



## BEIJING CAPITAL AIRLINES: Summary of Salary and Benefits

Item		TYPE			
VACATION DAYS		30 days in peak season or 45 days in low season	6 weeks on 2 weeks off	6 weeks on 3 weeks off	4+4 (A330 has resident option or commuting option)
Monthly Salary (USD)	A330	\$19000	\$18000	\$16000	\$13500
	A320	\$19000	\$18000	\$16000	\$13500
Training Pay	<ul style="list-style-type: none"> <li>● Full Pay Starts after completion of initial line check</li> <li>● \$8800 per month during the ground training (maximum of 6 weeks with hotel provided)</li> <li>● \$11000 per month after ground training or 6 weeks after reporting for duty, until completion of line check</li> </ul>				
Block Time	A330	920 hours per year	720 hours per year	650 hours per year	500 hours per year
	A320	80 hours per month		650 hours per year	550 hours per year
Pay for Overtime Hours	A330	\$300 per hour	\$250 per hour	\$200 per hour	
	A320	\$300 per hour	\$200 per hour		
Safety Bonus		\$6000 per year		\$5000 per year	\$3000 per year
Living Allowance	A330	\$3000 per month	\$2500 per month	\$2000 per month	\$1000 per month
	A320	\$2500 per month		\$1200 per month	\$1000 per month
Travel Allowance		\$10000 per year (No travel allowance for the first six months)		\$8000 per year	\$6000 per year
Educational Allowance		\$1000 per month per family			
Completion Bonus		\$16000 per year, renewed pilots + \$1000 per year		\$13000 per year, renewed pilots + \$1000 per year	\$10000 per year, renewed pilots + \$1000 per year
Additional Annual Leave Days	A330	14 days per year	12 days per year	10 days per year	N/A
	A320	N/A			

Sick Leave		Seven (7) days per year, renewed pilots + 1 day per year, max is 12 days			
Health Insurance		The cumulative maximum compensation on this policy is RMB 12.8 million Yuan			
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). (Pilots with 4+4 vacation shall pay for the insurance by themselves, pilots with other vacation types shall cover 30% of the insurance)			
Total Package	A330	\$296,000 USD / year	\$278,000 USD / year	\$232,400 USD / year	\$193,000 USD / year
	A320	\$290,000 USD / year	\$278,000 USD / year	\$232,400 USD / year	\$193,000 USD / year
Employee Flight Benefit		Unlimited 80% discount tickets for domestic routes, and 90% discount for international routes on Hainan Airline's operated flights for pilots; Up to 30 return tickets per year with 80% discount tickets on Hainan Airline's operated domestic routes, and 90% discount for international routes network for immediate family members.			