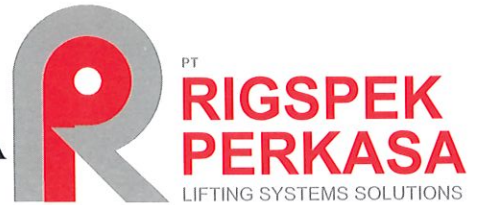
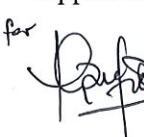

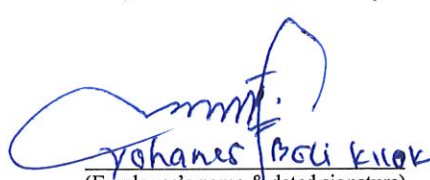


PT. RIGSPEK PERKASA



SALARY ADJUSTMENT & SECRECY AGREEMENT

Employee					
Name	YOHANES BOLI KILOK	Emp No	07010	Position	Security Guard
Job Grade		Dept	Administration	Date of Hire	01 June 2007
Basic Salary	Rp.1,187,700.-	Allowances	Rp. 490,000.-	Total	Rp.1,677,000 .-
		Outstation Allowance	Rp.		
EFFECTIVE :					
Basic Salary	Rp.1,400,000.-	Allowance	Rp. 500,000.-	Total	Rp.1,900,000,-
		Outstation Allowance	Rp.		
Overall Performance Evaluation					
Reason for Adjustment					
Yearly Increment					
Merit Increment					
Promotion	From		To		
<p>Approved by</p> <p>for </p>  <p>JANNES SIBUEA Director Date : 22/12/2011</p>					
Secrecy Agreement					
<p>I, YOHANES BOLI KILOK agree not to discuss any of the above-mentioned information, or to make any comparison on the same issue with anyone for any reasons. I shall be held responsible if anyone comes to know the contents of the salary adjustment resulting from my negligence.</p> <p>I am pleased to accept the management's decision, and will not raise any complaints in any terms and forms.</p> <p style="text-align: center;"> (Employee's name & dated signature)</p>					

PT. RIGSPEK PERKASA

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