

ABOUT KITES AIR



Thien Minh Aviation JSC is establishing a new airline, called Kites Air, with charter capital of VND1 trillion in 2019.

Kites Air is set to be headquartered at Chu Lai Airport in the central province's Nui Thanh District in Vietnam.

Kites Air plans to have on property 30 aircraft by 2024, including 15 ATR 72s and 15 A320/A321s.

The airline will acquire the first six ATR 72 turbo-prop aircraft during the first year of operations and then plans to double the number of aircraft in year two of operations.

Plans for Year 3 of operations include having a total of 15 ATR 72s and five A320s/A321s. The airline will add five A320s/A321s to the fleet annually in the two subsequent years.

Thien Minh Aviation Company was founded in June, 2019 by Tran Trong Kien, chairman of Thien Minh Group. Kien holds a 60% stake in the newly established firm, equivalent to VND600 billion, while the ownership of Thien Minh Travel JSC and Tran Hang Thu, deputy general director at the group, in the aviation firm account for 30% and 10%, respectively.

The firm's proposal to set up Kites Air has contributed to the current boom in the local aviation sector, attracting many private investors.

The beautiful country of Vietnam has a lot to offer with beautiful landscapes and beaches. Visit <https://www.vietnam.travel/> to learn more about the country.

Current Kites Air Fleet (08-28-19)

ATR72-600 6 Planned Initially

Future Kites Air Fleet Plan (2024)

ATR72-60015
A320/32115

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 Kites Air Interview
 - Accepts Employment with Kites Air
 - Begins Employment at Kites 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).

Kites Air ATR72-600 Captain

MINIMUM REQUIREMENTS:

DPEs/TRIs

- 5,000 hours Total Time
- ATR 72 TRI/TRE designation on ATPL
- Operated as TRI/TRE on ATR72 for a minimum of 1 year
- 1,500 hours PIC
- 500 hours PIC on ATR72-500/600 (differences course will be provided for -500 pilots)
- Max Age of 61
- Last flight within past 6 months
- Valid ICAO ATPL License with valid ATR72 Type Rating
- ICAO English Level 4 or higher
- No History of Accidents / Incidents
- Class 1 Medical Certificate

Captains

- 3,000 hours Total Time
- 1,500 hours PIC
- 500 hours PIC on ATR72-500/600 (differences course will be provided for -500 pilots)
- Max Age of 61
- Last flight within past 6 months
- Valid ICAO ATPL License with valid ATR72 Type Rating
- ICAO English Level 4 or higher
- No History of Accidents / Incidents
- Class 1 Medical Certificate

SALARY AND BENEFITS

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)

Vietnam Income Taxes:

Paid by Kites Air

TERMS AND CONDITIONS

Contract Term:	2 Year, Renewable
Domicile:	Ho Chi Minh City, Ha Noi, Da Nang, and Chu Lai, Vietnam
Days Off:	Option 1: 6 Weeks ON / 2 Weeks OFF Option 2: 3 Weeks ON / 1 Weeks OFF
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 Kites Air Interview• Accepts Employment with Kites Air• Begins Employment at Kites Air (Reimbursement will occur with first Paycheck)



INTERVIEW AND TRAINING PROCESS

Initial Interview:	Initial Interviews to be conducted via Skype.
Screening:	Each Pilot shall undergo a Simulator Evaluation Checkride prior to being accepted by Kites Air.
Simulator Locations:	Bangkok, Thailand
Training Footprint:	<u>Ground and Simulator Training</u> <ul style="list-style-type: none">• Ground Training• Medical Check• ATR72 Simulator Training Session• ATR72 OPC• A down time for CAAV License Issuance. <u>Flight / Line Training</u> <ul style="list-style-type: none">• 8 sectors of Initial Operating Experience prior to release to line.
Training Pay:	Training Pay will consist of the following: <ul style="list-style-type: none">• After arriving in Vietnam you will begin accruing salary as per the Initial 6 Month Guarantee as listed in the Compensation Section <i>until the Actual Flight Block Hour, Sector Landing Allowance and Basic Salary amounts exceed this amount.</i> <u>Click for Contract Compensation Details</u>• Pilots will also receive Per Diem for the 1st 10 days of training at \$50 / day for a total of \$500.• Pilots will be responsible for accommodations in Vietnam while in Training. Paramount has personnel on the ground in Vietnam who will assist you in securing accommodations.
Expenses:	Pilot Candidates shall pay for the following costs initially: - Air Travel to/from the Simulator Check
Reimbursement for Interview:	<i>Kites Air will reimburse Pilot Candidates for the actual costs of the above expenses upon successfully completing the Simulator Check and joining Kites Air.</i>

