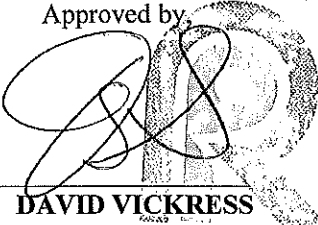



PT. RIGSPEK PERKASA



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SALARY ADJUSTMENT & SECRECY AGREEMENT

Employee					
Name	ZAIMAR ISWAN	Emp No	009	Position	Security Leader
Job Grade		Dept	Administration	Date of Hire	05 July 2007
Basic Salary	Rp 1,000,000.-	Allowance	Rp 490,000.-	Total	Rp 1,490,000.-
EFFECTIVE : 26 June 2010 ✓					
Basic Salary	Rp 1,110,000.-	Allowance	Rp 490,000.-	Total	Rp 1,600,000.-
Overall Performance Evaluation					
Reason for Adjustment					
Job Grade Upgraded	From		To		
Merit Increment					
Promotion	From		To		
Approved by  DAVID VICKRESS Managing Director Date : 07 July 2010					
Secrecy Agreement					
I, ZAIMAR ISWAN 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.					
I am pleased to accept the management's decision, and will not raise any complaints in any terms and forms.					
 ZAIMAR ISWAN (Employee's name & dated signature)					

PT. RIGSPEK PERKASA

Komplek Kawasan Industri Sekupang, Kav. No. 13, Batam 29428, Indonesia

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