>• <b>Optional</b> Global Medical / Dental Health Insurance (Individual/Family) through <b>Baymac</b> (<a href="https://baymac.net/">https://baymac.net/</a>)</li> </ul>
Training Pay:	Ground School (Around 6 Weeks) ..... \$10,800 Line Training until release as "Solo" Captain .... 80% of Basic Salary
Chinese Income Taxes:	Paid by West Air

## TERMS AND CONDITIONS

Contract Term:	3 years, Renewable.
Domicile:	Chongqing, Zhengzhou
Days Off:	<b>Click for Contract Options Details</b>
Travel Benefits:	<ul style="list-style-type: none"><li>ID80% Tickets on West Air and HNA Group Routes.</li><li>Jumpseat Tickets</li></ul>
Visa Fees:	<p>West Air will pay for Residence Permits for Pilots and their Family Members</p> <p>Paramount will reimburse the cost of the Interview Visa contingent on a pilot interviewee fulfilling all of the requirements listed below:</p> <ul style="list-style-type: none"><li>Passes the West Air Interview</li><li>Accepts Employment with West Air</li><li>Begins Employment at West Air (Reimbursement will occur with first Paycheck through Paramount)</li></ul>

## INTERVIEW PROCESS

1 <sup>st</sup> Visit to China:	<ul style="list-style-type: none"><li>- ATPL License Verification</li><li>- CAAC ATPL Written Exam</li><li>- CAAC Medical Exam</li><li>- Interview Simulator Check</li></ul>
2 <sup>nd</sup> Visit to China:	<ul style="list-style-type: none"><li>- Simulator Training</li><li>- CAAC ATPL Type Rating Check</li></ul>
3 <sup>rd</sup> Visit to China:	<ul style="list-style-type: none"><li>- Background Check</li><li>- Foreign Expert Certificate issued by Chinese Authorities</li><li>- Work / Resident Visa issued</li><li>- Ground School / Sim Training</li><li>- Line Training and Line Check</li></ul> <p><b>- ENJOY THE INCREDIBLE SALARY!!!</b></p>
Interview Ticket and Hotel:	<ul style="list-style-type: none"><li>- Hotel provided by West Air</li><li>- Interview Ticket Reimbursed by West Air up to 10,000 RMB</li></ul>



## WEST AIR CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 2	Option 3
ON / OFF Flying Pattern	3 Weeks ON 1 Week OFF <i>plus</i> 15 days Annual Leave	20 Days ON 10 Days OFF
Sub-Mode	N/A	6 Weeks ON 3 Week OFF
Block Hours	80 hours per Month	75 hours per Month
Annual Income <sup>2</sup> <ul style="list-style-type: none"> <li>Including the averaging of 2 Contract Renewal Bonuses and the regular Annual Bonus.</li> <li>Based on 6 Years of Employment with West Air</li> </ul>	\$314,497	\$296,901
Monthly Base Salary	\$19,000	\$18,000
Travel Allowance (Yearly)	\$10,000	\$10,000
Annual Bonus	Year 1 .....\$8,000 Year 2 .....\$12,000 Year 3 and thereafter.....\$15,000	Year 1 .....\$8,000 Year 2 .....\$12,000 Year 3 and thereafter.....\$15,000

<sup>2</sup> 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 or Instructor Allowances.

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To Apply, Contact Recruiting at:  
 +1.540.737.4600  
[Recruiting@paramountarq.com](mailto:Recruiting@paramountarq.com)



## WEST AIR CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	Option 2	Option 3
Safety Bonus (Yearly) <sup>3</sup>	\$10,000	\$10,000
Contract Renewal Bonus (at 3 Year Point)	540,000 RMB (\$75,549)	480,000 RMB (\$67,155)
Contract Renewal Bonus (at 6 Year Point)	1,200,000 RMB (\$167,888)	1,080,000 RMB (\$151,099)
Overtime Rates	\$300 per hour	\$264 per hour
Sick Leave	7 Days per Year	
Instructor Allowance	\$1,000 per Month	

<sup>3</sup> Subject to yearly performance evaluation.