

Tianjin Airlines	Pattern1(Annual Leave)				Pattern2			Pattern3
	90days	110days	120days	130days	4 weeks on 4 weeks off	3 weeks on 3 weeks off	2 weeks on 2 weeks off	6 weeks on 3 weeks off
Type Rating	A320							
Yearly Income	300,000USD/1st year;	282,000USD/1st year;	272,400USD/1st year;	262,800USD/1st year;	210,000USD/1st year;	210,000USD/1st year;	210,000USD/1st year;	270,000USD/1st year;
(Excluding Education Bouns)	306,000USD/2nd year;	288,000USD/2nd year;	278,400USD/2nd year;	268,800USD/2nd year;	216,000USD/2nd year;	216,000USD/2nd year;	216,000USD/2nd year;	276,000USD/2nd year;
	311,000USD/3rd year	293,000USD/3rd year	283,400USD/3rd year	273,800USD/3rd year	221,000USD/3rd year	221,000USD/3rd year	221,000USD/3rd year	281,000USD/3rd year
Monthly Income	23,000 USD	21,500 USD	20,700 USD	19,900 USD	15,500 USD	15,500 USD	15,500 USD	20,500 USD
Monthly Basic Salary	22,000 USD	20,500 USD	19,700 USD	18,900 USD	14,500 USD	14,500 USD	14,500 USD	19,500 USD
Annual Leave	90days	110days	110days	120days	/			
Sick Leave	5 days							
Block Hours	80H/M							
Overtime Pay	A320:280 USD/H							
Bonus	Year-end Bonus	12,000 USD/first year; 18,000 USD/second year; 23,000 USD/third year and above						
	Renewal Bonus	After 1st contract end,5,000USD/year from 5th year along with the salary of last month of each contract year						
Allowance	Transport	1,000USD/M						
	Travel	12,000 USD/Y						
	Education	Children of foreign pilots shall attend Tianjin Wellington International School, and Party A shall bear 30% of total tuition of their children (up to two). Where some foreign pilots select the remaining education institution beyond Tianjin (only limited to Mainland China), provide each pilot with the monthly subsidy of USD 1,000.						
	Flexible Schedule Point(Alternative)	1,000USD/M						
Ticket Benefits	As for a quarter of discount tickets not booked in domestic route flew by Party A and Hainan Airlines route network, foreign pilots and their immediate family members in the Party A's personnel system may enjoy a quarter of discounted air tickets of Party A not booked in China.							
Insurance	Healthy Insurance and LOL insurance provided							
Base	E190:Tianjin,Xian,Hohhot,Haikou,Guiyang,Dalian							
Fleet	23 A320,3 A330,16 E145,35 E190,10 E195							
Training Pay	Ground:60% monthly salary;Line Training:80% monthly salary;							
Training length	No more than 60 days for each period							