

Spring Airlines A320 on Type Captain Remunerations

	COMMUTING TYPE	40 days annual leave	6 weeks on/ 2 weeks off	6 weeks on/ 3 weeks off	5 weeks on/ 4 weeks off	4 weeks on/ 4 weeks off
REGULAR INCOME	BREAK DOWN OF THE INCOME					
	MONTHLY SALARY	\$18,500	\$17,500	\$16,500	\$14,500	\$12,500
	MONTHLY BUSINESS INSURANCE ALLOWANCE	\$80	\$80	\$80	\$80	\$80
	ANNUAL BONUS	\$6,000	\$6,000	\$6,000	\$5,500	\$5,000
	ANNUAL SAFETY BONUS	\$12,000	\$12,000	\$12,000	\$11,000	\$10,000
	ANNUAL TRAVEL BONUS	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
	ANNUAL ATTENDANCE BONUS	\$1,563	\$1,563	\$1,563	\$1,563	\$1,563
	RENEWAL BONUS	\$36,000/3 years	\$36,000/3 years	\$36,000/3 years	\$36,000/3 years	\$21,000/3 years
	TRAINING INCOME	\$300 + ¥300/ per day	\$300 + ¥300/ per day	\$300 + ¥300/ per day	\$300 + ¥300/ per day	\$300 + ¥300/ per day
	TRAINING PERIOD	1 month	1 month	1 month	1 month	1 month
VARIABLE INCOME	MONTHLY FUEL SAVING BONUS	YES	YES	YES	YES	YES
	YEARLY OVERTIME BONUS					
	TYPE A INSTRUCTOR BONUS (80 hours/month)					
	TYPE B INSTRUCTOR BONUS (80 hours/month)					
WELFARE	YEARLY SICK LEAVE	8	8	8	6	6
	GROUP ACCIDENT INSURANCE	¥1,500,000 COVERAGE	¥1,500,000 COVERAGE	¥1,500,000 COVERAGE	¥1,500,000 COVERAGE	¥1,500,000 COVERAGE
	ANNUAL MINIMUM REQUIRED HOURS	800	750	700	620	500
	ANNUAL SPRING EMPLOYEE TICKETS	6	6	6	6	6
	TRAVEL IN SPECIAL OFFER BY SPRING TOUR	YES	YES	YES	YES	YES
	PERMANENT RESIDENCE PERMIT	YES	YES	YES	YES	YES
	BASES	Shanghai/ Shenzhen/Osaka / Bangkok	Shanghai/ Shenzhen/Osaka / Bangkok	Shanghai/ Shenzhen/Osaka / Bangkok	Shanghai/ Shenzhen/Osaka / Bangkok	Shanghai/ Shenzhen/Osaka / Bangkok