



## TIANJIN AIRLINES: Summary of Salary and Benefits

ITEM		TYPE			
VACATION DAYs		90	110	130	175
Monthly salary	A330	\$22000	\$20500	\$18900	\$14500
	A320	\$22000	\$20500	\$18900	\$14500
	E190	\$18333	\$17000	\$15666	\$13000
Monthly flight hours		80hours	80hours	80hours	80 hours
Leave description		<ul style="list-style-type: none"> <li>Maximum of 14 days' vacation in the operating off-season month</li> <li>Maximum of 11 days' vacation in the operating on-season months (January, February, July, August)</li> <li>interval between leaves after split shall not be less than 10 days.</li> </ul>			<ul style="list-style-type: none"> <li>Maximum of 31 consecutive days' vacation once annually</li> <li>Maximum of 18 consecutive days' vacation in any calendar month</li> <li>Maximum of 13 consecutive days' vacation in the peak-season months (January, February, July &amp; August)</li> <li>Interval between leaves periods shall be a minimum of 12 days</li> </ul>
		Vacation schedule begins once line training begins, no vacation between reporting for duty and the start of flight training			
Transportation allowance		Transportation allowance for each month is USD \$ 1,000			
No base allowance		No base allowance for each month is USD \$ 1,000			
Travel allowance		Travel allowance for each contract year is USD \$ 12,000			
Year-end bonus		<ul style="list-style-type: none"> <li>Year-end bonus for the first contract year is USD \$ 12,000</li> <li>Year-end bonus for the second contract year is USD \$ 18,000</li> <li>Year-end bonus for the third year and subsequent years is USD \$ 23,000.</li> </ul>			

Standard for pay for overtime hours (over 80 / month)	<ul style="list-style-type: none"> <li>• A330: \$ 300 USD / hour</li> <li>• A320: \$ 280 USD / hour</li> <li>• E190: \$ 240 USD / hour.</li> </ul>
Sick leave	Five (5) days of sick leave each contract year.
Contract Renewal Award	Upon completion of the first four-year service period, USD \$ 5,000 per year as contract renewal award paid together with year-end bonus
Health insurance	The cumulative maximum compensation on this policy is RMB 12.8 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, dental, medical examination, vision screening, covering the worldwide scope except the United States (emergency medical excluded). Pilots' spouses and children (aged at 64 years or below) may also be insured, with their premium paid by the pilot.
Flight stoppage insurance	Claim if temporary flight stoppage lasts for 3 days or more, compensation shall be made by RMB 800 Yuan / day, and in the case of permanently flight stoppage, compensation shall be made in the lump-sum basis with RMB 1.3 million Yuan (for pilots aged at 45 years or below), or RMB 1.5 million Yuan (for pilots aged more than 45 years).
Employer liability insurance	Refer to Airlines benefit policy
Children education	Where the pilots choose the education institutions within the Mainland China for their children (up to two), they shall submit the Student Certificate of the current year to Party A, Party A shall grant to pilots USD 1,000 per month per child afterwards as education subsidy.
Leave indemnification standard	<ul style="list-style-type: none"> <li>• Leave indemnification standar for A330 type rating: \$ 850 / day</li> <li>• Leave indemnification standard for A320 type rating: \$ 850 / day</li> <li>• Leave indemnification standard for E190type rating: \$ 800 / day</li> </ul>
Travel Vacation	From the second calendar year after the Solo Captain standard is issued, foreign pilots can enjoy a travel vacation of no more than 10 days per year. It can be used for up to 2 days per month and deducted in US dollars: \$1300/day. Foreign pilots are required to submit the travel leave application when submitting their main vacation application.
Instructor subsidy	Subsidy for Line Flight Instructor is USD \$ 500 / month.
Employee benefit air ticket	Up to 30 open tickets with 80 percent off on domestic routes operated by Party A and domestic routes within Hainan Airlines network. Foreign pilots themselves may enjoy round-trip jump-seats on international flights operated by Party A to their home country.