



FINANCIAL OVERVIEW

Contract Model 合同类型	Option 1	Option 2	Option 3	Option 4
Scheduling Model (days) 排班模式	Non-commuting	21 on+9 off or 42 on+18 off	20 on+10 off or 40 on+20 off	19 on+11 off or 38 on+22 off
Vaction (days) 年假期 (天)	56	108	120	132
Monthly Hrs 月基准小时	80	75	70	65
Yearly Hrs 年小时	960	900	840	780
Annual Income 年薪	US\$314,000.00	US\$294,000.00	US\$279,800.00	US\$259,600.00
Monthly Salary 月服务费	US\$21,000.00	US\$19,500.00	US\$18,500.00	US\$17,000.00
Hourly Payment Corresponding to Monthly Salary 月服务费对应的小时 费	US\$262.50	US\$260.00	US\$264.29	US\$261.54
Overtime Payment 超时小时费	US\$300.00	US\$280.00	US\$280.00	US\$250.00
Housing Allowance (month) 住房补贴 (月)	US\$2,000.00	US\$2,000.00	US\$2,000.00	US\$2,000.00
Ticket Allowance (month) 旅行补贴 (月)	US\$1,000.00	US\$1,000.00	US\$1,000.00	US\$1,000.00
Safety Bonus(month) 安全奖 (月)	US\$1,000.00	US\$1,000.00	US\$900.00	US\$800.00
Safety Bonus(year) 全奖 (年)	US\$12,000.00	US\$10,000.00	US\$9,000.00	US\$8,000.00
	安	Year-end safety bonus \$10,000 for total flight hrs over 900, Year-end safety bonus \$12,000 for total flight hrs 960. 年飞满900小时, 年终安全奖按10000美金计发, 年飞满960小时 年终安全奖按12000美金计发.		
Training-phase Salary 培训期工资	70%during Ground School; 80%during Line Training 地面理论阶段为全薪的70%, 航线带飞阶段为全薪的80%。			
Education Allowance 教育津贴	8000USD/year/kid (no more than two kids) 8000美元/年/孩			
Layover Allowance 过夜补贴	According to company policy 参照公司政策			
Insurance(health/business/ loss of license) 保 险(健康/商业/失去执照险)	2000 USD/year			
Contract Renewal Bonus 合同续签奖	10,000 USD after each renewed contract year 合同期满后续签合同 每年奖励10,000 美金			

Tickets 机票	5 free tickets+ 5 ID 75 tickets per year (regional and international flights by XMN) for employee and immediate family 飞行员及家属每人每年5张免票+5张25折机票
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