

FINANCIAL OVERVIEW

Contract Model	Option 1	Option 2		Option 3	
	A	A	B	A	B
Scheduling Model	Non-commuting	22days on+8days off	44days on+16days off	19days on+11days off	38days on+22days off
Annual Income	US\$321,000.00	US\$299,260.00		US\$252,800.00	
Monthly Salary (CAT 5&6)	US\$22,750.00	US\$21,105.00		US\$17,400.00	
Yearly Hour (Monthly Hour)	840 (70)	804 (67)		720 (60)	
Housing Allowance/month (rmb)	¥ 10,000	¥ 10,000		¥ 10,000	
Ticket Allowance/year	US\$6,000.00	US\$6,000.00		US\$6,000.00	
Safety Bonus(per year)	US\$24,000.00	US\$22,000.00		US\$20,000.00	
Basic Salary increase for CAT 3&4 (per month)	US\$100.00	US\$100.00		US\$100.00	
Basic Salary increase for CAT 1&2 (per month)	US\$300.00	US\$300.00		US\$300.00	
Radio Operator Bonus (per month)	US\$400.00	US\$400.00		US\$400.00	
CAT B Instructor Bonus (per month)	US\$500.00	US\$500.00		US\$500.00	
Overtime Payment	\$350/h	\$330/h		\$300/h	

Note 1. 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;

Note 2. 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;

BENEFITS OVERVIEW-福利概况

Contract Model 合同类型	Option 1/选项一	Option 2/选项二		Option 3/选项三	
	A	A	B	A	B
Scheduling Model	Non-commuting	22days on+8days off	44days on+16days off	19days on+11days off	38days on+22days off
Vaction 假期	42 Days	94 Days	96 Days	130Days	132 Days
Training-phase Salary	70%during Ground School ; 80%during Line Training	70%during Ground School ; 80%during Line Training		70%during Ground School ; 80%during Line Training	
Education Allowance	8000USD/Y/kid (no more than two kids)	8000USD/Y/kid (no more than two kids)		8000USD/Y/kid (no more than two kids)	
Layover Allowance	According to company policy	According to company policy		According to company policy	
Insurance(health/ business/ license loss)	2000USD/year	2000USD/year		2000USD/year	
Contract Renewal Bonus	15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract;	15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract;		15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract;	
Financial Performance Bonus	additional bonus paid depending on the yearly financial performance of the Company and the personal performance of the Employee.	additional bonus paid depending on the yearly financial performance of the Company and the personal performance of the Employee.		additional bonus paid depending on the yearly financial performance of the Company and the personal performance of the Employee.	
Tickets	5 free tickets+ 5 ID 75 tickets per year (regional and international flights by XMN) for employee and immediate family	5 free tickets+ 5 ID 75 tickets per year (regional and international flights by XMN) for employee and immediate family		5 free tickets+ 5 ID 75 tickets per year (regional and international flights by XMN) for employee and immediate family	