

## Pilot Recruitment of Air Guilin

Air Guilin is a Chinese airline based at Guilin Liangjiang International Airport in Guangxi. A joint venture between the Guilin Municipal Government and HNA Group, the airline began operations in June 2016 using Airbus A319 aircraft. It intends to boost the tourism industry in Guilin with an all A319/320 Fleet. By the end of 2019, the fleet will develop to 30 aircraft. Around 200 experienced captains will be needed in next five years. Its base Guilin, is a beautiful tourist city with diverse culture located in the south of China.

### Qualifications Required

- ✓ A320 Type Rating
- ✓ 3000 hours Total Time
- ✓ 500 hours PIC time on type
- ✓ Current on type within 12 months
- ✓ 3 take off and landings on aircraft type within the past 12 months
- ✓ Valid ATP license, valid passport, Class A Medical
- ✓ Must be from a country with diplomatic ties to China
- ✓ No incidents or accidents
- ✓ Must provide a notarized and authenticated proof of no criminal history
- ✓ Equal or less than 55 years old at commencement of contract.

### Job Description

**Duration of Contract:** 3 Years renewable

**Bases of Operation:** Guilin, Guangzhou

**Flight Routes:** Domestic and International routes

### Job Description

Item	Package I	Package II	Package III
<b>Roster Options</b>	90 days annual leave	120 days annual leave	2+2 (2 weeks on two weeks off)
	(6+2) Six weeks on two weeks off	10 consecutive days off every month	(2+2) 15 days on 15 days off
<b>Leave description</b>	Maximum of 14 days OFF in the operating off-season month, or not more than 11days OFF in the operating on- season month (Which include January,February,July,August) Off days shall not exceed 5 days in the simulator training month, Every leave interval is not less than seven days. During April 28- May 9, Sept 28-Oct 9, there is no days granted for rest.		With the 15 <sup>th</sup> day of each month as the boundary
	All the leaves shall be implemented after the foreign pilots commence flight and there is no leave after the foreign pilots report to the fleet flight period.		
<b>Base and permanent site</b>	Guilin(base and permanent site), Guangzhou(permanent site)		
<b>Monthly salary</b>	USD 21,000/Mon	USD 17,500/Mon	USD 13,500/Mon
<b>Traffic &amp; Meal Allowance</b>	RMB 6,000/Mon	RMB 6,000/Mon	RMB 4,500/Mon
<b>Annual benchmark flight</b>	900hours/year	800hours/year	700hours/year
<b>Overtime fee</b>	USD 280/ hour		
<b>Travel allowance</b>	USD 12,000/year		
<b>Allowance for permanent site hours</b>	Selecting Guilin as permanent site may enjoy USD 500/ Mon as permanent site subsidies.		
<b>Contract Renewal Award</b>	USD 30,000, paid over 3years (USD 10.000 yearly)		
<b>Year-end bonus</b>	USD 12,000/year(the 1 <sup>st</sup> year)		
	USD 18,000/year(the 2 <sup>nd</sup> year)		
	USD 24,000/year (the3 <sup>rd</sup> year)		
	USD 24,000/year (every year for Renewal contract)		

<b>Sickleave</b>	<b>5 days</b>
<b>Training Salary</b>	From sign on until first flight: 60% of the basic salary (<60 days) Line training Salary: 80% of the basic salary Full Salary as from released to line
<b>Leave indemnification standard</b>	Leave indemnification standard for A320 type rating:\$ 850/day
<b>Employer liability insurance</b>	Refer to Airlines benefit policy
<b>Health medical insurance</b>	The cumulative maximum compensation on this policy amount is RMB 16 million Yuan, including full amount of general outpatient fee, Single room conditions on Mainland China, full amount of general out-patient fee, outpatient psychiatric treatment, excluding dental, physical examination vision screening, covering the worldwide scope except the United States (emergency medical excluded). Pilots and their spouses, children may be insured, and the premium of families shall be deducted from the pilots' salary.
<b>Loss of license insurance</b>	Claimable if temporary flight stoppage lasts for 3 days or more, compensation shall be made by RMB 800 Yuan/day. In case of permanent loss of license: compensation shall be made in the lump-sum basis of RMB 1.3 million Yuan (for pilots <=45 years) Or RMB 1.5 million Yuan (for pilots >45 years).
<b>Education allowance</b>	500USD/child monthly (up to 2 children)
<b>Employee benefit air ticket</b>	As for a quarter of discount tickets not booked in domestic route flew by Air Guilin and Hainan Airlines route network, foreign pilots and their immediate family members in the Air Guilin personnel system may enjoy a quarter of discounted air tickets-of Air Guilin not booked in China.
<b>Employee benefit flight as a crew member</b>	Employee Pilots can travel as a crew member with unlimited domestic flights from either Air Guilin or Hainan Airlines route network provided they comply with the company and CAAC regulations
<b>Instructor allowance</b>	1. Line training instructor allowance: USD 500/month; 2. Sim check instructor allowance: USD 1000/ month.
<b>Training Pay</b>	As from the reporting date by foreign pilots and to the time of beginning flight in the flight fleet, salary shall be granted by 60% of the standard for monthly salary, unless this period is extended due to the foreign pilot's

	<p>own fault in which case the 60% salary policy remains effective.</p> <p>From day 61 till the day before the pilot is assigned as a solo captain, salary shall be granted by 80% of the standard for monthly salary, and from the date the pilot is assigned as a solo captain, salary shall be granted by</p> <p>100% of the standard for monthly salary.</p>
<b>Leave indemnification standard</b>	<p>Leave indemnification standard for A320 type rating: \$ 850 / day</p>
<b>Employee benefit air ticker</b>	<p>As for a quarter of discount tickets not booked in domestic route flew by Party A and Hainan Airlines route network, foreign pilots and their immediate family members in the Party A's personnel system may enjoy a quarter of discounted air tickets of Party A not booked in China.</p>