

Dubai, March 22, 2016

Dear Captain,

The reception to our information seminars in Sao Paulo two weeks ago was quite positive. We have been asked by your pilot associations to come back to Brazil and present them again. I am happy to confirm that I will be back in Sao Paulo to conduct a second series of seminars on April 5 (Tuesday), 6 (Wednesday) and 7 (Thursday) at the Ibis Congonhas again at 09:00 and 16:00 hours.

The very high levels of remuneration in China make them favorite with the expat pilot community. Unfortunately, candidates are misinformed on the recruitment and contractual processes used by Chinese airlines. Many agencies do not give their candidates all the information necessary to make a learned decision in regard to flying in China. Financial gains are more important to them.

Here are a few key elements every expat pilot should know about even before applying for China.

Do you know that once you have started a screening with a Chinese airline, you are tied to that airline with no possibilities of going to another airline if your screening is not successful?

Should you use an agency or apply directly with a Chinese airline and why?

What factors should you consider before selecting an agency to represent you?

Why should you get copies of the service contracts before making an application?

Are you getting full information on the taxation issues that you could be facing depending on the type of contract and payment location?

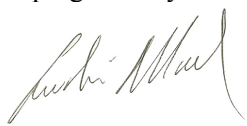
Do you know if Chinese income taxes are fully paid by the airline you would like to work for? Why should you get proof of tax payment?

What factors should you look at before deciding for which airline to apply with?

If you cannot answers these questions, you should attend one of our Expat Pilot QRH Seminars. You will find these answers and many others that will guide you through the maze of the Chinese airlines selection /recruitment/employment process. This information is vital to know, before applying to fly in China.

Before putting in any application with a Chinese airline, get the facts, all the facts, to protect your interests when applying to fly in China. See following page for the seminar's content. These seminars are free and are open to everybody. There is no obligation to apply with AeroPersonnel to attend. Just pick a date and time that are the most convenient for you.

Hoping to see you in April.



President

The Expat Pilot QRH – 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 5 (Tuesday), 6 (Wednesday), 7 (Thursday)

Ibis Hotel Congonhas

R. Baronesa de Bela Vista 801, Vila Congonhas
Sao Paulo

Tel: 55 11 5097-3737

Meeting room: See signage

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

Significant others are welcome. Looking forward to seeing you there!

Admission is open to all interested parties.

Please contact Andre at andre@aeroperpersonnel.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%	Resident 75%	10m/2m	5m/1m	12w/4w 44/18 ⁽²⁾	10w/4w	6w/2w 6w/2w ⁽²⁾	6w/3w 9w/3w ⁽¹⁾	6w/4w 38/22 ⁽²⁾	8w/4w 34/26 ⁽²⁾	4w/1w ⁽¹⁾ 8w/2w	4w/4w	4w/3w 34/26 ⁽²⁾	2w/2w	45d/15d	20d/10d	Age limit
Chinese Captain Jobs																	
A320 Captain Beijing Capital (Beijing, Hangzhou, Sanya)	454,500 290,000						431,600 278,000	360,800 232,400				289,000 193,000					=<55
A320 Captain Spring Airlines (Shanghai)	384,000 250,000						361,300 238,000	338,000 226,000									=<54
A320 Captain Sichuan Airlines (Chengdu)	434,000 276,900						338,500 220,400		248,400 172,300			224,000 159,100					=<56
A320 Captain China Southern Airlines (Guangzhou)															347,900 222,000	242,800 162,000	=<54
A330 Captain Beijing Capitall Airlines (Beijing)	454,500 290,000						431,600 278,000	360,800 232,400				289,000 193,000					=<55
A330 Captain Hainan Airlines (all HNA stations)	412,200 263,000	337,400 221,000										208,300 147,000		208,300 147,000			=<55
A330 Captain (Non-type rated) Hainan Airlines (Beijing)	393,400 251,000	318,000 209,000										186,000 135,000		186,000 135,000			=<55
B737NG Captain Xiamen Airlines (Xiamen) ⁽²⁾ Xiamen only)	506,000 322,800				487,200 310,800				412,000 262,800	393,200 250,800		383,000 190,800					=<55
B737NG Captain Hainan Airlines (all HNA stations)	393,400 251,000	319,000 209,000										186,000 135,000		186,000 135,000			=<55
B737NG Captain (three years) OK Airways (Tianjin) ⁽¹⁾ applies to OK only)	373,000 238,000							320,800 206,000			348,700 224,600						=<55
B737NG Captain (five years) OK Airways (Tianjin) ⁽¹⁾ applies to OK)	376,600 240,300							358,500 229,500			358,500 229,500						=<55
B747-400 Captain China Southern Airlines (Guangzhou)															347,900 222,000	242,800 162,000	=<54
B777 Captain China Southern Airlines (Guangzhou)															347,900 222,000	242,800 162,000	=<54
B777 Captain (Non-type rated) China Southern Airlines (Guangzhou)															347,900 222,000	242,800 162,000	=<54
B787 Captain Hainan Airlines (all HNA stations)	412,200 263,000	337,400 221,000										208,300 147,000		208,300 147,000			=<55
B787 Captain (Non-type rated) Hainan Airlines (Beijing)	412,200 263,000	337,400 221,000										208,300 147,000		208,300 147,000			=<55

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Non-Chinese Captain Jobs																	
ATR72 Captain Jet Airways (Mumbai)																	=<60
ATR72 TRI Jet Airways (Mumbai)											231,700 150,900						=<60
A320 Captain (suspended for the moment) IndiGo Airlines (New Delhi)				221,400 144,100	205,900 134,100	202,100 131,500	202,100 131,500			181,700 118,300		151,100 98,300					=<60
A320 TRI (suspended for the moment) IndiGo Airlines (New Delhi)							215,600 140,400										=<60
A320 Captain (suspended for the moment) GoAir (Mumbai)				229,700 149,600	212,100 131,500		212,100 131,500										=<60
A320 TRI (suspended for the moment) GoAir (Mumbai)					220,500 143,500												=<60
A320 TRE (suspended for the moment) GoAir (Mumbai)					238,900 155,500												=<60
B737NG Captain Jet Airways (Mumbai)											228,000 148,500						=<60
B737NG Captain Ethiopian Airlines (Addis Ababa)																196,400 127,700	=<60
B757/B767 Captain (suspended for the moment) Ethiopian Airlines (Addis Ababa)																208,000 135,200	=<60
B777 Captain Ethiopian Airlines (Addis Ababa)																252,900 164,400	=<60
B777 Captain Jet Airways (Mumbai)											266,300 173,400						
Q400 Captain Ethiopian Airlines (Addis Ababa)																184,900 120,200	
Location in parenthesis indicates location of head offices. Bases may be available at other locations. Hainan Airlines offers bases at all their stations																	