



COMMUNICATION ON PROGRESS

January 2009 – December 2009

COMPANY PROFILE

Date	April 30, 2010
Company Name (Unit if applicable)	MarkPlus, Inc.
Address	MarkPlus, Inc. Segitiga Emas Business Park B01/01 Jl. Prof. Dr. Satrio Kav 6 Jakarta, 1290
Country	Indonesia
Contact Name	Hendra Warsita
Contact Position	Director
Contact Telephone Number	+62 816 190 5247
Membership Date	April 8, 2006
Number of Employees	205 (Total in five cities)
Sector	Education & Consulting Services

Brief Description of Nature of Business

MarkPlus, Inc. is a leading Integrated Marketing and Strategy Professional Service Firm who has served many privately-owned and state-owned companies including multinational corporations across industries. MarkPlus, Inc. has more than 200 full-time professionals, comprised of mostly consultants, researchers, trainers and administrators.

We are mindful of the challenges that companies face in today's ever competitive business environment. We have experience expertise with the capability to provide valuable solutions in order to achieve your goals. We offer a unique and integrated proposition of Knowledge (Training), Insight (Research), and Solution (Consulting) through our 3 individual, but synergistic capabilities.

Statement of Continuing Support

MarkPlus, Inc. with many other companies and institutions have signed a commitment to become a member of the Indonesia Global Compact Network (IGCN) on April 8, 2006. Throughout the last three years, we have been continuously promoting and practicing Global Compact initiatives. Internally, we have constantly promoted good Corporate Governance to our employees in conducting business, and provided a good and safe working environment to our employees.

We will continue contributing ideas and concepts to other IGCN members, and encourage other organizations to support the Ten Principles of the United Nations Global Compact. We believe that by adhering to this core set of universal values, which are fundamental in meeting the socio economic needs of the world, we will be able to foster sustainable growth.

Hermawan Kartajaya
Founder & President
MarkPlus, Inc.

1. BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

2. BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Company Philosophy, Values, Policies and Procedures

MarkPlus, Inc. has made an internal and external commitment to respect human rights in our operations. The company's philosophy, values, policies and procedures covering management and employee roles reflect the company's implementation in respecting human rights. These implementations on the Company Regulation and Code of Business Ethics has been consistently practiced and re-evaluated regularly. Regulations involving order and disciplinary procedures, advancement opportunities, competitive compensation and benefits, work environments, as well as obligations to the community ensure that the company is not complicit in human right abuse.

Working Hours

The Human Resource Department has decided to reinforce the working hours regulation by distributing a new and revised Working Hour Regulation to the employees, emphasizing the official work hours as a 40 hour week, in which office hours are from 8.30am to 5.30pm (Jakarta Office) and 8.00am to 5.00pm (Branch Office), Monday to Friday. Lunch break is provided between 12.00pm to 1.00pm.

In order to recognize the individuals who have worked more than 40 hours per week, employees are asked to email their supervisors regarding their overtime. These reports are noted by each supervisor and will be used as considerations for promotions, salary raises, and other benefits.

MarkPlus Annual Gathering 2010

MarkPlus Annual Gathering 2010 (held in December 12-13, 2009) carried a theme entitled, "Grow with Character: Proud to be a MarkPlus-er", in which achievers within the company are recognized and awarded and the company's business direction and strategy are discussed together. At this specific Annual Gathering, MarkPlus, Inc. intends to encourage its employees to further work on improving three character traits, professionalism, excellence and ethical.

The Marketeers magazine

The Marketeers magazine is our monthly magazine, in which it has accommodated our community communication. Information on company events and activities are published in this media. The magazine has experienced some changes and has now included a From The NET section, in which news about company events and happenings are both published on the Internet (www.the-marketeers.com) and the magazine (Marketeers). Through this Internet social media, employees within MarkPlus, Inc. are able to keep up to date with what is going on with the company and keep in touch with each other outside of work.

Social Gatherings

Employees within the company are actively engaged in employee social gatherings and sports activities, such as badminton and basketball, which in turn strengthens their spirit of teamwork as well as improve their performance.

In accordance with our MAG 2010 theme, MarkPlus, Inc. intends to encourage its employees to start to show the company's ethical code as a true MarkPlus Citizen by actively participating in every MarkPlus event, especially in its biggest annual events, "MarkPlus Conference" and "Mark-Plus Annual Gathering" at the end of the year.

The MarkPlus "Purple" Week

Following the Annual Gathering, MarkPlus, Inc. has declare, starting next year, the week starting from December 15 , 2010 (the day before MarkPlus Conference) until December 19, 2010 (MAG 2011) as THE MARKPLUS "PURPLE" WEEK. This is the week where all MarkPlus-ers MUST TAKE PART and SHOW THEIR CITIZENSHIP without any exception, other than "Force Majeure" reasons (death of family member, getting married in that week and natural disaster).

5S Discipline

Besides the Four P values (Passion for Knowledge, Passion for Business, Passion for Service, Passion for People) that the company holds to support community development, both internally as well as externally, MarkPlus, Inc. also holds the 5S Discipline (Seiri, Seiton, Seiso, Seiketsu and Shitsuke). This year, MarkPlus, Inc. reminds its employees and reinforced the 5S Discipline through the 5S Campaign. In accordance with the meeting between the corporate secretary and Hermawan Kartajaya, CEO of MarkPlus, Inc., on February 19, 2009, the 5S Campaign will be in force and initiated with self-disciplinary.

Starting from February 23, 2009, every MarkPlus-er (no exceptions) are required to use their ID tag during office hours within the workplace. Any MarkPlus-er (no exceptions) who fails to do so will be fined Rp. 5.000,- and will have to wear a replacement ID tag during that day.

