



the arabian sun

May 1, 2019 | vol. LXXIV, No. 18

a weekly Saudi Aramco publication for employees

Dear colleagues,

As we approach the Holy Month of Ramadan, I would like to offer my best wishes for you and your families in anticipation of the blessings that lie ahead.

During this time, let's take a moment to reflect and take stock of life's blessings — perhaps the most important of which is good health. I also look forward to visiting some of

you in our facilities during Ramadan, thanking you for your continued dedication and hard work.

In the coming month, we will find ourselves visiting family and friends more frequently, spending increased time on the roads during the evenings. This is where we must all set an example for others. Let's follow safe driving practices and encourage those close to us to follow suit — always bearing in mind that safety is

one of our top priorities.

And let us remember those who are less fortunate. There is no more blessed time than Ramadan in which to extend a helping hand to those in need.

I pray that God accepts our fasts and prayers, and helps us to make a positive impact in our communities.

Amin Nasser
President and CEO



Shaybah a logistical success story

see pages 10 and 11

Members of the multi-departmental team that helped bring to fruition the new Shaybah runway pose during a celebration of the re-opening of the airstrip recently in the remote working area. The innovative work on the project helped expedite completion with minimal disturbance. (Photo: Moayed Al Qattan/MPD)



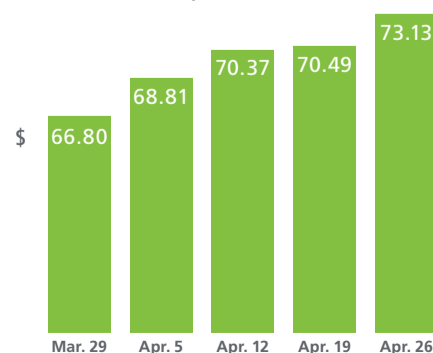
auditing: good governance is good business

Auditing controls have existed for as long as governance and commerce have existed — and with good reason. Any human organization needs to ensure that its objectives are met while preventing irregularities.

The term "audit" has roots dating back to the Roman Empire. It is derived from the Latin term "audire," which means "to hear," because in ancient times, auditors listened to the oral reports of responsible officers, owners, or those having authority, and they confirmed the accuracy of the reports. Over the years, the role of auditors evolved to verify written records.

see page 5

OPEC basket five-week price trend 2019



Saudi Aramco by the numbers

112,000

square meters of airstrip concrete rubblized and reused in the recent upgrade of the Shaybah airport runway — using less water, less waste, and a lower carbon footprint.

Smart Home Campaign showcases high-tech road to efficiency, safety, and more



Yousef A. Al-Ulyan examines a modern smart lock that is equipped with a facial recognition camera at one of the several exhibitions in the Al-Midra lobby during the recent Smart Home Campaign hosted by Saudi Aramco Information Technology and Community Services. The campaign provided information on a wide array of smart devices currently available for ease, energy savings, home security, and more.

by Hassan Ahmed

Dhahran — Information Technology (IT) and Community Services (CS) recently introduced home automation solutions at the first Smart Home Campaign at Al-Midra.

More than 3,000 people attended the event, which featured smart home solutions from more than 11 service providers and manufacturers, including smart water leak detection systems, smart cooling, smart lighting, smart security surveillance, and connected fire alarms. Event organizers sought to promote awareness to employees about the availability of smart home solutions and their associated benefits, such as energy efficiency, water conservation, safety enhancement, and quality of life.

a new way of living

Smart home solutions are no longer considered just luxury items. Beside convenience and comfort, smart homes increase efficiency of power and water resource utilization, and they enhance safety and security.

People can save energy by using smart lighting, which will automatically dim the lights in the daytime as natural light begins entering the house. It also automatically turns off the lights based on real-time occupancy when no one is in the room.

Similar to smart lighting, the smart cooling thermostat adjusts the room temperature depending on the time of day, number of people occupying the room, and other factors. It also enables people to set a pre-schedule for air conditioner use. For example, it will turn off one hour before you get up in the morning or turn on one hour before you come home from work.

elevating our communities

Smart homes enhance safety and security through the use of smart fire alarms that can notify mobiles at the same time it notifies the local fire departments when a fire is detected. It can also give people the capability to remotely open doors for children to get in after school.

During the event, Yousef A. Al-Ulyan, Saudi Aramco vice president of IT, highlighted that “with the rapid advancement in digital transformation disruptive technologies — including mobility solutions, the Internet of Things, and artificial intelligence — leveraging these smart solutions securely will bring higher levels of efficiency and quality of life to our communities.”

Ahmed M. AlShaikh, general manager of IT Infrastructure, added that “Evolving digital technologies will no doubt change the way we live. We already see smart home solutions becoming a necessity rather than luxury, similar to the evolution of mobile phones several years ago.”

‘Smart Home’ demonstrations

Moreover, the IT and CS team have also deployed intelligent home automation solutions at two villas in the Dhahran community to assess feasibility, capabilities, and limitations. These “Smart Homes” were equipped with several integrated solutions that can be remotely monitored and controlled from a mobile application, including smart cooling, remote HVAC fault monitoring, smart lighting, smart water leak detection, smart security access with facial recognition, and intelligent fire alarms.

your voice

offer interpersonal communication effectively at work



by Rasha Abdullah Al-Ghamdi
Al-Khobar
Rasha.Ghamdi@aramco.com

Experts say one of the most important ingredients in human relationships at work is interpersonal communication.

You can dramatically improve your skills and become a master at it by learning and practicing interpersonal communication at work. Here are a few very valuable tips to improve your skills:

- **Networking**

Experts say if you always wait for other people to introduce themselves first in networking, you may miss out on opportunities in meeting people that can later help your career. When you introduce yourself with a smile to a new person you first meet, it helps you to be proactive in engaging others in getting to know you. This is an important first step in any positive interaction.

The next step is to try your best to always make an effort to remember and use peoples’ names, because calling people by their name is a sign of politeness and recognition. You feel respected and important when people remember your name after meeting you, because it makes a positive and lasting impression on you.

- **Win-win solutions and gather the facts**

Before communicating with other

people, your personal desire is to successfully gain a win-win solution, because not all outcomes you desire are good for the relationship. It is not worth proving you are right and the other people are wrong, because you might have won the argument, but lost the relationship. Therefore, to focus and maintain unbiased communication with the other people, you need to gather the facts with the acceptable justifications.

- **Listen carefully and do not expect anything**

There are two-way streets — focus 50% of the time in listening while talking — to achieve interpersonal communication effectively with people. Unfortunately, there are many people whose focus is on talking, and therefore, they quickly lose the main points of what the other people say. You can only change yourself and accept the other’s point of view. It does not matter how much work you have put into structuring your interpersonal communication, because there are no guarantees that the other people will react to as you expected. The best thing you can do is to be well prepared, accept the conversation outcome with the other people, and accordingly adapt your actions.

- **Practice to calm down**

If you disagree with other peoples’ thoughts, and you are emotional about the situation, the expert advice is that you need to calm down by approaching the communication with an open tone. Smiling, being quiet, and calming down will give you the benefit of the doubt and invites others to listen.

