

GX Beibu Gulf Air	Pattern1					Pattern2		Pattern3		Pattern4
	Resident					4 weeks on 4 weeks off	2 weeks on 2 weeks off	6 weeks on 3 weeks off	6 weeks on 2 weeks off	3 weeks on 3 weeks off
Contract Year	4 years									
Yearly Income	290,000 usd/ 1st year	278,000 usd/ 1st year	266,000 usd/ 1st year	254,000 usd/ 1st year	242,000 usd/ 1st year	177,200 usd/ 1st year	177,200 usd/ 1st year	254,000 usd/ 1st year	278,804 usd/ 1st year	177,200 usd/ 1st year
	298,000 usd/ 2nd year	286,000 usd/ 2nd year	274,000 usd/ 2nd year	262,000 usd/ 2nd year	250,000 usd/ 2nd year	185,200 usd/ 2nd year	185,200 usd/ 2nd year	262,000 usd/ 2nd year	286,804 usd/ 2nd year	185,200 usd/ 2nd year
	305,000 usd/ 3rd year	293,000 usd/ 3rd year	281,000 usd/ 3rd year	269,000 usd/ 3rd year	257,000 usd/ 3rd year	192,200 usd/ 3rd year	192,200 usd/ 3rd year	269,000 usd/ 3rd year	293,804 usd/ 3rd year	192,200 usd/ 3rd year
Monthly Income	22,500 USD	21,500 USD	20,500 USD	19,500 USD	18,500 USD	13,100 USD	13,100 USD	19,500 USD	21,567 USD	13,100 USD
Annual Leave	90days	100days	110days	120days	130days	/				
Sick Leave	5 days									
Monthly Basic Salary	22,500 USD	21,500 USD	20,500 USD	19,500 USD	18,500 USD	13,100 USD	13,100 USD	19,500 USD	21,567 USD	13,100 USD
Bonus	Safety	/								
	Annual Bonus	12,000 usd/first year, 18,000 usd/second year, 23,000 usd/third year								
	Renewal Bonus	20,000 USD(Paid in four years)								
	Loyalty Bonus	/								
Allowance	Housing	/								
	Transport	/								
	Travel	8,000 usd/first year, 10,000 usd/second year, 12,000 usd/third year								
	Education	/								
Block Hours	80h/m	80h/m	80h/m	80h/m	80h/m	60h/m	60h/m	80h/m	80h/m	60h/m
Overtime Pay	280USD/H									
Ticket Benefits	1) ID 75 domestic tickets within HNA and Beibu Gulf Air network for the pilots 2) ID 75 domestic tickets for the captains incl. family members on Beibu Gulf Air network.									
Insurance	Pension Insurance, Medical Insurance, Unemployment Insurance, Maternity Insurance, Work Injury Insurance									
Base	Nanning, Guangxi Province									
Training Pay	60% of monthly salary									
Training length	60 days									