

ABOUT SF EXPRESS AIRLINES



Established in December of 2009, SF Airlines is affiliated to SF Express, headquartered in Bao'an Airport Shenzhen. As the first domestic express airlines company, SF airlines has been developing very rapidly. There are 30 aircraft on property currently with plans for introducing five additional aircraft yearly into their foreseeable future. Each year continuously. SF Express Airlines is currently hiring B737EFIS/NG and 757/767 Captains.

WHY CHOOSE PARAMOUNT?

At Paramount Aviation Resources Group we understand that in aviation SAFETY is the most important element. That is why it is essential to hire only the most qualified and dedicated professional aviators available. We understand this because Paramount Aviation Resources Group is owned and operated by experienced, professional former and current airline pilots. We have thousands of hours and decades of experience working as line pilots, instructors, and managers at International and Part 121 Air Carriers.

Paramount is committed to provide our pilots and their families excellent support from the application process all way through the time that they are flying the line at our client airline:

- **Paramount employs local personnel on the ground in China** in order to support our pilots! We are always available to address your concerns and needs.
- **Paramount employs recruiters who have actually flown and worked in China.** We can answer your questions and understand the pilot's point of view!
- **Paramount is committed to you as a long term client.** As part of our commitment to you, we start the recruiting process by offering you these benefits that no other recruiting agency offers:
 - Paramount **will reimburse the cost of the Interview Visa** contingent on a pilot interviewee fulfilling all of the requirements listed below:
 - Passes the SF Express Airlines Interview
 - Accepts Employment with SF Express Airlines
 - Begins Employment at SF Express Airlines (Reimbursement will occur with first Paycheck)
 - Paramount will **pay each candidate \$100 for passing the CAAC Written Exam** on the first try. (Reimbursement will occur with first Paycheck).
- Unlike other recruiting agencies, **Paramount will not charge you miscellaneous fees** (i.e. FedEx charges for sending documents during the employment process).

SF Express Airlines B-737NG / B-757/767 Captain

MINIMUM REQUIREMENTS:

- Total Time: 4000 hours
- Type Rated Captains should have at least 1 year PIC Experience
- 1,000 hours PIC on Turbojet Aircraft
- 500 hours PIC time on B737-NG/EFIS or B757/767
- 800 hours PIC time on B737-NG/EFIS or B757/767 if out of currency. However, ***last flight must be within preceding 24 months.***
- At least a Category 1 Instrument Rating.
- Age 54 at time of joining for Type Rated Captains
- Age 53 at time of joining for Non-Type Rated Captains
- CAAC License Holders may be eligible for a transition program.
- Valid Passport from a nation with diplomatic relations with China
- Valid ATPL from a nation with diplomatic relations with China
- Valid Class 1 Medical Certificate (valid for at least 3 months at the time of joining)
- No significant Medical History (grounding, major surgery, etc.)
- No history of aviation Incidents or Accidents. Must provide a letter from your current/previous employer or CAA.
- No history of a Criminal Record
- ICAO English Proficiency Level 4

SALARY AND BENEFITS (Total Possible Monetary Compensation \$25,025/ month)¹

Base Pay:	Depends on Rotation Option	Click for Contract Options Details
Contract Completion Bonus:	\$28,688	
Housing Allowance:	Depends on Rotation Option	Click for Contract Options Details
Residence Allowance:	Depends on Rotation Option	Click for Contract Options Details
Ticket Allowance:	\$10,710 per year	
Transportation Allowance:	Depends on Rotation Option	Click for Contract Options Details
Guarantee:	50 hours	
Per Diem:	Depends on Rotation Option	Click for Contract Options Details
Overtime Rate:	Depends on Rotation Option	Click for Contract Options Details
Loss of License Insurance:	Optional Loss of License Insurance	
Medical Insurance:	Optional Global Medical / Dental Health Insurance (Individual/Family)	
Training Pay:	- Full Base Salary + 30% Flight Hour Allowance during ground training - Full Base Salary + 70% Flight Hour Allowance during line training	
Chinese Income Taxes:	Paid by SF Express Airlines	

¹ This figure ***does not*** include Overtime.