- **Do not use courtesy words**

Frequently using courtesy words and phrases — thank you, please, and sorry — is a sign of weakness in other peoples’ mind for business communication. If you frequently say that you are sorry in communicating, you start to build a negative reputation in the other’s mind as someone who is often at fault or can be easily picked on. Both impressions put your career at a disadvantage. Therefore, it is important to understand when to use courtesy words and when not to.

In summary, the key to improve and offer interpersonal communication effectively is a matter of practice by interacting with the other employees at work. When you consciously put a lot of effort into improving your interpersonal communication, you will become more effective over time.



Representative winners of the Project of the Year Award pose with Fahad E. Al-Helal during a recent ceremony sponsored by Project Management. The 2018 winners included Shedgum-Yanbu' — 1 Pipelines, Master Gas System Expansion — Phase I, Khafji to Tanajib Sour Gas Handling and Compression — Tanajib Plant, Completion of Crash Rated Fence — Phase II, Completion of Home Ownership Lots, Increment III, Phase IIA in al-Hasa, and Completion of Home Ownership Lots, Increment VIII, Phase II — Abqaiq.

PMOD recognizes excellence in project management

by Musherf Alamri

Dhahran — Excellence in project management was recognized through the first edition of the Project of the Year Award ceremony, an annual event organized by the Project Management Office Department (PMOD). The ceremony was attended by members of the Project Management administrative area and other supporting organizations.

project activity expands

In his opening remarks, Fahad E. Al-Helal, Saudi Aramco vice president of Project Management, highlighted the significance of the company's 2018 project portfolio, which is the largest in Saudi Aramco's history. Al-Helal noted that Project Management crews executed more than 500 million man-hours, which was approximately 25% higher than 2017.

He also emphasized the number of completed projects was impressively higher in 2018, with 19 projects completed compared to six in 2017. These completed projects included major programs, such as Phase 1 of the expansion of the Master Gas System, Jubail Bulk Plant, and the South Yanbu' Terminal.

"While Saudi Aramco's projects are increasing in quantity, magnitude, and value, projects are being better planned and executed through robust project management at the highest levels of safety," Al-Helal said.

Project Management's safety record has dramatically improved, and during 2018, contractor traffic infractions decreased by 62% compared to 2017.

Other factors contributing to the reduction include the deployment of 10 different technologies in operations and safety. These technologies helped to increase awareness, decrease incidents and boost efficiencies. Some of these technologies include Rapid Impact Compaction, Vacuum Excavation and Conxtech.

Al-Helal also underscored the role attendees of the ceremony have played in delivering projects on time, within budget, and at the highest levels of quality.

"The company is recognized for its leadership in being a reliable supplier of energy and its world-class performance excellence in executing mega-projects," Al-Helal said. "This is based on the work of the Project Management organization, support entities, project proponents, and many others."

award inspiration and criteria

The inspiration for launching the award came as a result of Saudi Aramco receiving



Fahad E. Al-Helal emphasizes the importance of cultivating the next generation of project management professionals through mentoring and creating a conducive environment for growth and learning. Al-Helal recognized the first edition of the Project of the Year Award ceremony, an annual event organized by the Project Management Office Department. (Photos: Ahmad El Itani/MPD)

ing a number of prestigious global recognitions. Some of these award and recognitions include *Time* magazine's acknowledgment in 2018 of the "King Abdulaziz Center for World Culture (Ithra)" building as one of the best 100 places in the world to visit.

The company also received the Hamdan Bin Mohammad Award for Innovative Project Management for the completion of Phase I of the Master Gas System (MGS) Expansion project in record time and within budget. This award was awarded at a ceremony at the Dubai International Project Management Forum.

Badr M. Burshaid, manager of the PMOD, said, "These international projects awards have inspired Saudi Aramco Project Management to establish its own project recognition platform to highlight the part Project Management has played in winning these awards."

Burshaid further stated that through the Project of the Year Award, "We will promote competition and encourage project management to focus on excellence in execution through project drivers such as schedule, cost, quality, and safety."

The criteria for the selection of the projects of the year consists of the Project Management team's ability to control scope, adhere to schedule, comply with budget, deliver a quality product, exceed safety standards, and manage cash flow. Projects were awarded with bonus points for im-

proving best practices, including the implementation of lessons learned, mitigation of project risks, constructibility, and mobilization planning.

winners

Below is the list of projects that achieved the Project of the Year Award:

- Project A and B Category**
 - **First place:** Shedgum-Yanbu' — 1 Pipelines
 - **Second place:** Master Gas System Expansion — Phase I
 - **Third place:** Khafji to Tanajib Sour Gas Handling and Compression — Tanajib Plant
- Project C and C1 Category**
 - **First place:** Completion of Crash Rated Fence — Phase II
 - **Second place:** Completion of Home Ownership Lots, Increment III, Phase IIA — al-Hasa
 - **Third place:** Completion of Home Ownership Lots, Increment VIII, Phase II — Abqaiq

new technologies and safety

During the event, a panel discussion consisting of Al-Helal; Abdulrahman A. Amer of the Amiral Program; Ahmed O. Aredhi, manager of the Oil Facilities Project Department; Mansour S. Shehri, manager of the Pipeline Project Department, and Motaz A. Al-Mashouk, general manager of Community Infrastructure and Public Projects (CI&IP), was held and moderated by Abdul-

lah S. Seflan from PMOD.

Al-Mashouk emphasized the importance of taking ownership of the work site by reporting unsafe conditions. He also advised all attendees to spread the message that everyone is responsible for safety, and if safety infractions are witnessed at a construction site, take action.

"We all have a responsibility to address unsafe acts, and each of us are all accountable to ensure that proper safety controls are in place," he said.

Al-Mashouk added that by adapting new construction technologies, risk and costs can be reduced while expediting the project timeline. Saudi Aramco introduced innovative technologies in new projects such as the King Salman Energy Park and within CI&IP, which have leveraged the benefits of proactive technologies such as "Rapid Impact Compaction" to clear unnecessary equipment from the work site. Through this decrease in equipment, risk and other costs have been reduced.

The event also included a safety presentation by Mohammed A. Sihati of PMOD's Project Metrics Division. Sihati said, "Construction is one of the riskiest industries that requires additional vigilance and caution." He urged attendees to take initiative at the work site by reporting unsafe conditions via Saudi Aramco's Safety reporting application.

an environment conducive to growth and learning

In closing remarks, Al-Helal reiterated his congratulations to the winning project teams as well as attendees for all of the accomplishments in 2018. He encouraged the attendees to celebrate Project Management's successes in 2018 with their staff who contributed to the realization of these successful results.

He further noted that people should never underestimate the power of a commitment to increase productivity and job satisfaction.

Al-Helal then outlined the major challenges facing the implementation of future projects, including increasing the pool of contractors and subcontractors, and the company's huge expansion into petrochemicals. In light of Saudi Aramco youthful demographics, Al-Helal emphasized the importance of cultivating the next generation of project management professionals through mentoring and creating a conducive environment for growth and learning.

"They are fast learners, and they are eager to make a name for themselves," said Al-Helal. "So give them the opportunity."

promoting knowledge exchange

SAOO celebrates success of PDP Knowledge Exchange Program



Visiting Professional Development Program employees learn about various types of equipment during a visit to the North Ghawar Producing Department. Visits to sites throughout Southern Area Oil Operations are considered an integral part of the Knowledge Exchange Program.

