



**PENTA-OCEAN**  
CONSTRUCTION CO., LTD  
五洋建設

Mid Plaza Building 2, 24<sup>th</sup> Floor  
Jl. Jenderal Sudirman Kav.10-11  
Jakarta 10220, Indonesia  
Phone : +62-21-570 5484  
Facsimile : +62-21-570 5485  
Email : Penta@biz.net.id

Date : September 7<sup>th</sup>, 2020  
Ref. No : CER/HR/2020-09/L-045

To. : WHOM IT MAY CONCERN

### EMPLOYMENT CERTIFICATE

This is to certify that:

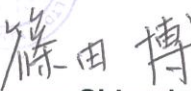
Name : **Hasan Kurniawan**  
ID Number : 3210112607870081  
Place & Date of Birth : Majalengka, July 26<sup>th</sup>, 1987  
Sex : Male  
Address : Dusun Tolengas, RT/RW. 001/003, Tolengas, Tomo

Has been employed by **PENTA-OCEAN CONSTRUCTION, Co. Ltd** for **Patimban Port Development Project, Package 1 : Terminal** from October 7<sup>th</sup>, 2019 until September 30<sup>th</sup>, 2020 with last position as **Plant Operator**.

We are glad to express our deep appreciation of his services and wish his every success in all future efforts.

**PENTA-OCEAN CONSTRUCTION, Co., Ltd**



  
**Hiromu Shinoda**  
Chief Representative  
For Jakarta Office



**PENTA-OCEAN**  
CONSTRUCTION CO., LTD.  
五洋建設

**SURAT PEMUTUSAN HUBUNGAN KERJA**  
***TERMINATION OF WORKING AGREEMENT***

**Nomor : TRM/HR-2020/06/L-010**

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Dengan ini,

Diberitahukan kepada

Nama : **Hasan Kurniawan**

Jabatan : Plant Operator

Proyek : Proyek Pengembangan Pelabuhan  
Patimban, Paket 1 : Konstruksi  
Terminal

Lokasi : Patimban- Jawa Barat

With this,

Notified to

Name : **Hasan Kurniawan**

Position : Plant Operator

Project : Patimban Port Development Project,  
Package 1 : Terminal Construction

Location : Patimban-West Java

memutuskan untuk mengakhiri hubungan kerja dengan Saudara terhitung sejak 30 September 2020, sesuai dengan berakhirnya kontrak kerja dengan nomor kontrak : PK/JKT/ADM/19-TT/L-125.

decided to terminate the employment relationship with you from September 30<sup>th</sup> 2020, in accordance with the expiration of your employment contract with number : PK/JKT/ADM/19-TT/L- 125.

Keputusan ini diambil setelah mempertimbangkan :

1. Keputusan Menteri Tenaga Kerja Dan Transmigrasi Nomor KEP. 100/MEN/VI.2004 tentang Ketentuan Pelaksanaan Perjanjian Kerja Waktu Tertentu

2. Pasal 13 ayat 4 dalam perjanjian kerja : Sesuai Keputusan Menteri Tenaga Dan Transmigrasi Nomor KEP. 100/MEN/VI.2004 tentang Ketentuan Pelaksanaan Perjanjian Kerja Waktu Tertentu Pasal 3, bila waktu pekerjaan diselesaikan lebih cepat dari yang diperjanjikan, maka Perjanjian Kerja berakhir pada saat selesainya pekerjaan. Upah Karyawan dibayarkan hingga waktu selesainya pekerjaan.

This decision was taken after considering:

1. Decree of the Minister of Manpower and Transmigration Number KEP. 100 / MEN / VI.2004 concerning Provisions for Implementing Specific Time Work Agreements

2. Article 13 paragraph 4 of the employment agreement: In accordance with the Decree of the Minister of Manpower and Transmigration Number KEP. 100 / MEN / VI.2004 concerning Provisions for the Implementation of Specific Time Work Agreements Article 3, if the time for work to be completed is faster than agreed upon, then the Work Agreement ends when the work is completed. Employee wages are paid until the time the job is completed

Berakhirnya pekerjaan Saudara yang lebih cepat dari periode kontrak sesuai dengan jadwal pekerjaan Saudara seperti dilaporkan oleh Proyek Manager (terlampir).

The end of your work which is faster than the contract period according to your work schedule as reported by the Project Manager (attached).

Kami ucapkan terima kasih atas kontribusi Saudara kepada perusahaan dan kami berharap kesuksesan Saudara dimasa mendatang.

We thank you for the contributions to the company and wish you well connection with all your future.

Jakarta, 7 September 2020

Hormat kami,



**Hiromu Shinoda**  
Chief Representative Office



**Zeanette T. Libset**  
HR Manager

Tembusan :

1. Project Manager Pengembangan Pelabuhan Patimban, Paket 1 : Konstruksi Terminal
2. Finance Manager Pengembangan Pelabuhan Patimban, Paket 1 : Konstruksi Terminal