

Montreal, February 22

Dear Captain,

The Chinese expat pilot labor market is without doubt the most lucrative in the world. Chinese airlines are outbidding each other to have access to enough pilots to ensure enough aircraft will be available to support their growth plans. This has led to most auspicious times to consider pilot employment opportunities in China. See the attached Position Listing document for a summary of the remuneration offered by AeroPersonnel Chinese customers.

But a lot of biased information, and in certain cases misinformation, is circulating on pilot bulletin boards and job posting boards. For instance, few people outside of China are aware of the pitfalls awaiting them with the recruitment process and with some agencies and/or Chinese airline employment contract. For instance, did you know that candidates are tied with the airline sponsoring them for the CAAC medical and ATPL written exam taken during a screening with the sponsoring airline. To be handed the employment contract only after successfully completing a screening is not a good approach.

This leaves a candidate with only two choices, both of them not very good options. The first option is to accept the employment as is as there is no possibility of changes (even if certain clauses are really bad, like partial payment of income tax) or return home as he/she cannot fly for any other Chinese airline unless the sponsoring airline gives its approval. This permission is never given under these circumstances.

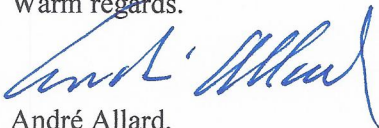
To better prepare candidates interested in Chinese flying opportunities, AeroPersonnel has prepared an information seminar dedicated to the recruitment and employment processes of Chinese airlines. This seminar presents information that everybody should know before applying for employment in China.

With the above in mind, I would like to invite you to a series of seminars to be held in Sao Paulo on March 9, 10 and 11 at the Ibis Hotel Congonhas. See attached leaflet for information on the content of the seminar and details on the venue.

If you have an interest in Chinese flying opportunities, you cannot afford to miss these seminars. If you are planning to attend, please email me so we can adjust the size of the meeting room as necessary.

Feel free to forward this communication to your friends and colleagues. If they are looking at China, it could indeed be of help to them.

Warm regards.



André Allard,  
President

## **Information Seminar – Flying in China**

The seminar will concentrate on Chinese opportunities. It presents the most important issues every expat candidate should be aware of before applying to fly in China.

- **International flight crew labor market presentation**
  - Exporting vs. importing regional labor markets
- **Expat flying in China**
  - Employment opportunities, maximizing earning power, quality of life issues
  - Cultural aspects, society differences, flight operation differences
  - Employer/employee relationships
- **Chinese licensing process**
  - Airline license sponsorship and license exclusivity
  - ATPL written, medical examination, ATPL flight test, line check
- **Major issues**
  - Contract issues,
    - Direct employment or agency easing
    - Content, i.e. remuneration, rotations, accommodations, duration, taxation, etc...
    - Quality of translation, contract availability before screening invitation acceptance
  - Picking the right airline, the right package, package comparative analysis
  - Taxation issues, tax free vs. after tax, tax treaties, payment and proof of tax payment
  - Selecting the right agency
    - Agency or direct, agency vs. broker
    - Local vs. international
    - In-house agencies, chameleon agencies, pop-up agencies
- **Selection process**
  - Initial qualification agency review
  - Airline documentation review
  - Screening
  - License verification, background check
- **Screening process**
  - Before screening considerations and consequences
  - Interview, simulator evaluation, medical, ATPL written, ATPL flight test
  - Preparations, screening guidelines, medical preparation, study guides, evaluation profiles
- **Local in-country support network**
  - During screening
  - Induction, entry into service
  - During period of service
- **AeroPersonnel current opportunities presentation**
  - A320, A330, non-type rated A330
  - B737NG, B777, B787, non-type rated B777 and B787
- **Q&A session**

**Presentations will be held March 9 (Wednesday), 10 (Thursday), 11 (Friday)**

**Ibis Hotel Congonhas**

R. Baronesa de Bela Vista 801, Vila Congonhas

Sao Paulo

Tel: 55 11 5097-3737

Meeting room: Congonhas

**Presentation times: 09:00 and 16:00 hrs daily**

Significant others are welcome. Looking forward to seeing you there!  
Kindly confirm which session you would like to attend to ensure proper meeting room size.  
Please contact Andre at [andre@aeropersonnel.com](mailto:andre@aeropersonnel.com)

## AeroPersonnel Global - Job Listing February 1, 2016

All numbers are in US\$ and include salaries, bonuses and allowances  
 First numbers indicate before tax yearly remuneration and second numbers are after tax (taxes are paid locally based at local tax rates). Exceptions are Qatar and UAE where there are no income taxes.