“The young professionals should consider this program as an opportunity to learn about other organizations, and bring back the knowledge and technologies gained to their home department.

— Khaled A. Al-Buraik

by Abdulaziz Almasoud and Naif Alhwoaikan

As part of Southern Area Oil Operations' (SAOO) continuous efforts to promote knowledge exchange between the departments, a new program was established in April 2018 to enhance the exchange of knowledge between all departments in SAOO.

The first cycle of the SAOO Professional Development Program (PDP) Knowledge Exchange Program concluded with more than 260 participants visiting 15 facilities. Forty-five technical sessions were delivered — 18 of which were best practices, while 16 were new technologies.

“We were overwhelmed by the hosting department's eagerness and generosity in sharing their department's best practices and new technologies, which led to a successful program,” said Abdulaziz A. Almasoud, an engineer with the Khurais Producing Department, and then program coordinator.

SAOO celebrated the successful completion of the first year during the 2019 SAOO PDP Forum.

from the beginning

The program was established as a result of an idea presented by PDP Naif A. Alhwoaikan, who suggested establishing a



As part of Southern Area Oil Operations Professional Development Program Knowledge Exchange Program, Ali A. Al-Wadi, an engineer with Abqaiq Plants, presents on a new technology. Host department PDPs take the lead during the program, presenting a general overview of their department before speaking more specifically about its operations, processes, and facilities. This is followed by technical sessions on new technologies and best practices.

monthly program to gather SAOO PDPs in one of its departments to learn about the department and build a professional network.

Khaled A. Al-Buraik, SAOO vice president, liked the idea and asked Alhwoaikan to work on it with full support from SAOO management.

The program committee was then established by Alhwoaikan and Almasoud, with Brian Wilshaw of the SAOO Manpower Development Division (MDD) overseeing the whole program. The committee started by setting the program objectives, guidelines, and plan. Then, the first visit was conducted to Abqaiq Plants in May 2018, followed by all SAOO departments.

promoting knowledge exchange

The program began with the goal of promoting knowledge exchange between SAOO departments by arranging monthly visits to one SAOO department, at which

PDPs would learn about the hosting department's operations and facilities.

During the visits, hosts shared their unique best practices. This was considered a great chance to learn about other departments' new technologies and acquire valuable insight. At the same time, the PDPs would have the opportunity to build a professional network between each other, which will eventually help SAOO departments to get closer to each other and bridge skill gaps between them.

“Our young professionals can grow faster and more structured if they attend such visits and meet others who have spent a long time in the facilities,” said Sami S. Al Huwais, acting manager with the Abqaiq Plants Maintenance Department.

Furthermore, the program was a great opportunity for PDPs to sharpen their soft skills by presenting different topics and organizing their visits.

“Such visits will unleash the PDP's potential and raise awareness of their organization's criticality not just to the company, but to the country and the whole world,” said Salah A. Al-Juaidan, Sea Water Injection Department manager.

visits

Typically, the host department's manager would open with remarks and share insights from their own experience. The host department PDPs then took the lead, presenting a general overview of their department before speaking more specifically about its operations, processes, and facilities. This was then followed by technical sessions on new technologies and best practices.

Generally, this would be followed by facility tours for the PDPs, after which they would complete a survey and rate the visit. In time, these helped the committee to improve on the visits.

As a result of the participant suggestions, the committee organized visits to external areas, including OSPAS, the EXPEC Advanced Research Center, and the Corporate Data Center.

“It is very important for the PDPs to know other parts of the business outside the one they are assigned to,” said Abdul Latif M. Al-Odail, head of MDD with SAOO.

“It enables them to learn from each other, network with each other, and learn the best practices we have in the company.”

celebrating first cycle success

During a forum held in al-Hasa last month, the committee celebrated the success of the first cycle by presenting its outcomes, and thanking SAOO management and PDPs for their support that led to a successful program.

“We received the fullest support from SAOO management in this initiative,” said Alhwoaikan, now the program coordinator. “To me, this shows that in SAOO, empowerment is not just a word, but a culture.”

In the forum, the committee announced the beginning of the second cycle, which will be led by a new committee that will work to maintain the momentum of the first cycle and capitalize on its success. This would help to elevate the program to the next level by arranging visits to selected external organizations to achieve the objective of promoting knowledge exchange between SAOO departments and learning from other market leaders.

Naif A. Alhwoaikan, program coordinator, delivers the program's first cycle presentation during the 2019 Southern Area Oil Operations (SAOO) Professional Development Program (PDP) Forum. It was Alhwoaikan's idea upon which the SAOO PDP Knowledge Exchange Program was created, and the first cycle success was recently celebrated.



Internal Auditing: what is it and where did it come from?

by Jamal Aldamari

Dhahran — Good governance is good business. As one of the world's largest fully integrated energy and petrochemicals company, Saudi Aramco has a long history of adhering to the highest standards of corporate governance and for running a successful business.

The organization entrusted with helping the company's management, organizations, and employees to abide by those standards is the Internal Auditing Department.

In May, as companies worldwide celebrate International Internal Auditing Month, Internal Auditing is conducting an awareness campaign to share information about the role that internal auditing can play in assisting Saudi Aramco management to address risks that are faced by the company.

Unlike external auditors, who are hired by companies for a specific service such as ensuring accurate financial statements and auditing past financial and process performance, internal auditors play a much broader role as an advocate and partner of Saudi Aramco management, with the goal of achieving the company's business objectives.

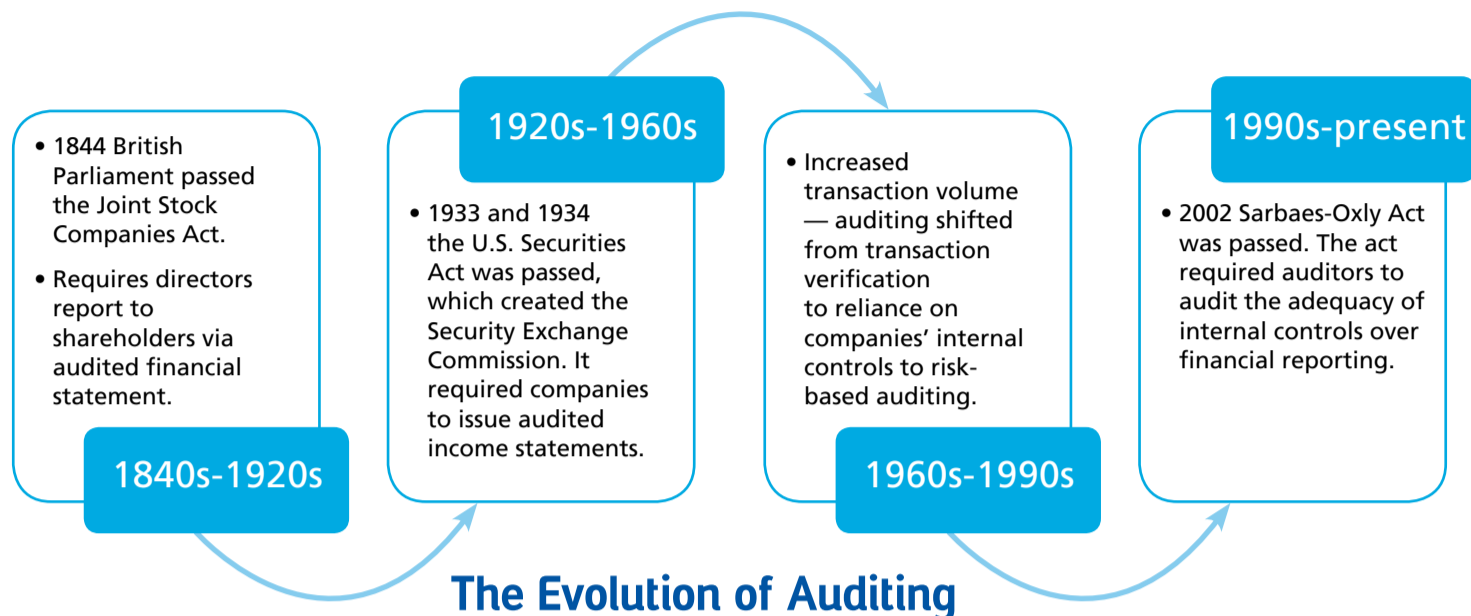
Providing service to operational management, executive management, and to the Board Audit Committee, Internal Auditing is an in-house team of accountants, Information Technology (IT) experts, data miners, and analysts who can assess issues such as risk management, corporate governance, organizational objectives, operational efficiency and effectiveness, compliance with laws and policies, and more.

