



## SALARY ADJUSTMENT & SECRECY AGREEMENT

|  |  | Employee   |  |  |  |
|--|--|--|--|--|--|
| ZAIMAR ISWAN   | Emp No   | 07009  | Position   | Security Guard   |  |
|  | Dept   | Administration   | Date of Hire   | 05 April 2007  |  |
| Basic Salary Rp. 1,187,700   | Allowances   | Rp 490,000   | Total  | Rp 1,677,700   |  |
|  | Outstation<br>Allowance  | Rp.  |  |  |  |
| : 27 <sup>th</sup> December 2011   |  |  |  |  |  |
| Basic Salary Rp. 1,400,000   | Allowance  | Rp. 500,000  | Total  | Rp.1,900,000   |  |
|  | Outstation<br>Allowance  | Rp.  |  |  |  |
| ormance  |  |  |  |  |  |
|  |  | •  |  |  |  |
| ,  | Yea  | arly Increment   |  |  |  |
| Promotion From   |  |  | То   |  |  |
| ved by RIGSPEK PERKASA | ASP VISUA  |  |  |  |  |
|  | Rp. 1,187,700  : 27th December 2011  Rp. 1,400,000  ormance  Rp. 1,400,000  SIBUEA PERIASA  SIBUEA RED IN INDOCATOR  Control of the control | Rp. 1,187,700 Allowances Outstation Allowance  : 27 <sup>th</sup> December 2011  Rp. 1,400,000 Allowance  Outstation Allowance  Outstation Allowance  From  From | ZAIMAR ISWAN  Emp No 07009  Dept Administration  Rp. 1,187,700 Allowances Rp 490,000  Qutstation Allowance Rp.  27th December 2011  Rp. 1,400,000 Allowance Rp. 500,000  Outstation Allowance Rp.  Peason for Adjustment  Yearly Increment  Them  The Perk Perk Perk Perk Perk Perk Perk Per | ZAIMAR ISWAN  Emp No 07009  Position  Dept Administration  Date of Hire  Rp. 1,187,700 Allowances  Rp 490,000 Total  Outstation Allowance  Rp. 500,000  Total  Rp. 1,400,000  Allowance  Rp. 500,000  Total  Outstation Allowance  Rp. 500,000  Total  Position  Total  Rp. 1,187,700 Allowance  Rp. 500,000  Total  Outstation Allowance  Reason for Adjustment  Yearly Increment  Total  Significant  From  Total  Significant  From  Total  Significant  From  Total  Rp. 500,000  Total  Reason for Adjustment  Yearly Increment |  |

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.

PT. RIGSPEK PERKASA

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(Employee's name & dated signature)









