

## Pertamina Benefit

The benefits payable hereunder shall be computed as though the provisions of the Accidents Law were as follows:

- a. Death benefits shall be computed on the basis of full actual salary for 72 months, subject to the following

minimum amounts : Minimum Benefits -----		Employee Classification -----
US\$. 5,000.00	A	Unskilled Labour
US\$. 7,500.00	B	Skilled labour
US\$.10,000.00	C	Precision Labour/Foreman
US\$.12,500.00	D	Junior Supervisor
US\$.15,000.00	E	Supervisor
US\$.17,000.00	F	Superintendent
US\$.20,000.00	G	Manager

- b. Maximum benefits as respect funeral / burial expense shall be US\$.1,500.00
- c. Permanent total disability benefit shall be computed in accordance with Article 11 (1) (d) of the Accidents Law and converted into a lump sum in accordance with Article 13 of the Accidents Law, subject to the "Minimum Amounts" set out in Item 5 (a) of this endorsement.
- d. Permanent partial disablement benefit shall be computed in Compensation Payable for Permanent Partial Disablement of the Accidents Law and converted into a lump sum in accordance with Article 13 of the Accidents Law, however, subject to a minimum amount equivalent to the amount by applying the percentages expressed in the Schedule of Compensation Payable for Permanent Partial Disablement of the Accidents Law to the "Minimum Amount" set out in Item 5 (a) of this endorsement.
- e. Temporary Total Disablement benefit shall be computed in accordance with Article 11 (1) (a) of the Accidents Law subject to the following alterations in the proportion of remuneration payable:
- |  |                |
|--|----------------|
| During the first 18 months of disability | 100% of salary |
| After 18 months of disability            | 50% of salary  |
- f. Maximum Benefit in respect of medical expenses is US\$.10,000.00 per person and per occurrence.