auditing: a brief history

Auditing controls have existed for as long as governance and commerce have existed — and with good reason. Any human organization needs to ensure that its objectives are met while preventing theft, fraud, and other irregularities.

The term "audit" has roots dating back to the Roman Empire. It is derived from the Latin term "*audire*," which means "to hear," because in ancient times, auditors listened to the oral reports of responsible officers, owners, or those having authority, and they confirmed the accuracy of the reports. Over the years, the role of auditors evolved to verify written records.

As commerce and industries evolved and became bigger and more sophisticated,



so have the systems of controls needed to ensure attainment of objectives and to provide reasonable assurance to owners or those that have authority over the business.

In 1941, the Institute of Internal Auditors (IIA) was founded in New York City by a small group of practicing internal auditors to provide unified and common standards and a body of knowledge. Since then, the IIA has expanded globally and boasts about 200,000 memberships worldwide.

Saudi Aramco experience

As early as 1947, Saudi Aramco was conducting audits in support of management and the Board of Directors. Initially, management relied on traveling auditors from the U.S. to meet the need for internal controls assessment, but in 1949, the first resident internal auditing entity was established.

As the oil and gas industry progressed, providing energy that powered the great post-war economic expansion that created our modern world today, our Internal Auditing Department evolved to become a partner to management. The department positioned itself to help management in protecting the organization against both traditional and emerging risk by providing independent and objective consultation about risk and opportunities, and by making valuable recommendations for assessing and strengthening corporate governance.

The mission of Internal Auditing is to support management and the Board Audit Committee in discharging its responsibilities. Internal Auditing conducts various types of audits, including:

- Operational
- Integrated
- Process
- IT
- Hot spot reviews
- Special audit (fraud investigations).

While internal auditors work primarily with management, the Internal Auditing function benefits all employees in every organization of the company.

The primary objectives of Internal Auditing are to improve the effectiveness and efficiency of operations, to strengthen the reliability of financial and management reporting, to ensure compliance with laws and regulations, and to safeguard the company's assets. All of these objectives help to maintain the sustainability of Saudi Aramco, which pro-

vides energy to the world, and economic development to the Kingdom.

the future of Internal Auditing

As the saying goes, "the only thing that is constant is change." The Internal Auditing Department is no exception. Drivers for change come from different directions and sources. The drivers that may have an impact on the Internal Auditing profession are disruptive technologies.

A disruptive technology, according to Harvard Business School professor Clayton M. Christensen, is "one that displaces an established technology and shakes up the industry or a groundbreaking product that creates a completely new industry."

For the profession of Internal Auditing, one technology that might have a disruptive or transformative impact is blockchain. This technology will have a great impact on the way that Internal Auditing renders its traditional responsibility to provide assurance and advice to the Board and senior management. The disruptive effect of blockchain technology is widely recognized in the financial sector. Other industries are either slowly realizing the coming change, while others are taking a wait-and-see attitude to the advent of these disruptive technologies.

Understanding how blockchain could transform the auditing field was made clear by a team of researchers from the Geneva School of Business Administration. In 2016, this team conducted a study in Switzerland on the potential impacts of blockchain on the auditing profession. Approximately 62% of audit professionals who were interviewed believed that the audit profession will become more IT orientated.

They anticipated that the main objective of a financial audit will no longer be to ensure the regularity and sincerity of a company's financial statements, but rather to review the information systems, and in particular, to ensure that blockchain technology is properly set up and deployed. Therefore, future auditors will be required to have more IT knowledge in addition to the accounting skills to provide the assurance necessary to the Board and management.

With the introduction of disruptive technologies, risk velocity will increase, thereby imposing the need for Internal Auditing to anticipate and proactively advise management on emerging risk, and provide preventive control to maximize risk management, rather than relying solely on assurance that focuses on historic data.



Internal Auditing

does your department need a checkup?

Contact Internal Auditing Advisory Services to learn how to improve your organization health

Tower R-505
Dhahran, Saudi Arabia 31311
966-13-874-7568 or email
AuditAdvisoryservices@exchange.aramco.com.sa

launching TEAMS in Down

a new Shared Services operating model to enhance



Abdulaziz M. Al-Judaimi

“

This was done deliberately to ensure our employees, who are the most important asset, are fully aware and capable of fitting in and comfortably working with the new change that's about to take place.

— Abdulaziz M. Al-Judaimi

by Mohammad Tayyab

In the spirit of Saudi Aramco's continual drive to maximize value, Downstream recently welcomed the creation of Technical Administrative and Maintenance Shared Services (TEAMS), which looks to enhance shared resources, knowledge, and best practices between adjacent facilities at two locations — Ras Tanura (RT) and Yanbu'.

Downstream developed the shared services model through a multi-pronged approach that included a study of models adopted by industry peers, involvement of subject matter experts, internal best practices, and the past experience of a similar model in Yanbu'. Using a criteria of no more than 25 kilometers to group adjacent facilities, TEAMS involves three facilities each in RT (RT Refinery, Ju'aymah NGL Fractionation, and Eastern Region Terminals) as well as Yanbu' (Yanbu' Refinery, Yanbu' NGL Fractionation, and Western Region Terminals).

"It's a new operating model," said Sami M. BuRushaid, leader of the TEAMS implementation initiative. "It will redefine the relationship between maintenance, engineering, admin, and operations, transforming them into service provider and service requester. It essentially weaves the essence of customer service into the fabric of the organizations."



Sami M. BuRushaid

TEAMS drivers

Until recently, each facility was operating as an independent entity — each with its own administrative, maintenance, and engineering structures and functions. With that came natural variances in management styles, processes, and performance between facilities. As a result, some facilities were operating more efficiently in certain areas than others, and pockets of best practice were not easily accessible.

"Sometimes you'll see one organization that is overwhelmed with work, while the facility next door may have the capacity to take up more work," said BuRushaid. He added that beyond staffing, one organization sometimes has equipment or expertise that another needs, but currently, organizational silos prevent one from sharing resources with another.

