

A West Air Introduction

Company: West Air Company Limited
Group: Hainan Aviation Group
Category: LCC
Base: Chongqing
Start Operation: 2007-06-14
Aircraft Type: A320/A319
Fleet Size: 21 Aircrafts (A320/17, A319/4)
Concept: Flying is so simple

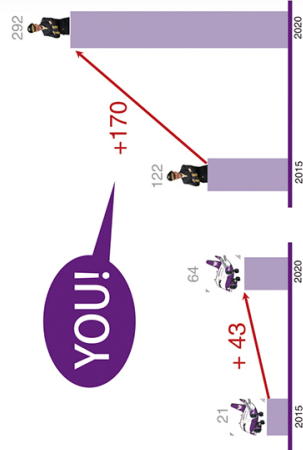


Vision & Mission

Vision:
Build an outstanding and modern transportation enterprise.

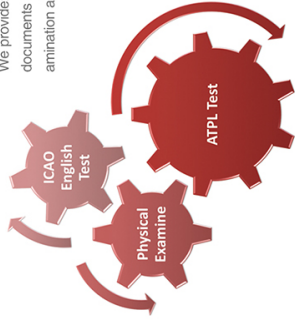
Mission:
Build a route network which centers in Chongqing and radiates to major Chinese cities and international districts gradually.
Develop to be an enterprise of good innovation capacity and competitive advantage with good economic and social benefits.

Fleet Development



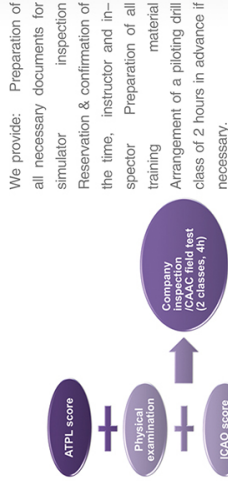
B On-board Procedure First Round

We provide: Well-prepared relevant documents and well-arranged test/examination ahead of time.



We ensure: A time-saving test with good communication and high pass rate by supporting you during the whole test.

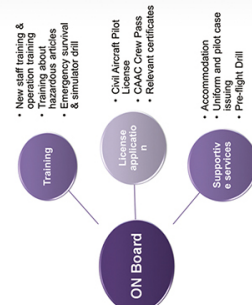
First Round



All you need for the second round is: Merely to take West Air internal inspection & CAAC field test according to our well-arranged procedure.

First Round

We endeavor to accomplish all necessary procedures (including training, license application, and supportive services) for you within a short time before your debut flight in West Air, providing you with a simple, efficient and cozy working atmosphere.



C Salary & Welfare Under Each Scheduling Mode

Scheduling modes	Mode 1	Mode 2	Mode 3
Description	3wk on+1wk off+15d annual leave	10d off monthly	Half month on + half month off
On : Off	3:1	2:1	1:1
Monthly average flight time	80h	75h	67h
Annual benchmark workday	960h	900h	804h
Annual average workday	263d	243d	183d
Hire and service fee (incl. hire fee and agent's management expense)	19000USD/m	17600USD/m	14500USD/m
Annual overtime premium	330USD/h(>80h flight time monthly)	264USD/h(<75h flight time monthly)	200USD/h(>67h flight time monthly)

Scheduling modes	Mode 1	Mode 2	Mode 3
Year-end bonus	1 st year 8,000USD 2 nd year 12,000USD 3 rd year 15,000USD		
Safety reward	Labor contract renewal after 3 years, 15,000USD/y		
Travelling allowance	10,000USD/y	10,000USD/y	
Flight ticket welfare	1. Foreign pilot and family members are entitled to buy flight tickets of West Air and other airlines with a 50% discount cost of 25% (excl. airport construction fee and fuel oil surcharge) without seat reservation. 2. The pilot can travel in West Air/HNA group's aircrafts as a crew member with unlimited times in round trip, and shall observe the regulation of West Air and CAAC.		
Insurance	1. Employer liability insurance (plus medical care insurance) shall be borne by West Air; 2. Bounding insurance shall be borne by foreign pilots voluntarily, if the pilot does not buy it, the expense shall be born half to half by West Air and the foreign pilot.		

Contract Renewal Premium

Working Mode	Premium	Total Amount
Mode One	180,000RMB/y	540,000RMB
Mode Two	160,000RMB/y	480,000RMB
Mode Three	140,000RMB/y	420,000RMB
Working Mode	Premium	Total Amount
Mode One	200,000RMB/y	1200,000RMB
Mode Two	180,000RMB/y	1080,000RMB
Mode Three	160,000RMB/y	960,000RMB

Three Years Extension

Six Years Extension

D Life in West Air Accommodation

Located in Chongqing downtown area, West Air Aircrew Apartment is surrounded by beautiful environment, shopping mall, bars, restaurants and entertainment center, only 25km away from Jiangbei Airport and 5 minutes' walk from the Fortune Center, quite convenient for your eating, purchasing, and entertainment.

We offer shuttle bus feich you between your apartment and the flight base every time before and after your duty (around 25minutes' drive).



Fitness



Only 3 minutes' walk, you can get to our fitness center from your apartment; merely 5 minutes drive, you can find our physical care hospital.

Your fitness always comes first in our minds!

E Play in West Air Party & Talk Day



F Work in West Air Working Partner

West Air is a miniature of the world, with over 40 foreign captains from 14 different countries and regions working harmoniously together with Chinese aircrew without any communication barrier.

You'll love your work and life in West Air in such an internationalized cooperation and team-work atmosphere, harvesting not only your happy life but also good working partnership.

