



GUANGXI BEIBU GULF (GX) AIRLINEs



Choices of Salary and Corresponding Holidays

ITEM		Type 1					Type 2		Type 3		Type 4
Holidays		90	100	110	120	130	4+4 (168)	2+2 (183)	6+3	6+2	3+3 (180)
Annual Service Days		275	265	255	245	235	197	183	243	274	185
Monthly Salary	A320	\$22500	\$21500	\$20500	\$19500	\$18500	\$13100	\$13100	\$19500	\$21567	\$13100
	E190	\$18333	\$17666	\$17000	\$16333	\$15666	\$13000	\$13000	\$16200	\$18267	\$13100
Monthly Base Flight Hour		80 hours	80 hours	80 hours	80 hours	80 hours	60 hours	60 hours	80 hours	80 hours	60 hours
Holidays Explained		Expatriate pilots cannot take more than 14 days of holidays during non-peak season months and cannot take more than 11 days of holidays during the peak season (the months of January, February, July and August). During the month of flight simulator training, the Expatriate pilots cannot take more than 5 days of holidays. Each holiday should be at least 7 days before and after another.					Using the 15th day of each month as a dividing line, one month work and one month holiday	Using the 15th or 16th day of each month as a dividing line, first half of the month holiday and the left half work	Work every 42 days to earn 21 days of holiday		
							7 days of holiday during the simulator training month				
All holiday entitlements can only be enjoyed when the Expatriate pilot begins to perform flight, no holiday entitlements for the Expatriate pilot upon reporting on duty until coming into the aircrew to perform flight											

No Base Subsidy	USD 500/ month if the Expatriate pilot chooses no base option
Travel Subsidy	USD 8,000 for the 1 st contract year, USD 10,000 for the 2 nd contract year USD 12,000 for the 3 rd contract year and each contract year afterwards
Annual Bonus	USD 12,000 for the 1st contract year, USD 18,000 for the 2nd contract year USD 23,000 for the 3rd contract year and each contract year afterwards
Standard Hourly Rate for Overtime Work	A320: USD 280 / hour E190: USD 240 / hour
Sick Leave	Expatriate pilot is entitled to 5 days of sick leave in every contract year
Contract Renewal Reward	USD 20,000. Expatriate pilot will receive the Contract Renewal Reward at the end of the first 4-year service period. 25% of the total amount is distributed in each of the following year.
Health Insurance	With reference to airline welfare policy
Loss of License Insurance	With reference to airline welfare policy
Employer Liability Insurance	With reference to airline welfare policy
Children Education	With reference to airline welfare policy
Instructor Subsidy	The subsidy for flight instructor is USD 500 / month; while for simulator instructor is USD 1000 / month.
Air Tickets Welfare	Expatriate pilot can enjoy air tickets of 1/4 of the original price within domestic networks of Party A and HNA Group, taking unreserved seats. Foreign pilots and their immediate family members who are registered in Party A's HR system can enjoy air tickets of 1/4 of the original price within domestic networks of Party A, taking unreserved seats.