The TEAMS model will overcome such

limitations and will create efficiencies by centralizing the reporting of all selected functions, eliminating the silos between facilities, and allowing the seamless sharing of resources and services at the cluster level, all while maintaining dedicated resources for each facility to ensure an adequate response to all needs. TEAMS will evenly distribute the workload across facilities and provide much better work-life balance for employees. The current knowledge, skills, and expertise localized at a facility will now be elevated at the cluster level in RT and Yanbu' to reap additional benefits.

thoughtful, careful planning

Downstream commissioned a feasibility study in 2017 to ensure a clear case could be made in creating shared services at RT and Yanbu'. Upon accepting the recommendations of the study, a project implementation team composed of highly competent individuals from the six facilities was formed in January 2018 to commence the planning and design phase of shared services. Senior professionals from other organizations such as the Organization Consulting Department (OCD), the Personnel Department, and others were also included on the team. Others joined as needed.

The implementation team analyzed the feasibility study recommendations and studied similar models in practice by industry peers. As a result, the team developed a version of shared services that is more suited to realizing the expected benefits with no business interruptions. The planning and design phase was managed under four main focus areas: Organizational Change, Business and Practice Streamlining, Systems and Logistics, and Change Management.

"The implementation team has taken a very comprehensive approach in managing a change of such magnitude. They have come up with a very robust implementation road map that is well thought through and has every possibility of delivering expected benefits," said Abdullah M. Al-Mansour, executive director of Pipelines, Distribution and Terminals (PD&T).

Stakeholders were engaged throughout the design phase to ensure their participation and support. To achieve this objective, a steering committee headed by Abdulaziz M. Al-Judaimi, senior vice president of Downstream, and composed of Suleman A. Al-Bargan, vice president of Domestic Refining and NGL Fractionation, Al-Mansour, and Nayef S. Otaibi, manager of OCD; was formed. A review committee comprising all facility managers was also formed. They



Suleman A. Al-Bargan



Abdullah M. Al-Mansour

were regularly consulted and informed upon realization of each milestone during the design phase.

A team of change agents (three to four senior professionals per impacted organization) was selected and assembled from each facility to communicate key changes to employees and attend to pre-phase launch readiness activities. Various communication channels such as mass awareness campaigns, emails, group sessions, FAQ documents, monthly project progress report, steering committee meetings, and town hall meetings ensured frequent interaction with all stakeholders. This was reflected when 94% of the employees expressed their support for the shared services model in a recently conducted anonymous pulse survey.

With a goal of understanding and standardizing work processes across the organizations, subject matter experts were assembled from each organization to map common and high priority processes for the facilities. More than 220 experts conducted over 100 workshops to identify the best possible streamlined processes — 56 in total — to deliver better efficiencies and performance gains. A specialized consultant was also employed to benchmark the streamlined processes against the best organizations globally.

The result was a proposal to gather similar processes from each organization and have them operate under a single umbrella under a single common management, following standardized processes incorporating internal and external best practices. Maintenance and selected engineering functions will be unified, while each facility will manage its own operations specific to them.

phased implementation approach

To minimize business interruption, the implementation of TEAMS is being rolled out systematically and at a natural pace.



During the workshop, the Downstream Shared Services Implementation Team, along with the Ras Tanura Cluster Shared Services Department, presented their readiness to attendees, seeking their feedback on the design and execution plan of the shared services launch.

stream value creation

There is no physical relocation of people, ensuring that crews needed by the facilities will remain with them, thereby avoiding any negative impact on day-to-day operations.

“The phased-in approach is being taken to ensure that the next steps are taken only once the previous phase has successfully met its objectives. Such an approach also allows for applying lessons learned from one phase to the other,” said Al-Bargan.

Al-Judaimi said, “This was done deliberately to ensure our employees, who are the most important asset, are fully aware and capable of fitting in and comfortably working with the new change that’s about to take place.”

Phase 1 was successfully launched in October, and included Laboratory Services, Contracting, and HR. Since these functions are already centralized, they were easy to migrate to TEAMS. However, significant changes took place in Phase 2, which launched in January and included Shops, Preventive Maintenance, specialized maintenance disciplines such as analyzers, digital and metering, as well as technical services such as Reliability Engineering and Technical Support functions in the RT cluster.

Phase 3 is projected to begin in the second quarter of 2019 in Yanbu’ with the same services as Phase 2. Phase 4 will follow in September 2019 and will migrate Projects and Turnaround and Inspection functions at RT and Yanbu’ clusters.

Line Maintenance will be the last phase, which is anticipated to be implemented by the end of the year to ensure all related functions are already established successfully prior to the migration of Line Maintenance, which is most critical to the operations.



A panel discussion on Downstream Shared Services was held in Ras Tanura (RT) to provide a venue for RT area management and front-line employees to interact with the Downstream management as part of the project change management strategy. During the event, Abdulaziz M. Al-Judaimi, senior vice president of Downstream, emphasized the importance of creating shared services in the business line and urged everyone to be part of the success of this initiative. The panel was moderated by Hasan S. Asiri. Panelists, from left, are Sami M. BuRushaid, leader of the TEAMS implementation initiative; Suleman A. Al-Bargan, vice president of Domestic Refining and NGL Fractionation; Al-Judaimi; Abdullah M. Al-Mansour, executive director of Pipelines, Distribution, and Terminals; and Fawwaz I. Nawwab, general manager of the RT Refinery.

benefits

Al-Judaimi stressed that the intent of the TEAMS initiative is not to reduce the workforce but rather to maximize the value of the existing one.

“We have good people and the right resources for the job. Therefore, people will not be sidelined in shared services,” said Al-Judaimi, who urged employees to take advantage of this opportunity to upskill, grow, and gain exposure.

With the ability to share resources across organizations, the opportunities for staff within the TEAMS are plentiful. First, in terms of expertise, opportunities for self-development have multiplied. Staff can now learn from experts not only within their organization, but across the cluster.

Furthermore, they will have access to experts from a greater number of specializations, opening doors to learning new skills and trade crafts to which they previously had no experience or exposure.

Second, the career progression paths for these employees have increased as well since they will be able to compete for chief positions across the organizations rather than just within their own facilities.

The potential value creation from these changes is found across the individual and business levels. Employees benefit from a more balanced workload and improved work order planning process, as well as self-development and career growth op-

portunities. The company also benefits from a more elevated and productive workforce. During the process of streamlining workshops, the implementation team and experts identified over 200 improvement opportunities that will likely deliver more value than originally envisioned.

greater than the sum of its parts

The synergy created by integrating the RT and Yanbu’ facilities far outweighs their value of operating alone. In terms of workforce development, the centralization of knowledge sharing and best practices will lead to significant increases in efficiency and quality.

Financially, significant savings are expected from the sharing of equipment, balancing of the workload, as well as gains from increased efficiency, improved productivity and improved service levels.

Khalid A. Al-Hamid, operations manager at RT Refinery, has already experienced the benefits of the integration.

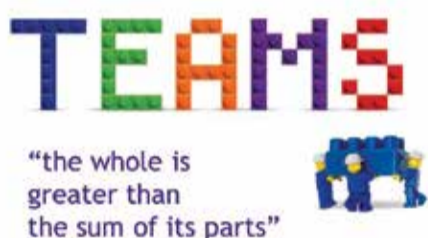
“Feedback from our employees has been that the new setup has made the lab more customer focused. We’ve had very positive feedback from the changes,” Al-Hamid said. “We feel very positive about the move. As a facility owner, it will give me access to a bigger talent pool. Plus, it will allow us to better manage our spare parts and tools.”

