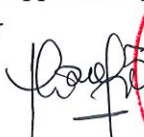

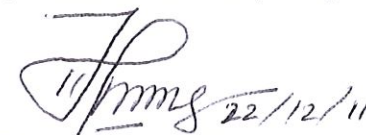


# PT. RIGSPEK PERKASA



## SALARY ADJUSTMENT & SECRECY AGREEMENT

Employee					
Name	ZAIMAR ISWAN	Emp No	07009	Position	Security Guard
Job Grade		Dept	Administration	Date of Hire	05 April 2007
Basic Salary	Rp. 1,187,700.-	Allowances	Rp 490,000.-	Total	Rp 1,677,700.-
		Outstation Allowance	Rp.		
EFFECTIVE : 27 <sup>th</sup> December 2011					
Basic Salary	Rp. 1,400,000	Allowance	Rp. 500,000	Total	Rp.1,900,000.-
		Outstation Allowance	Rp.		
<b>Overall Performance Evaluation</b>					
<b>Reason for Adjustment</b>					
Yearly Increment					
<b>Merit Increment</b>					
<b>Promotion</b>	From		To		
<p>Approved by</p> <p>for </p>  <p><b>JANNES SIBUEA</b> Director Date: 22/12/2011</p>					
<b>Secrecy Agreement</b>					
<p>I, <u>ZAIMAR ISWAN</u> 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;"> 22/12/11 <u>ZAIMAR ISWAN</u> (Employee's name &amp; dated signature)</p>					

PT. RIGSPEK PERKASA

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