TERMS AND CONDITIONS

Contract Term:	5 years, Renewable.
Domicile:	Shenzhen, China
Days Off:	Click for Contract Options Details
Travel Benefits:	- TBD
Visa Fees:	Paramount will reimburse the cost of the Interview Visa contingent on a pilot interviewee fulfilling all of the requirements listed below: <ul style="list-style-type: none">• Passes the SF Express Airlines Interview• Accepts Employment with SF Express Airlines• Begins Employment at SF Express Airlines (Reimbursement will occur with first Paycheck)

INTERVIEW PROCESS

1 st Visit to China:	<ul style="list-style-type: none">- ATPL License Verification- CAAC ATPL Written Exam- CAAC Medical Exam- Interview Simulator Check
2 nd Visit to China:	<ul style="list-style-type: none">- Simulator Training- CAAC ATPL Type Rating Check
3 rd Visit to China:	<ul style="list-style-type: none">- Background Check- Foreign Expert Certificate issued by Chinese Authorities- Work / Resident Visa issued- Ground School / Sim Training- Line Training and Line Check <p>- ENJOY THE INCREDIBLE SALARY!!!</p>



SF EXPRESS COMMUTING AND RESIDENT CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	RESIDENT	COMMUTING
Days OFF	<ul style="list-style-type: none"> • 25 Days Annual Leave • 4 Consecutive Days OFF per Month • 10-12 Days OFF per Month 	<ul style="list-style-type: none"> • 4 Weeks ON / 2 Weeks OFF <i>or</i> • 10 Consecutive Days OFF per Month
Monthly Block Hours	50	50
Annual Income ²	\$300,305	\$273,974
Monthly Base Salary	\$3,390	\$3,390
Monthly Flight Hour Allowance ³	\$12,838	\$12,838
Resident Allowance (Monthly)	\$1,530 ⁴	\$0
Housing Allowance (Monthly) ⁵	\$2,295	\$1,836
Transportation Allowance (Monthly)	\$536	\$536
Relocation Allowance (One Time)	\$3,060	\$765

² The Annual Income Figures provided **includes** Monthly Salary, Resident, Housing, Transportation, Relocation, Ticket, and Insurance Allowances. It also includes Performance, Safety, Contract Completion and Contract Renewal Bonuses. The figures have been adjusted to reflect the monthly amounts. It **does not include** Overtime.

³ This is up to the 50 hour Monthly Guarantee.

⁴ This amount can optionally be used as an education allowance (reimbursement).

⁵ Housing Allowance is a Reimbursement Amount.

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SF EXPRESS COMMUTING AND RESIDENT CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	RESIDENT	COMMUTING
Ticket Allowance (Yearly)	\$10,710 ⁶	\$10,710 ⁷
Insurance Allowance (Yearly) ⁸	\$9,180	\$7,650
Performance Bonus (Yearly) ⁹	\$6,120	\$6,120
Safety Bonus (Monthly) ¹⁰	\$1,530	\$1,530
Contract Completion Bonus ¹¹	\$28,688	\$28,688
Contract Renewal Bonus ¹²	\$32,510	\$32,510
Per Diem ¹³	\$535	\$535
Overtime	\$336/hour	\$336/hour

⁶ This is a Reimbursement Amount for a Pilot and his Family.

⁷ This is a Reimbursement Amount for Pilot ONLY.

⁸ The Insurance Allowance is a Reimbursement Amount of up to \$8,143 for a pilot with an additional allowance of \$814 for one family member or \$1,628 for two family members. This allowance is for payment of Medical, Dental or Loss of License Insurance.

⁹ Subject to yearly performance evaluation.

¹⁰ The Safety Bonus is based on monthly flight hours and is paid at a rate of 200 RMB per hour.

¹¹ The Contract Completion Bonus is paid at the completion of the contract and is contingent on not having any incidents or accidents.

¹² The Contract Renewal Bonus is paid as a lump sum at contract renewal.

¹³ Per Diem is paid at a rate of \$5 per Duty Hour.



SF EXPRESS COMMUTING AND RESIDENT CONTRACTS SIDE BY SIDE COMPARISON

Rotation Model	RESIDENT	COMMUTING
Seniority Pay Increase (Yearly) ¹⁴	\$183	\$183/Month
Paid Sick Days	10 Days per Year	10 Days per Year



¹⁴ This is a yearly increase in the Base Pay for up to 15 years.