Al-Judaimi noted, “It will also be a Center

of Excellence within Downstream manufacturing, covering all aspects — operations, maintenance, and engineering.”

The implementation of TEAMS will result in no boundaries between adjacent facilities with a maximum availability of resources, and a maximum availability of tools and equipment. It will unlock potential synergies that can be unleashed by integrating and harmonizing similar processes across the facilities supported by a robust governance framework. And all stakeholders, including employees and organizations, stand to benefit from the endless possibilities that the shared services model will deliver.

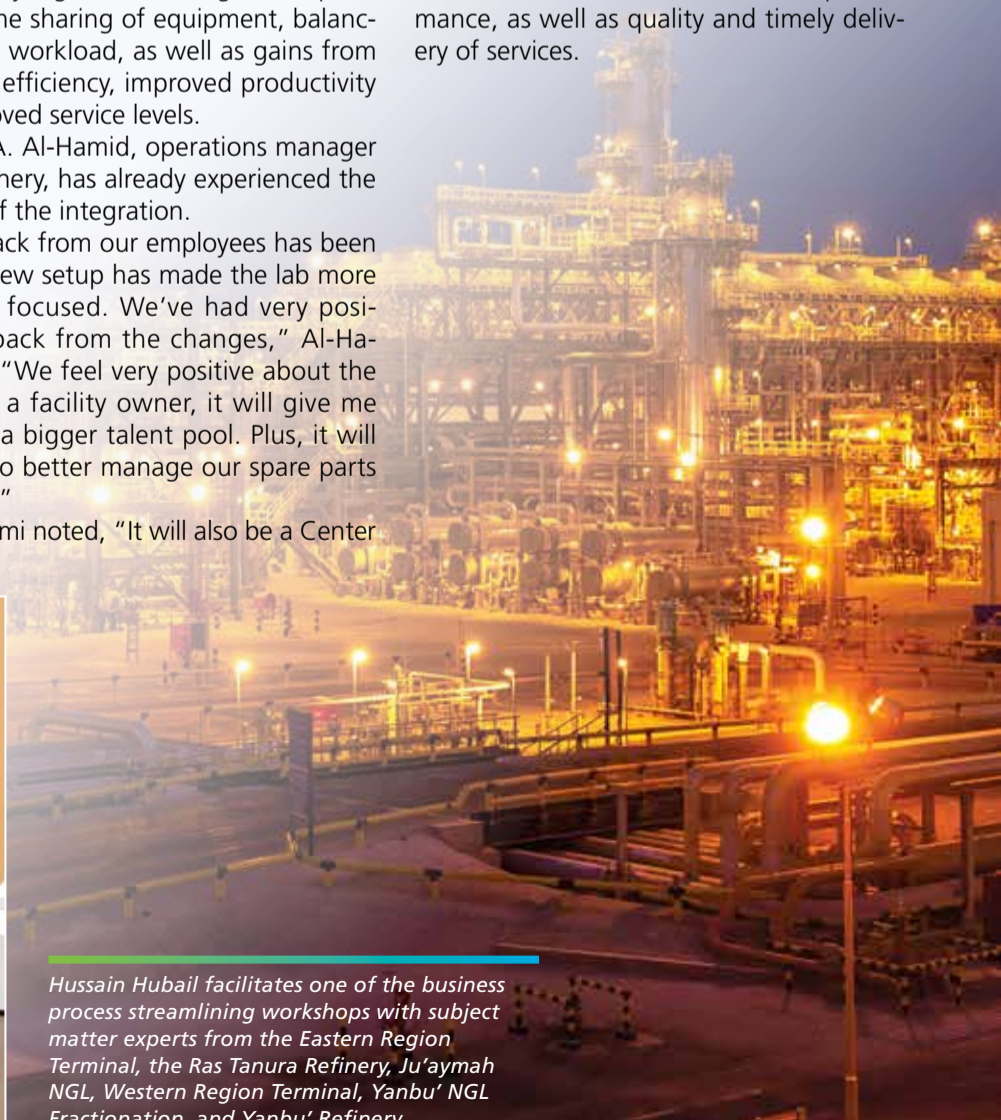
It is, in effect, a value creation vehicle that will raise the bar in terms of performance, as well as quality and timely delivery of services.



The branding theme was created using the LEGO bricks reflecting the concept that bringing different resources together can achieve infinite possibilities and using the famous quote by Aristotle, “The whole is greater than the sum of its parts,” which articulates the essence that the sharing concept makes us stronger together.



Hussain Hubail facilitates one of the business process streamlining workshops with subject matter experts from the Eastern Region Terminal, the Ras Tanura Refinery, Ju’aymah NGL, Western Region Terminal, Yanbu’ NGL Fractionation, and Yanbu’ Refinery.



expanding our strategic vision for nonmetallic materials

Saudi Aramco introduces road map at NACE Corrosion 2019 Conference in U.S.



Riyadh S. Al-Shiban presents the Saudi Aramco Nonmetallic Materials Strategy and Road Map in the Building and Construction sector during the Third Middle East and Africa Forum at the NACE Corrosion 2019 Conference, which was held recently in Nashville, Tennessee, in the U.S.



Mohammed F. Al-Subaie delivers his closing remarks during the event. The NACE West Area and Africa Area used the forum to present its annual awards. The "Outstanding Section Award" went to NACE Dhahran, Saudi Arabia Section, and the "Excellence in Corrosion Science and Technology" award went to Saudi Aramco CSD corrosion engineer Faisal M. Al-Abbas.

by Mohammed F. Al-Subaie

Nashville, Tennessee — Saudi Aramco sponsored the Third Middle East and Africa Forum at the NACE Corrosion 2019 Conference, which was held recently in Nashville, Tennessee, in the U.S.

Organized by NACE West Asia and Africa Area under the theme "The Harmony of Corrosion Control and Mega-Projects in the Middle East and Africa," the forum

was used by Saudi Aramco to showcase our corporate Nonmetallic Materials Strategy in regard to the Road Map for Nonmetallic Materials in the building and construction sector.

The conference was attended by more than 6,500 attendees and over 350 exhibitors.

a nonmetallic road map and strategy

Riyadh S. Al-Shiban, head of the Civil and Structural Engineering Division in the Consulting Services Department (CSD), presented the road map and corporate strategy, highlighting the company's Nonmetallic Materials Strategy and its vision to increase demand on oil, generate more revenues, minimize life cycle cost, localize manufacturing, and reduce our carbon footprint.

Following the strategy overview, Al-Shiban shared a deep-dive on nonmetallic materials for the building and construction sector. He highlighted four focus areas, including polymer concrete, composite cladding, alternative to steel, and flooring and building accessories.

To enable Saudi Aramco to achieve its target, four tracks have been established — maximizing deployment, promoting research and development, supporting localization through the iktva initiative, and investing in relevant companies in all stages

of maturity. The presentation was concluded by sharing success deployment stories to encourage further collaboration with industry leaders and promote the use of nonmetallic mature technologies in all sectors.