As a company that is engaged in the field of research and training that is also frequently visited by guests, clients and participants, Id of services (consultingMarkPlus, Inc. employees are required to wear appropriate clothes within the workplace in order to set an example and make a good impression to the people visiting the office. Any MarkPlus-er (no exceptions) who fail to do so are required to pay a fine of Rp. 5.000,- for that day.

A special team will collect the fines. Half of the total sum of fines will be used for internal purposes and the other half will be given to charity.

MarkPlus i-Link

MarkPlus, Inc. has also established an internal portal (MarkPlus i-Link) that contains information that are related to the company's activities, events, policies, etc. This portal serves as an information hub that can be accessed by every MarkPlus employee in order to keep him or her updated and well informed. Through this system, MarkPlus employees are able to keep track of their absence, leave history, on-duty record, as well as write requests for leave permissions. Policies related to Human Resources and Finance are posted at i-Link, as well as other HRD related applications.

Unrivalled Personal Growth

Employees are provided with a dynamic and challenging environment. They are often given a diverse range of tasks and projects, giving them the opportunity to deepen their knowledge not only in one field, but also learn across a wide range of business and marketing topics. Employees are able to learn from a range of activities - whether from reading the latest books, the latest research journals, listening to/working with more experienced people or experts within a particular topic, or experiencing challenging business problems to solve. At MarkPlus, employees get to meet different levels of people from various industries, hence sharpening their 'people' and communication skills. They will also learn to multi-task and work well in teams as working in teams is how we do things here.

Employees work with groups of smart, motivated, dynamic, helpful and supportive people. Whenever an employee needs help, peers will go to extraordinary lengths to make certain that they are assisted. We constantly invest in their personal development, from career-long formal trainings to day-to-day coachings from team mates.

3. BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING**4. BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR****5. BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR****6. BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION****Freedom of Association**

Through i-Link, MarkPlus, Inc. facilitates communication programs to allow dialog with employees to understand their aspirations as well as sharing ideas that are work related. Employees are able to post news or articles from outside sources as well as their own work and receive feedback in forms of comments. Through this blog system, every employee has the opportunity to express his or her opinions.

Collective Agreement

Every employee are recommended to discuss any work related matters to his or her supervisor in order to find the best solution. Every MarkPlus, Inc. employee has the right to collective bargaining, which aims to reach a collective agreement that are usually set out for issues relating to employees pay, working hours, training, health and safety, and rights to participate in workplace or company affairs.

Employment Policy

With the re-evaluated employment policy, MarkPlus, Inc., again, reminds all employees of the official working hours. The standard working hours can be found in the Employment policy, in which it supports the elimination of all forms of forced and compulsory labour.

Minimum Working Age

All of MarkPlus, Inc.'s employees are of working age (18 years or older). MarkPlus, Inc. does not hire child labour.

Distinctive MarkPlus Culture

At MarkPlus, Inc, our culture is defined by our core passions: the Passion for Knowledge, Passion for Business, Passion for Service and Passion for People. Satisfied and smart associates are the key to our success. We work in teams, where we are singularly competent but also collectively dependent. Our current goal is to create a workplace of diversity that attracts the most talented associates and enables them to develop their fullest potential. We believe that a successful company embodies a diverse yet inclusive culture, where we respect and leverage the differences we bring to the workplace.

Working Environment

Policy is in place and implemented across business units. MarkPlus, Inc. provides a working environment that is free from harassment and discrimination and has hired employees from diverse backgrounds, including that of race, ethnic, color, religion, national origin, disability, marital status, age, sexual orientation, or gender.

Promotions

Promotions that are made at the end of the year and announced during the MarkPlus Annual Gathering are all fully based on individual performance and potentials, evaluated by immediate superior, and approved by superior's superior and Head of Human Resource.

7. BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES**8. BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY****9. BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES****Energy Preservation**

In order to preserve energy, MarkPlus has placed a policy regarding air conditions and lights. Air conditioning and lights are not to be turned on before 8:00AM. Air conditions that are on are limited to be set to 22°C, not lower. This policy has been in forced early in 2009.

HK 62

Hermawan Kartajaya's 62nd birthday celebration took place at the foothills of Mount Merapi. At that event, many Markplus-ers had the opportunity to be educated in how people benefit from water and how we should appreciate Mother Nature. Other than that, Markplus-ers also had the chance to be involved with the community surrounding the area as well as create a stronger internal bond within work friends. Many hands-on activities were done, including collecting and identifying plants as well as drinking from a small fountain that originated from Mount Merapi. This education about nature provided Markplus-ers a better understanding of how to appreciate water resources.

10. BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY**Good Corporate Governance**

MarkPlus, Inc. has actively promoted good corporate governance through seminars that are held at government institutions, universities and business communities.

“Gifts”

MarkPlus, Inc. employees have consistently abided by the rules of conduct, in which they are provided with guidelines in dealing with “gifts”. In MarkPlus, Inc., it is never appropriate to offer or receive bribes, kickbacks or gratuities, which can subject the employee to criminal or civil penalties. Employees should politely decline all gratuities and immediately notify Chief Asset Officer and/or Corporate Secretary about any bribe or kickback offered to them. They are recommended to seek guidance from the Legal Department whenever they are unsure if a payment or gift is a bribe, kickback or gratuity.

Access to Regulations and Policies

The i-Link system, in which all employees are able to access, contains all the guidelines related to compliance with laws, regulations and company’s policies; fair dealing; conflicts of interest; outside engagements, insider trading, gifts & entertainment; integrity of financial records, crisis management, establishment of authorities, group asset and confidential information protection.