Airline	Resident	100%	75%	10m/2m	5m/1m	12w/4w 44/18**	10w/4w	6w/2w	6w/3w	9w/3w *	6w/4w	38/22**	8w/4w	34/26 **	4w/4w	4w/1w*	8w/2w	4w/3w	34/26 **	2w/2w	45d/15d	20d/10d	Age limit	
<b>Non-Chinese Captain Jobs</b>																								
ATR72 Captain Jet Airways (Mumbai)																								=<60
ATR72 TRI Jet Airways (Mumbai)																	231,700							=<60
A320 Captain (suspended for the moment) IndiGo Airlines (New Delhi)					221,400	205,900	202,100	202,100									181,700							=<60
A320 TRI (suspended for the moment) IndiGo Airlines (New Delhi)					144,100	134,100	131,500	131,500									118,300							=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)																	215,600							=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)																	140,400							=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)																	220,500							=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)																	143,500							=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)																	238,900							=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)																	155,500							=<60
B737NG Captain Jet Airways (Mumbai)																								=<60
B737NG Captain Ethiopian Airlines (Addis Ababa)					196,400																			=<60
B757/B767 Captain (suspended for the moment) Ethiopian Airlines (Addis Ababa)					127,700																			=<60
B757/B767 Captain (suspended for the moment) Ethiopian Airlines (Addis Ababa)					208,000																			=<60
B777 Captain Ethiopian Airlines (Addis Ababa)					135,200																			=<60
B777 Captain Ethiopian Airlines (Addis Ababa)					252,900																			=<60
B777 Captain Ethiopian Airlines (Addis Ababa)					164,400																			=<60
Location in parenthesis indicates location of head offices. Bases may be available at other locations. Hainan Airlines offers bases atv all their stations																								

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Airline	Resident	100%	75%	10m/2m	5m/1m	12w/4w	10w/4w	6w/2w	6w/3w	9w/3w *	6w/4w	38/22**	8w/4w	4w/1w*	8w/2w	4w/3w	34/26 **	2w/2w	45d/15d	20d/10d	Age limit		
<b>Chinese Captain Jobs</b>																							
A320 Captain	454,500							431,600	360,800													=<55	
Beijing Capital (Beijing, Hangzhou, Sanya)	290,000							278,000	232,400														
A320 Captain	384,000							361,300	338,000														=<54
Spring Airlines (Shanghai)	250,000							238,000	226,000														
A320 Captain	434,000							338,500			248,400												=<56
Sichuan Airlines (Chengdu)	276,900							220,400			172,300												
A320 Captain																							=<54
China Southern Airlines (Guangzhou)																				347,900	242,800		
A330 Captain	454,500							431,600	360,800											222,000	162,000		=<55
Beijing Capital Airlines (Beijing)	290,000							278,000	232,400														
A330 Captain	412,200		337,400																				=<55
Hainan Airlines (all HNA stations)	263,000		221,000																				
A330 Captain (Non-type rated)	393,400		318,000																				=<55
Hainan Airlines (Beijing)	251,000		209,000																				
B737NG Captain	506,000																						=<55
Xiamen Airlines (Xiamen) **Xiamen	322,800																						
B737NG Captain	393,400		319,000																				=<55
Hainan Airlines (all HNA stations)	251,000		209,000																				
B737NG Captain (three years)	373,000																						=<55
OK Airways (Tianjin) *(applies to OK only)	238,000																						=<55
B737NG Captain (five years)	376,600																						=<55
OK Airways (Tianjin) *(applies to OK)	240,300																						=<55
B747-400 Captain																							=<54
China Southern Airlines (Guangzhou)																							
B777 Captain																							=<54
China Southern Airlines (Guangzhou)																							
B777 Captain (Non-type rated)																							=<54
China Southern Airlines (Guangzhou)																							
B777 Captain	412,200		337,400																				=<55
Hainan Airlines (all HNA stations)	263,000		221,000																				
B787 Captain (Non-type rated)	412,200		337,400																				=<55
Hainan Airlines (Beijing)	263,000		221,000																				