The forum concluded by recognizing the event's sponsors and speakers, and then, closing remarks were delivered by Mohammed F. Al-Subaie, an engineering specialist in CSD and director of the West Asia and Africa Area.

awards and a symposium

The NACE West Asia and Africa Area also used the forum to present its annual area awards in two categories. The "Outstanding Section Award" was awarded to NACE Dhahran, Saudi Arabia Section, and the "Excellence in Corrosion Science and Technology" was awarded to Faisal M. Al-Abbas, a corrosion engineering specialist in CSD.

The conference included a technical symposium on "Nonmetallic Materials for Oil and Gas Producing Environments."

Also, NACE International has a dedicated Technical Committee, STG-10, on "Nonmetallic Materials of Construction." This year, STG-10 held meetings on asset integrity management, corrosion solutions for the chemical process industry with polymer-based materials, and an expert panel discussion on the application of nonmetallic materials in construction.

new onboarding program launched by Pipelines, Distribution and Terminals

by Waad A. Albuainain

Dhahran — Pipelines, Distribution and Terminals (PD&T) recently launched its new program called "PD&T Onboarding + for Professionals." The one-day event held at the North Park auditorium was attended by 33 PD&T nontechnical professionals who have been hired since 2015.

The objectives of the program are to expand and enrich the employees' knowledge of PD&T and Saudi Aramco and other topics, and to build connections between the young professionals from all departments.

enhancing engagement

The event's opening remarks were given by Waad A. Albuainain, a generalist with

Human Resources (HR).

"We are pleased to start the first session of this program that will definitely broaden your knowledge about PD&T business and other different topics," said Albuainain. "This program will also build the connection between PD&T nontechnical professionals."

Bader S. Alshammari, an HR assistant said, "These type of programs enhance the engagement between Admin areas and its professional employees."

The program included an overview of PD&T delivered by Amr M. Mughamis, an analyst with the Planning and Performance Management Department.

Attendees were also engaged in a business game to expand their knowledge of PD&T and its various functions.

presentations

Jeffrey D. Melick from the Management and Professional Development Department (M&PDD) delivered a presentation on "Three Steps to a Fulfilling Career," which focused on knowing yourself, finding a good mentor, and maintaining a focus on long-term goals.

Alhareth Z. Qunaibet, also with M&PDD, spoke to attendees about the main functions and tools of the new "My Career" website. Derek J. Downey, also with M&PDD, led a discussion about "Excellence," emphasizing that things we do — and how we do them — matters.

Jarod C. Pepper from Law gave a presentation on ethics. Carlos E. Bernal, who is with the Projects and Technical Support Department, talked about PD&T's contributions to Saudi Aramco's innovation system.



Alhareth Z. Qunaibet speaks about the primary functions and tools of the new My Career website during a recent PD&T Onboarding + for Professionals session in Dhahran. Qunaibet was one of several subject matter experts and professionals to speak at the event, which sought to expand and enrich the employees' knowledge of PD&T and Saudi Aramco and other topics, and to build connections between the young professionals from all departments.



Jarod Pepper discusses ethics with young professionals and new employees during the onboarding event conducted by PD&T recently in Dhahran.

Paul C. Burgess from M&PDD spoke about "Human Energy Management," telling attendees how to skillfully invest their energy.

Alshammari made a presentation on "Managing Your Emotions," discussing the relationship between emotional intelligence and success, and different strategies to control emotions.

a success

The event was well-received by the attendees.

"The program was beneficial with a variety of topics and gave us an opportunity to know other employees in the PD&T depart-

ment," said Ghada B. Abalkhail, a generalist with HR.

"I believe that such events give a great opportunity for PD&T young professionals to network and engage, which helps in improving people conversations and increase the engagement level within our admin area," said Sarah F. Alsaif, an HR generalist with Pipelines.

"The event was beneficial and enriched my knowledge as a young professional," she added. "I enjoyed the opportunity to broaden my knowledge of PD&T functions, and the event had highly informative and resourceful presentations related to my future career with the company."



Office Services emphasizes the basics in road safety campaign

by Shaistha Khan

Dhahran — To educate new drivers on road safety, Saudi Aramco's Office Services Department (OSD) recently took the lead in organizing a two-day "She is a Skilled Driver" campaign.

Collaborating with various departments across the company, the campaign provided basic information on changing tires, conducting regular car maintenance, defensive driving, and safety on and off the road.

Although all were welcome and encouraged to attend, the campaign was targeted at Saudi Aramco and contractor female employees who have recently started driving.

The first day of the campaign kicked off with an inauguration by Nabil A. Al-Nuaim, executive director of Community Services (CS), and management from participating departments, including Loss Prevention, Fire Protection, Dhahran Industrial Security Operations, the Traffic Safety Signature Program (TSSP), Industrial Training/Dhahran Driving Training Center, and Academic Programs and Partnerships.

the right message at the right time

Speaking about the importance of such a campaign, Al-Nuaim said that ensuring the safety of the workforce is the responsibility of all organizations.

OSD manager Ahmed A. Al-Zahid stated that the campaign comes at the right time.

"In line with women empowerment,

OSD is educating female employees to be confident and competent drivers who take ownership of their vehicle, its upkeep, and the safety of themselves and other road users," Al-Zahid said. "By teaching safe driving habits, the correct action to take in various scenarios, and providing emergency contact numbers, women will be assured of their ability to drive themselves to any destination, giving them the freedom and independence they want and need.

"Regardless of gender, all employees would potentially benefit from the information shared during this campaign. Proper care and maintenance increases vehicle life expectancy, improves driving quality, and reduces the risk of serious mechanical problems, saving money on preventable repairs," he added.

safe driving techniques on display

The campaign included 10 booths that provided informational material, demonstrations, and interactive sessions for visitors.

The Saudi Aramco Dhahran Driving Training Center had a booth with demonstrations on tire age determination, changing a flat tire, and an overview of parts under the hood of a car.

"As a new driver — regardless of whether it is a man or a woman — it is important to be aware of the dangers of an overheated engine or irregular engine



Shatha A. Baadi gives opening remarks during the inauguration of the "She is a Skilled Driver" road safety campaign. The first day of the campaign kicked off with an inauguration by Nabil A. Al-Nuaim and management from participating departments, including Loss Prevention, Fire Protection, Dhahran Industrial Security Operations, the Traffic Safety Signature Program, the Industrial Training/Dhahran Driving Training Center, and Academic Programs and Partnerships.

maintenance," said Azizah S. Alshahrany, an Industrial Skills instructor with the Industrial Training Department.

Qyadati program

The TSSP shared information about its award-winning Qyadati program — an online driver awareness program available in five languages. The program is designed to educate drivers on traffic safety, regulations, and preventive driving.

Dhahran Industrial Security Operations shared information on Saudi Aramco violations, reporting on emergencies, and motor vehicle accidents within Saudi Aramco communities and facilities, getting through Saudi Aramco gates, replacing vehicle stickers and license plates, as well as accessing restricted areas.

Other interactive booths focused on accident rescue equipment, seat belt use, and car rollover simulators where visitors had an opportunity to witness the impact of an accident — while using a seat belt.

our responsibility

Shatha A. Baadi, who works with the Planning and Performance Management Department within Operations and Busi-



At the "Under the Hood Demonstration" booth, two women listen carefully to presenter Maha Al-Shammari's explanation from the Saudi Aramco Driving Center about proper driving techniques.

ness Services, said the campaign is aligned with the department's corporate responsibility.