KITES AIR ATR72-600 CAPTAIN COMPENSATION DETAILS¹

Yearly Income (D X 12)	\$109,440
D - Monthly Income (A + B + C)	\$9,120
Monthly Minimum Hours	50
Estimated Average Flight Block Hours	70
Estimated Average Flight Sectors	43
Flight Allowance per Flight Block Hour	\$70 / hour
Sector Landing Allowance per Sector	\$40 / Sector
A - Monthly Basic Salary	\$2,500
Temporary Monthly Housing Allowance (only during temporary base duty)	\$500
B - Monthly Flight Block Hour Allowance	\$4,900
C - Monthly Sector Landing Allowance	\$1,720
Per Diem	\$50 / Night
Initial New Hire 6 Month Flight Block Hour and Sector Landing Monthly Guarantee	50 hours and 30 Sectors
Initial New Hire 6 Month Flight Hour, Sector Landing and Basic Salary Guarantee – Monthly Compensation ²	\$7,200
Sick Leave	6 days per year
Compassionate Leave ³	3 days
Unpaid Leave ⁴	6 days

¹ Monthly Compensation Figures are based on an average 70 Block hour month and 43 Sectors. They **do not** include Per Diem and Monthly Housing Allowance (for temporary base duty).

² During the first 6 Months of Employment, Kite Air will guarantee pilots with a Monthly Salary of 50 Flight Block Hours, 30 Sector Landings and the Basic Salary.

³ Compassionate Leave is granted for death in immediate family.

⁴ Unpaid Leave is with authorization of Chief Pilot and Director of Flight Operations.

KITES AIR ATR72-600 TRI COMPENSATION DETAILS⁵

Yearly Income <u>not including</u> Ground, Simulator and Flight Training Allowances (E X 12)	\$115,440
G - Monthly Income (A + B + C) (Items D, E and F <u>not included</u> in this calculation)	\$9,620
Monthly Minimum Hours	50
Estimated Average Flight Block Hours	70
Estimated Average Flight Sectors	43
Flight Allowance per Flight Block Hour	\$70 / hour
Sector Landing Allowance per Sector	\$40 / Sector
D - Simulator Training Allowance per Session	\$300 per Session
E - Ground Training Allowance per Hour	\$40 / hour
F - Flight Training Allowance per Hour	\$40 / hour
A - Monthly Basic Salary	\$3,000
Monthly Housing Allowance (only during temporary base duty)	\$500
B - Monthly Flight Block Hour Allowance	\$4,900
C - Monthly Sector Landing Allowance	\$1,720
Per Diem	\$50 / Night
Initial New Hire 6 Month Flight Block Hour and Sector Landing Monthly Guarantee	50 hours and 30 Sectors
Initial New Hire 6 Month Flight Hour, Sector Landing and Basic Salary Guarantee – Monthly Compensation ⁶	\$7,700
Sick Leave	6 days per year
Compassionate Leave ⁷	3 days
Unpaid Leave ⁸	6 days

⁵ Monthly Compensation Figures are based on an average 70 Block hour month and 43 Sectors. They **do not** include Per Diem, Training Allowances and Monthly Housing Allowance (for temporary base duty).

⁶ During the first 6 Months of Employment, Kite Air will guarantee pilots with a Monthly Salary of 50 Flight Block Hours, 30 Sector Landings and the Basic Salary.

⁷ Compassionate Leave is granted for death in immediate family.

⁸ Unpaid Leave is with authorization of Chief Pilot and Director of Flight Operations.

KITES AIR ATR72-600 DPE COMPENSATION DETAILS⁹

Yearly Income <u>not including</u> Ground, Simulator and Flight Training Allowances (E X 12)	\$121,440
G - Monthly Income (A + B + C) (Items D, E and F <u>not included</u> in this calculation)	\$10,120
Monthly Minimum Hours	50
Estimated Average Flight Block Hours	70
Estimated Average Flight Sectors	43
Flight Allowance per Flight Block Hour	\$70 / hour
Sector Landing Allowance per Sector	\$40 / Sector
D - Simulator Training Allowance per Session	\$300 per Session
E - Ground Training Allowance per Hour	\$40 / hour
F - Flight Training Allowance per Hour	\$40 / hour
A - Monthly Basic Salary	\$3,000
Monthly Housing Allowance (only during temporary base duty)	\$500
B - Monthly Flight Block Hour Allowance	\$4,900
C - Monthly Sector Landing Allowance	\$1,720
Per Diem	\$50 / Night
Initial New Hire 6 Month Flight Block Hour and Sector Landing Monthly Guarantee	50 hours and 30 Sectors
Initial New Hire 6 Month Flight Hour, Sector Landing and Basic Salary Guarantee – Monthly Compensation ¹⁰	\$8,200
Sick Leave	6 days per year
Compassionate Leave ¹¹	3 days
Unpaid Leave ¹²	6 days

⁹ Monthly Compensation Figures are based on an average 70 Block hour month and 43 Sectors. They **do not** include Per Diem, Training Allowances and Monthly Housing Allowance (for temporary base duty).

¹⁰ During the first 6 Months of Employment, Kite Air will guarantee pilots with a Monthly Salary of 50 Flight Block Hours, 30 Sector Landings and the Basic Salary.

¹¹ Compassionate Leave is granted for death in immediate family.

¹² Unpaid Leave is with authorization of Chief Pilot and Director of Flight Operations.