

ABOUT HAINAN AIRLINES



Hainan Airlines is a model of success in the field of aviation. Conceived by the Hainan Island provincial governor in 1988, Hainan Airlines was developed by Mr. Chen Feng. Hainan Airlines began operations on May 2, 1993. From that beginning of an airline with two leased B-737-300 aircraft, Hainan now has a fleet of 95 aircraft with plans to increase their fleet to over 150 aircraft. "Hainan operates 500 flights a day including Chinese domestic operations and international flights." (Airways Magazine, June, 2009) Hainan plans continued expansion into international and domestic markets.

Hainan Airlines is the fifth largest air carrier in China and the largest privately held airline in China. The growth of Hainan is based on solid principles. The Corporate objective is to "maintain a world-class Chinese aviation enterprise and aviation brand." On the Hainan website the 'Ten guiding principles for employees, 12 guiding values for employees, corporate motto and brand values' are published. These core principles and values have helped produce a world class airline.

The following awards indicate just how well Hainan Airline has followed their principles and values:

- ❖ On January 10, 2011, Hainan Airlines was honored of "SKYTRAX five-star airline" at an awards ceremony held at the National Centre for the Performing Arts. Hainan Airlines officially becomes the world's 7th five-star airline.
- ❖ On December 1, 2009, Hainan was awarded China's first SKYTRAX Four-Star Airline award.
- ❖ On March 10, 2008, Hainan was awarded the "2007 Passengers' Airline Choice Award" for the ninth time and on January 10, 2008, Hainan won the Civil Aviation Administration of China's 2007 Golden Eagle Award for airline safety." (Hainan Airlines website).

To succeed like Hainan, the managers must be outstanding with tremendous vision. Such characteristics are evident by remarks made to Airways magazine in June 2009 by Hainan president Wang Yingming: "We want to make a difference. We don't want to be a copy of Singapore Airlines or Cathay. We want to be different. Our people are young. They know the new realities: always focusing on the customer and the market. We take time to understand what our passengers want. We don't want to be lethargic or take customers for granted. We are creative, adaptable, and can move fast to adapt to changing conditions." (Airways Magazine, June 2009)

Hainan's fleet consists of several aircraft types, including: B-737-300/400/700/800, B-767-300, A-319, A-330-200, and A-340-600 aircraft. Hainan continues to grow and recently announced additional expansion plans including new routes to Honolulu and the start up of a new subsidiary: Capital Air.



B767 CAPTAINS – NEW TERMS (COMMUTING CONTRACT)

MINIMUM REQUIREMENTS:

- ATP with B767 Type Rating
- 4,000 Hours Total Time
- 500 Hours PIC in B767
- Last flight on B767 within last 24 months
- Age 55 or Younger (Exceptions possible by HNA on a case by case basis)
- First Class Medical
- English Proficiency ICAO 4 or Greater
- Valid Passport
- No Criminal History
- No History of Incidents or Accidents

SALARY AND BENEFITS (Total Monetary Compensation \$12,820 / month)

Base Pay:	\$9,800 U.S. per month (net)
Bonus:	\$12,000 U.S. per 6 months
Housing Allowance:	5,000 RMB per month (approximately \$730 U.S.)
Transportation Allowance:	2,000 RMB per month (approximately \$290 U.S.)
Guarantee:	770 flight hours per year
Overtime Rate:	\$112 per block hour over guarantee
Insurance:	HNA will pay Employer Liability Insurance for pilots
Medical Insurance:	Pilot is responsible for own Medical Insurance- Paramount can provide information of policies available.

TERMS AND CONDITIONS

Contract Term:	36 months, Renewable
Domicile:	Beijing, China
Days Off:	7 (days) hard days per month

or

Commuting Contract - Click for Details

Paid Leave (Holiday): ¹	- 2.5 paid days accrued per month. - May be used after three months of service with HNA. - May be used with monthly Days Off.
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¹ After 30 days of Paid Leave have been accrued, the pilot has the option to accept payment of \$9,800 in lieu of 30 days of Paid Leave



Sick Leave:	10 (ten) days per year
Scheduling:	Pilots submit requests each month for 7 (seven) days off.
Reserve:	Ex-pat pilots currently do not cover reserve flying duties (subject to change by HNA).
Seniority:	There is no seniority system.
Travel Benefits: ^{1,2}	<p>Less than 12 Months of Service: Three (3) confirmed International Economy Class tickets between home airport and city served by HNA per year.</p> <p>12-24 Months of Service: Four (4) confirmed International Economy Class tickets between home airport and city served by HNA per year.</p> <p>24-36 Months of Service: Five (5) confirmed International Economy Class tickets between home airport and city served by HNA per year.</p> <p>Duration of Contract: Four (4) confirmed Domestic Economy Class tickets on HNA flights per year.</p> <p>Duration of Contract: Unlimited unconfirmed (space-available) travel for Pilot on HNA flights. Pilots will fly as additional crewmembers in this mode on non-revenue travel.</p>
Visa Fees:	<p>Paramount will reimburse the cost of the Interview Visa contingent on a pilot interviewee fulfilling all of the requirements listed below:</p> <ul style="list-style-type: none"> • Passes the HNA Interview • Accepts Employment with HNA • Begins Employment at HNA (Reimbursement will occur with first Paycheck)
To Apply:	<p>Contact Mr. Ayman Y. Jarrah at:</p> <p>+1.800.620.7130 / +1.540.318.5420, ext 110</p> <p>or</p> <p>ayman.jarrah@paramountarg.com</p>

¹ The Tickets may be used for the Pilot or his/her family members. The number of tickets is the total amount allotted for the pilot to use for himself, his family or any combination thereof (For Example: a pilot who has completed 24 months of service may obtain 2 tickets for himself and 3 for his spouse. At this stage he would have exhausted the total number of tickets available to him).

² Tickets will be space available if requested during the period of

(a) **The Spring Festival Travel Season:**Subject to the time announced by Hainan Airlines, or

(b) **Summer Vacation Travel Season:**10th July to 10th September, or

(c) **The National Day Period Travel Season:**28th September to 9th October.



HNA COMMUTING AND FULL-TIME CONTRACTS SIDE BY SIDE COMPARISON

ITEM	COMMUTING	FULL-TIME
Paid Leave	6 Weeks ON / 2 Weeks OFF ¹²	30 Days per 12 Consecutive Calendar Months
Sick Leave	10 days per Year	10 Days per Year
Days Off	As required by CAAC Regulations	7 Days OFF per Month

¹ Pilots will choose a Base of Primary Residence from **Beijing, Luanda, Budapest and St. Petersburg, and Beijing**. Hainan Airlines will plan to begin and end the pilot's 6 Weeks ON in the pilot's Base of Primary Residence.

² During a Pilot's 6 Weeks ON Rotation, there will be overnights/layovers in Beijing. Accommodations in Beijing are at the Pilot's Expense. A Housing Allowance is included in the Compensation Package.