

**ATR72-500 LINE CAPTAINS**

<b>TERMS &amp; CONDITIONS</b>	
<b>Contract Length</b>	<b>Three years renewable contract subject to Indian DGCA approval.</b>
<b>Basic Fee</b>	<b>8 weeks ON 2 weeks OFF Line Captain - US\$9,000 per month Plus yearly Loyalty Bonus US\$7,000 net</b>
<b>Minimum Qualifications</b>	<b>Max. Age: 62 &amp; Date of last Flight on Type within 6 months 3000 hours Total, 2000 hours PIC total &amp; 500 hours PIC on Type minimum</b>
<b>Screening Process</b>	Airline will be responsible for all costs associated with short listed Crew Members attending a screening/ selection process. The costs will include air tickets, ground transportation, accommodation, simulator while attending the screening process. <i>The maximum amount for the air tickets that will be reimbursed during the screening is US\$ 1000.</i>
<b>Base</b>	<b>India (BOM, DEL, CCU, MAA or any airport in India determined by Airline)</b>
<b>Overtime Payment</b>	<b>US\$90 per hour over 80 hours/month.</b>
<b>Crew Roster Pattern</b>	<b>Pilots will be scheduled on an 8 weeks ON 2 weeks OFF basis.</b>
<b>Leave</b>	<b>12 days paid leave in 12 months</b> (pro-rated for any part of year). This includes the time off available to the Crew Member for renewing licenses, medicals and proficiency from the jurisdiction of the licensing authority of the crew member's home country. This is to be taken in consultation with Airline and the Crew Member. Details of expiry of medical and license renewal to be provided on joining.
<b>Sick leave</b>	<b>10 days sick leave in 12 months</b>
<b>License Renewal / Medical / Proficiency</b>	The Crew Member is responsible for renewing his license, medicals and proficiency from the jurisdiction of the licensing authority of the crew member's home country. This is to be taken in consultation with the Airline and the Crew Member. This period is included in the Annual Leave period mentioned above. Details of expiry of medical and license renewal to be provided on joining.
<b>Accommodation</b>	The <b>Company shall provide you with hotel accommodation.</b> In case you source your own accommodation, the Company will pay you a compensation of Indian <b>Rs1.00 Lac (Rs 100,000) per month (net of taxes)</b> towards your apartment. Wherever necessary the Company will assist you in sourcing the accommodation and also by releasing a sum of not exceeding <b>Indian Rs 5.00 Lacs (Rs.500,000)</b> towards security deposit for your apartment. The said deposit will be recovered from your salary in 24 equated monthly installments.

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# E c o n o m y   D y n a m i c s   L i m i t e d

<b>TERMS &amp; CONDITIONS</b>	
<b>TMU POLICY</b>	<p>If a crew member is temporarily medically unfit while on duty with Airline, he is entitled for 50% of his monthly salary only after exhausting all his accrued / accumulated leave for a maximum period of 3 months.</p> <p>Services of pilots remaining under TMU status beyond the period of <b>3 months</b> shall be put on 'Leave without Pay' till the time the pilot is declared fit by the competent authority or end of employment contract whichever is earlier.</p>
<b>Accident Insurance</b>	The company will insure a crew member on a 24 hour basis against risk of death or personal injury by accident for a sum of <b>Indian Rupees sixty five lacs fifty seven thousand (Rs 65,57,000/-)</b> which can be revised from time to time as per company policy.
<b>Loss of License insurance</b>	A crew member's ALTP license will be insured by Airline for <b>Indian Rupees Sixty Lacs (Rs 60, 00,000/-)</b> against the risk of "Loss of License" on medical grounds.
<b>Mediclain Coverage</b>	A crew member is entitled for a total Mediclain coverage up to <b>Indian Rupees 10 lacs (Rs 10,00,000/-) per annum</b> , provided the hospitalization expenses are incurred in India alone. Hospitalization expenses outside India are not covered.
<b>Travel Benefits</b>	Airline shall make travel benefits available to the Crew Member and his qualifying family members, including ID travel, according to Airline' current policies. Family shall mean legally married spouse and 2 children up to the age of 24 years. For block off travel to hometown and back, <b>Airline will provide tickets on Airline network only and reimburse US\$500 for any interline sectors.</b>
<b>Initial Travel</b>	Airline shall arrange and pay for the costs of positive space economy class air tickets for the Crew Members' travel from their Home Residence to the Base Residence at the beginning of the contract and from the Base Residence to their Home Residence at the completion of the Assignment Period.
<b>Excess Baggage</b>	Each Crew Member will be reimbursed the cost of excess baggage allowance of 50 kilos. At commencement and termination of assignment. The same can be claimed through petty cash voucher available with the Expat Cell.
<b>Taxation</b>	Airline will only be responsible for taxation in India
<b>Non Compete</b>	Unless dismissed by Airline or contract terminated by mutual agreement, Pilot may not be able to work for another airline in India for a period of 12 months unless this is waived off in writing by Airline.
<b>RHS Qualification</b>	Must be RHS qualified
<b>Benefits</b>	On Successfully completion of each year of the three years contract of employment, crew member would receive a lump sum payment of <b>US\$7,000 net as Loyalty Bonus.</b>

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