

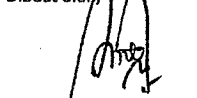
**KOMPOSISI PERUBAHAN GAJI PT KIL PLASTIC INDONESIA**

Divisi	GP	UM	UT	Uang Kehadiran (per minggu)	Uang kerajinan (per minggu)	TJ	Total Gaji	Jabatan	Keterangan
Produksi	90,000	35,000	10,000	-	-	-	3,375,000	Trainee / Helper	
	90,000	35,000	10,000	-	-	200,000	3,575,000	Junior Operator	
	90,000	35,000	10,000	-	-	400,000	3,775,000	Senior Operator	
	90,000	35,000	10,000	-	-	650,000	4,025,000	Senior Operator & masa kerja min. 5 tahun	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Admin Produksi	
	3,000,000	35,000	10,000	-	-	300,000	4,425,000	Foreman Produksi (Kepala Regu)	Start Level Managerial
	3,200,000	35,000	10,000	-	-	300,000	4,625,000	Junior Supervisor PPIC (Kepala Shift)	
	3,500,000	35,000	10,000	-	-	300,000	4,925,000	Senior Supervisor PPIC (Kepala Shift)	
	0	35,000	10,000	-	-	750,000	1,875,000	Assistant Manager PPIC	
	0	35,000	10,000	-	-	-	1,125,000	Manager PPIC	*/ UT => tergantung kesepakatan di awal masuk
Maintenance dan Engineering	100,000	35,000	10,000	-	-	-	3,625,000	Trainee	
	100,000	35,000	10,000	-	-	200,000	3,825,000	Junior Setter	
	100,000	35,000	10,000	-	-	400,000	4,025,000	Senior Setter	
	3,000,000	35,000	10,000	-	-	300,000	4,425,000	Admin Maintenance & Engineering	
	3,000,000	35,000	10,000	-	-	300,000	4,425,000	Foreman Maintenance / Foreman Engineering	Start Level Managerial
	3,200,000	35,000	10,000	-	-	400,000	4,725,000	Junior Supervisor Maintenance & Engineering	Margianto => training spv smp Des 2022
	3,500,000	35,000	10,000	-	-	500,000	5,125,000	Senior Supervisor Maintenance & Engineering	
	0	35,000	10,000	-	-	850,000	1,975,000	Assistant Manager Maintenance & Engineering	
0	35,000	10,000	-	-	-	1,125,000	Manager Maintenance & Engineering	*/ UT => tergantung kesepakatan di awal masuk	
QC	100,000	35,000	10,000	-	-	150,000	3,775,000	Junior QC	
	100,000	35,000	10,000	-	-	250,000	3,875,000	Senior QC	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Admin QC	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Foreman QC	Start Level Managerial
	3,200,000	35,000	10,000	-	-	350,000	4,675,000	Supervisor QC	
	-	35,000	10,000	-	-	750,000	1,875,000	Assistant Manager QC	
	-	35,000	10,000	-	-	-	1,125,000	Manager QC	*/ UT => tergantung kesepakatan di awal masuk
Warehouse	95,000	35,000	10,000	-	-	-	3,500,000	Junior Staff Warehouse	
	95,000	35,000	10,000	-	-	300,000	3,800,000	Senior Staff Warehouse	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Admin Warehouse	
	3,000,000	35,000	10,000	-	-	400,000	4,525,000	Foreman Warehouse & bawa Forklift	Start Level Managerial
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Foreman Warehouse	
	3,200,000	35,000	10,000	-	-	350,000	4,675,000	Supervisor Warehouse	
	-	35,000	10,000	-	-	750,000	1,875,000	Assistant Manager Warehouse	
-	35,000	10,000	-	-	-	1,125,000	Manager Warehouse	*/ UT => tergantung kesepakatan di awal masuk	
Purchasing	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Staff / Admin Purchasing	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Foreman Purchasing	Start Level Managerial
	3,200,000	35,000	10,000	-	-	350,000	4,675,000	Supervisor Purchasing	
	-	35,000	10,000	-	-	750,000	1,875,000	Assistant Manager Purchasing	
-	35,000	10,000	-	-	-	1,125,000	Manager Purchasing	*/ UT => tergantung kesepakatan di awal masuk	
HRGA	95,000	35,000	10,000	-	-	-	3,500,000	Office Girl / Office Boy	
	1,500,000	100,000	-	-	200,000	-	4,800,000	Driver	
	925,000	80,000	-	-	100,000	-	3,325,000	Kernet	
	1,200,000	100,000	-	100,000	-	-	4,100,000	Driver Pak Patrick	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Staff / Admin HRGA	
	3,000,000	35,000	10,000	-	-	150,000	4,275,000	Foreman HRGA	Start Level Managerial
	3,200,000	35,000	10,000	-	-	350,000	4,675,000	Supervisor HRGA	
	-	35,000	10,000	-	-	750,000	1,875,000	Assistant Manager HRGA	
-	35,000	10,000	-	-	-	1,125,000	Manager HRGA	*/ UT => tergantung kesepakatan di awal masuk	

**Note :**

- 1) Karyawan **TIDAK** mendapatkan UT per hari, apabila mendapatkan fasilitas berupa kendaraan operasional (untuk karyawan yang baru mendapatkan fasilitas kendaraan operasional)
- 2) UT yang dimaksud pada point 1 di atas, diberikan dengan cari di **REIMBURSE** dan ada nilai max. yang ditentukan berdasarkan kesepakatan
- 3) Karyawan dengan GP bulanan **TIDAK** mendapatkan uang lembur (uang lembur **HANYA** diberikan saat tanggal merah dan hari minggu, kecuali **ADA PERSETUJUAN** dari Direktur Utama)
- 4) Bila ada yg dr junior / senior operator yang menjadi junior / senior setter, maka untuk gaji mengikuti gaji di posisi terakhir
- 5) Karyawan di-off-kan karena keadaan dan kondisi Perusahaan, makan gaji yang dibayarkan **HANYA** 1/2 dari GP
- 6) Perubahan gaji mulai berlaku saat penggalan periode 23 Feb 2022 - 22 Maret 2022

Dibuat oleh,


  
**Anak Agung Dwi Amelia**  
 HRGA Manager

  
**Tri Budiyanto**  
 PPIC Assistant Manager

Diketahui oleh,

  
**Tumino**  
 Maint & Eng Assistant Manager

Disetujui oleh,

  
**Patrick C. Kurniawan**  
 Direktur Utama