



SALARY ADJUSTMENT & SECRECY AGREEMENT

Employee					
Name	MARULAM SIREGAR	Emp No	08023	Position	Rigger
Job Grade		Dept	Testing & Inspect	Date of Hire	01 July 2008
Basic Salary	Rp. 1,211,760.-	Allowances	Rp. 460,000.-	Total	Rp. 1,671,760.-
		Outstation Allowance	Rp. 100,000.-		
EFFECTIVE : 27 December 2011					
Basic Salary	Rp. 1,400,000	Allowance	Rp. 600,000,-	Total	Rp. 2,000,000
		Outstation Allowance	Rp. 100,000,-		
Overall Performance Evaluation					
Reason for Adjustment					
Yearly Increment					
Merit Increment					
Promotion	From		To		
<p>Approved by,</p>  <p>JANNES SIBUEA Director</p> <p>Date :</p>					
Secrecy Agreement					
<p>I, MARULAM SIREGAR 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;">  <u>Marulam Siregar</u> (Employee's name & dated signature) </p>					