

	Long Term Contract	Short Term Contract																								
Employment Period	3 Years. Long term employment, after 1st renewal, through 60 years old. After age 60, one year contract (renewable until reaching 65) available.	2 years. One time renewal only. No further extension, nor switching to long term contract will be admitted.																								
Monthly Salary	<p>Base Salary + Flight Pay + Expat Allowance</p> <p><< 70 Flight Hour Salary Model (Gross) >></p> <table border="1"> <thead> <tr> <th>Age</th> <th>Flt Hr.</th> <th>PIC Hr.</th> <th></th> <th>Base</th> <th>Flt Pay</th> <th>Expat.</th> <th>Yearly Salary</th> </tr> </thead> <tbody> <tr> <td>40</td> <td>5,000</td> <td>1,500</td> <td>></td> <td>695,000</td> <td>483,000</td> <td>100,000</td> <td>> 15,336,000</td> </tr> <tr> <td>50</td> <td>10,000</td> <td>5,000</td> <td>></td> <td>751,000</td> <td>518,000</td> <td>100,000</td> <td>> 16,428,000</td> </tr> </tbody> </table>	Age	Flt Hr.	PIC Hr.		Base	Flt Pay	Expat.	Yearly Salary	40	5,000	1,500	>	695,000	483,000	100,000	> 15,336,000	50	10,000	5,000	>	751,000	518,000	100,000	> 16,428,000	<p>1st Contract: Base Salary 800,000 JPY (Net) 2nd Contract: Base Salary 900,000 JPY (Net)</p> <p>Flight pay for 70 hours included. (Over 70 hours: 15,000 JPY/hr) (taxable)</p>
Age	Flt Hr.	PIC Hr.		Base	Flt Pay	Expat.	Yearly Salary																			
40	5,000	1,500	>	695,000	483,000	100,000	> 15,336,000																			
50	10,000	5,000	>	751,000	518,000	100,000	> 16,428,000																			
Housing Allowance	N/A	100,000 JPY/mo. (Net)																								
Local Commuting Allowance	50,000 JPY/mo. (taxable) + up to 7,000 JPY/time (hotel, taxi, or own car transportation expense) for early morning, late night transportation	50,000 JPY/mo. (Net)																								
Tax*	Paid by Pilot	Paid by Company																								
National Health Insurance / National Pension*	Half paid by Company, half paid by Pilot	Paid by Company																								
Training Cost	Paid by Company (If resigned within 2 years, pilot must pay 2,500,000 JPY. Not applicable if JCAB A320 type rated.)	Paid by Pilot (2,500,000 JPY) Paid upfront or through monthly payment. Not applicable if JCAB A320 type rated.																								
Training Salary	Aprox. 80% of base salary. F/O's flight pay apply. If JCAB A320 type rated, deduction not apply.	650,000 (Net). Flt pay for 70 hours included.																								
Medical / English Licence	Renewal fees paid by Company/Initial fees paid by pilot for JCAB license holders with less than 3 months of validity of medicals prior to date of hire and ICAO license holders	Initial and renewal fee paid by Company																								
Loss of License Insurance	50% of monthly salary through 60 years old. (Additional coverage may be purchased at pilots' expense.)	N/A																								
Layover Allowance	Japan: 2,000 JPY/night Overseas: 4,000 JPY/night																									
Employee Fare Travel	Peach Flights																									
Home Travel Allowance	Economy class ticket or 100,000 JPY (taxable) 6 times / year	Economy class ticket or 100,000 JPY (taxable) 6 times / year																								
Initial Bonus	<p>If JCAB A320 type rated: 3,000,000 JPY (taxable) or If ICAO A320 Type Rated & 2,000 flight hours on type: 2,000,000 JPY (taxable) or If ICAO A320 Type Rated & 1,000 flight hours on type: 1,000,000 JPY (taxable)</p> <p>Paid upon Captain certification after initial training and checks. Payback in full if resigned within 24 months after payment.</p>																									
Annual Bonus	Depending on Company's profit level, 4 months of base salary as maximum.	700,000 JPY (taxable)																								
Completion Bonus	N/A	At two-year completion: 2,000,000 JPY (taxable) At four-year completion: 5,000,000 JPY (taxable)																								
Moving Allowance	<Within Japan> 400,000 JPY if moving with family 250,000 JPY if moving alone <Overseas> 600,000 JPY Actual cost within above limits will be reimbursed.																									
Annual Off Days	120 days as minimum Commuting options (10 days/month or 16 days/2months) available.																									
Annual Paid Leave	20 days																									
Additional Annual Paid Leave	4 days (must be consecutive)	N/A																								
Annual Sick Leave	5 days																									

* Tax, health insurance and other social security charge will be deducted from salary at the source. Adjustment will be made at the end of year based on actual total amount of payment through the year.