

Okay Airways	Residence	8 days off per month	6 weeks on 2 weeks off	10 days off per month	6 weeks on 3 weeks off	15 days off per month	2 months on 2 months off	
Type Rating	B737NG							
Yearly Income	268,000 USD/1st year, 282,000 USD/2nd year, 290,000 USD/3rd-4th year, 302,000 USD/5-6th year, 308,000 USD/7-8th year, 314,000 USD/9th+year	250,000 USD/1st year, 258,000 USD/2nd year, 266,000 USD/3rd-4th year, 278,000 USD/5-6th year, 284,000 USD/7-8th year, 290,000 USD/9th+year	244,000 USD/1st year, 252,000 USD/2nd year, 260,000 USD/3rd-4th year, 272,000 USD/5-6th year, 278,000 USD/7-8th year, 284,000 USD/9th+year	231,000 USD/1st year, 239,000 USD/2nd year, 246,000 USD/3rd-4th year, 258,000 USD/5-6th year, 364,000 USD/7-8th year, 270,000 USD/9th+year	225,000 USD/1st year, 233,000 USD/2nd year, 240,000 USD/3rd-4th year, 252,000 USD/5-6th year, 258,000 USD/7-8th year, 264,000 USD/9th+year	168,000 USD/1st year, 181,000 USD/2nd year, 188,000 USD/3rd-4th year, 200,000 USD/5-6th year, 206,000 USD/7-8th year, 212,000 USD/9th+year	131,000 USD/1st year, 138,000 USD/2nd year, 145,000 USD/3rd-4th year, 157,000 USD/5-6th year, 163,000 USD/7-8th year, 169,000 USD/9th+year	
Monthly Income	21,000/1st year, 22,000/2nd year, 22,500/3rd year	19,500/1st year, 20,000/2nd year, 20,500/3rd year	19,000/1st year, 19,500/2nd year, 20,000/3rd year	18,000/1st year, 18,500/2nd year, 19,000/3rd year	17,500/1st year, 18,000/2nd year, 18,500/3rd year	13,000/1st year, 14,000/2nd year, 14,500/3rd year	10,000/1st year, 10,500/2nd year, 11,000/3rd year	
Annual Leave	36 days /							
Sick Leave	8 days /							
Monthly Basic Salary	17,500 USD(1st year) 18,500 USD(2nd year) 19,000 SUD(3rd year+)	17,000 USD(1st year) 17,500 USD(2nd year) 18,000 USD(3rd year+)	16,500 USD(1st year) 17,000 USD(2nd year) 17,500 USD(3rd year+)	16,000 USD(1st year) 16,500 USD(2nd year) 17,000 USD(3rd year+)	15,500 USD(1st year) 16,000 USD(2nd year) 16,500 USD(3rd year+)	12,500 USD(1st year) 13,500 USD(2nd year) 14,000 USD(3rd year+)	9,500 USD(1st year) 10,000 USD(2nd year) 10,500 USD(3rd year+)	
Allowance	Housing Transport	2,500 USD/M 1,000 USD/M	2,000 USD/M 500 USD/M	2,000 USD/M	1,500 USD/M	1,500 USD/M	/ /	
Bonus	Travel	6,000 USD/Y	8,000 USD/Y	8,000 USD/Y	8,000 USD/Y	8,000 USD/Y	6,000 USD/Y 6,000 USD/Y	
	Annual	10,000 USD/1st year; 12,000 USD/2nd year; 14,000 USD/3rd year	8,000 USD/1st year; 10,000 USD/2nd year; 12,000 USD/3rd year	8,000 USD/1st year; 10,000 USD/2nd year; 12,000 USD/3rd year	7,000 USD/1st year; 9,000 USD/2nd year; 10,000 USD/3rd year	7,000 USD/1st year; 9,000 USD/2nd year; 10,000 USD/3rd year	6,000 USD/1st year; 7,000 USD/2nd year; 8,000 USD/3rd year	5,000 USD/1st year; 6,000 USD/2nd year; 7,000 USD/3rd year
	Loyalty	starting from 2nd contract term, loyalty bonus per year: 12,000 USD(5-6th year), 18,000 USD(7-8th year), 24,000 USD(9th+year)						
	Education	reimburse 50%, maximum 8,000USD/Y	/					
Block Hours	900 hours/year	840 hours/year	820 hours/year	780 hours/year	750 hours/year	680 hours/year	600 hours/year	
Overtime Pay	300USD/hour	250USD/hour	250USD/hour	200USD/hour	200USD/hour	150USD/hour	150USD/hour	
Ticket Benefits	Foreign pilots and immediate family members: International and domestic flight of OK Air; 2 confirming tickets and 8 standby tickets; exclude charter flights							
Base	Beijing,Xian,Tianjin, Changsha							