

Xiamen Airlines		Option1	Option2		Option3		Option4		Option5	
		A	A	B	A	B	A	B	A	B
Scheduling Model		non-commuting	22days on 8days off	44days on 16days off	19days on 11days off	38days on 22days off	17days on 13days off	34days on 26days off	30days on 30days off	2months on 2months off
Type Rating	B737NG									
Yearly Income	343,800 USD	330,600 USD	330,600 USD	279,000 USD	279,000 USD	265,800 USD	265,800 USD	201,400 USD	170,200 USD	
Monthly Income	24,650 USD	23,550 USD	23,550 USD	19,750 USD	19,750 USD	18,650 USD	18,650 USD	13,950 USD	11,350 USD	
Monthly Basic Salary	23,200USD	22,100 USD	22,100 USD	18,300 USD	18,300 USD	17,200 USD	17,200USD	12,500 USD	9,900 USD	
Annual Leave	42 days (including sick leave)	/								
Bonus	Safety	24,000 USD/Y	24,000 USD/Y	24,000 USD/Y	18,000 USD/Y	18,000 USD/Y	18,000 USD/Y	18,000 USD/Y	10,000 USD/Y	10,000 USD/Y
	Contract Renewal	15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract								
	Radio Operator	400 USD/M								
	CAT B Instructor	500 USD/M								
Allowance	Housing	10,000RMB net per month(about 1450 USD)								
	Ticket	6,000 USD/Y								
	Layover	Several hundreds RMB per night depending on company policy								
	Education	8000 USD/child per year, no more than two children								
Overtime Pay	\$300/h>900h .yr	\$280/h>900h.yr	\$280/h>900h.yr	\$250/h>780h.yr	\$250/h>780h.yr	\$250/h>780h.yr	\$250/h>780h.yr	\$250/h>600h.yr	\$250/h>560h.yr	
Ticket Benefits	5 free tickets & 5 ID 75 tickets per year (regional and international flights by XMN) for employee and immediate family									
Insurance(health/business/license loss)	2000USD/year for employee and immediate family									
Fleet Base	17 B737-700,103 B737-800,6 B757-200,6 B787-8 Xiamen									
Training Pay	Ground	70% of Monthly Basic Salary during Ground School								
	Line	80% of Monthly Basic Salary during Line Training								
Training length	/									
Note regarding Contract Model	For Option 2 Model A, each February is an exception (22 days on+6 days off); For Model B, day off for each single month cannot be more than 14 days;									
	For Option 3 Model A, each February is an exception (19 days on+9 days off);Model B, day off for each single month cannot be more than 16 days;									
	For Option 4 Model A, each February is an exception (17 days on+11 days off); For Model B, day off for each single month cannot be more than 18 days									
	For Option 5 Model A, day off shall commence from 16th of the month and last for 30 days; For Model B, day off cannot be applied for July and August									
	For Option 4 and Option 5, simulator training shall be done during day off.									
Note	Yearly income include education reimbursement/2 kids, exclude radio operator, instructor and contract renewal bonus; monthly income exclude radio operator, instructor bonus									