"OSD believes it is part of our social responsibility to support female drivers and help in bridging the knowledge gap," said Baadi. "That is why we have collaborated with different entities to bring together all the essential knowledge in one venue, for females to come, learn, and enjoy."

The successful campaign was attended by more than 1,000 visitors.

Firefighters demonstrate how to put out a car on fire and save passengers as part of the recent "She is a Skilled Driver" road safety campaign conducted by the Office Services Department. Open to employees throughout the company, the campaign put a special focus on women drivers who have been behind the wheel since June of last year.



Northern Area Oil Operations recognizes graduates from apprenticeship program

by Zouhair Kaaki

Tanajib — The Human Resources Development Division within Northern Area Oil Operations (NAOO) recently held a recognition ceremony to recognize graduates of its Apprenticeship Program for Non-Employees on their accomplishments.

The event was opened by Abdulhakeem H. Hazazi, a training adviser, who welcomed the graduates.

"Last month we recognize 41 graduates, and we are pleased to celebrate the graduation of 40 apprentices who have completed the apprenticeship program without any absences," he said.

Hazazi added that the recognition program is a practice started in Safaniyah Area Producing to assure everyone that the development of human resources is a main pillar of the sustained follow-up for all trainees "from Day 1 through to their graduation.

"Gaining this honor is a result of what



you have achieved during your training. You are the main pillar in this field," he said. "Recently, you joined the company as trainees. Today, you became employees, who will keep up with science and technology and well-versed work."

Talal Almansour, a Human Resources generalist, welcomed the audience and congratulated the graduates, telling them,

"You are the promising future and hopes."

Before concluding, Safaniyah Onshore Producing manager Mansour F. Al Dossary also congratulated the graduates, urging them to follow the safety rules inside and outside the company.

At the end of the ceremony, a memorial photograph was taken with Safaniyah Area Producing general manager Ali S. Al Ajmi.

An other 40 graduates from the Apprenticeship Program for Non-Employees were recently recognized by Northern Area Oil Operations in a ceremony held in Tanajib.

Shaybah airstrip

a logistical achievement



A lone airport runway deep in the heart of the Rub' al-Khali is no small undertaking, even when it comes to an upgrade of facilities. The Shaybah airstrip refurbishment was recently completed, allowing uninterrupted service at the company facilities in the remote location.

by Michael Ives

Shaybah — Forty thousand people, 1,800 bus trips, 333 flights, 296,000 safe construction man-hours, 112,000 sq. meters of rubblized concrete, 400,000 sq. meters of asphalt, 4,000,000 km of heavy-duty truck trips, 125 km of electrical cables, 77 days of construction work, and zero incidents.

These are just some of the impressive statistics Saudi Aramco generated to achieve the ahead of schedule upgrade of the Shaybah airport runway, which welcomed its first touchdown on April 9, with the formal reopening celebrated on April 16. But statistics only tell half the story. The Shaybah airport runway upgrade shows the deep commitment and ability of Saudi Aramco's people to come together to deliver exceptional outcomes, drawing on skill sets from across the company.

Led by a Saudi Aramco Project Management team, integrating the Aviation, Transportation and Equipment Services, Project Inspection, and Consulting Services departments, the team was fully supported by several additional departments and affiliates, including the Shaybah Producing Department, Aramco Overseas Company, the Materials and Logistics Department, the Industrial Security Department, the Facilities Planning Department, the Project Management Department (PMOD), and full engagement from contractor Sinohydro Corporation.

The project implemented all the recommended Value Improving Practices, and fully leveraged the recommendations that resulted from workshops, including

Constructibility, Risk Management Project Planning and Team Alignment, and Project Definition Rating Index. The application of these practices enabled the project team to proactively establish mitigation measures for potential project execution challenges. The full commitment to corporate values were the seeds for meeting project objectives with safe and early completion.

Fahd H. Cynndy, manager of Saudi Aramco's Aviation Department, praised the whole team, and captured the mood of the project when he said that it was a real testament to the commitment and care for fellow colleagues that saw the project through to a timely and safe completion.

awe inspiring and challenging

Surrounded by sand dunes (with heights in excess of 175 meters) and embedded on two connected salt flats, the Shaybah airport is nestled in the awe-inspiring landscape of the Rub' al-Khali (the Empty Quarter). It is also one of the harshest environments on Earth, which takes a serious toll on infrastructure.

The Shaybah airport's runway is no ex-

like brothers, like family

As young engineers on the project, Hussain I. Al Aithan and Ahmed S. Owaidah both relished a challenge that was new to them both. Al Aithan said he has learned so much from the project, with Owaidah nodding in agreement.

"We became brothers, like one big family by the end," said Owaidah. "Seeing the first flight after so many weeks of intensive effort and work was amazing, with the whole of Shaybah so happy to see the first flight land, smoothly and safely."

Both Al Aithan and Owaidah felt that the project made them aware they could do anything with the company's trust

and support, including the invaluable support of industrial services proponent representative Talal N. Almaghlouth and Consulting Services Department engineer Waseem Khatri. Both provided reliable expertise on the civil works, rubblization design and implementation, asphalt mix design, and pavement construction — key for the early project completion.

On the project, Almaghlouth applied his knowledge gained as a construction engineer in the Transportation and Equipment Services Department to help navigate the extensive national and international regulatory requirements that apply to a landing strip, along with his knowledge of asphalt projects, including his time helping expand Ithra's parking for the Arab Summit held in 2018.

The new Shaybah airstrip required not only significant logistic dynamics, but also the dedicated focus of a wide range of company experts and professionals. Led by a Saudi Aramco Project Management team, integrating the Aviation, Transportation and Equipment Services, Project Inspection, and Consulting Services departments, the team was fully supported by several additional departments and affiliates, including Shaybah Producing, Aramco Overseas Company, Materials and Logistics, Industrial Security, Facilities Planning, (PMOD), and full engagement from contractor Sinohydro Corporation.



Fahd H. Cynnndy, Aviation Department manager, (pointing) discusses the improvements made to the Shaybah airstrip with Sultan Al-Ghadery, manager of Transportation and Equipment Services, (in suit jacket and sunglasses) and members of the project team, during its opening ceremony on April 16. The Shaybah airport runway upgrade shows the deep commitment and ability of Saudi Aramco's people to come together to deliver exceptional outcomes, drawing on skill sets from across the company. (Photos: Moayed Al Qattan/MPD)

ception, exposed to blistering conditions and pounded by the corrosive sands of the Empty Quarter. After many years of service, it was time for a refurbishment of the airstrip itself, which handles aircraft from across the Saudi Aramco fleet, and also aircraft up to the size of a Boeing B767.

Removing from service the main transport artery for the natural gas liquids plant, gas-oil separation plants, and related infrastructure that delivers millions of barrels of oil and liquids every day was a serious undertaking, not to mention the demands placed on employees and contractors. This was because rather than landing in the center of Shaybah, a new way in — and out — needed to be found during refurbishment, which was a government airbase 90 minutes away, through a challenging, winding, one track road.

choosing the right path

Plans for the refurbishment started with several studies led by both the Aviation Department and the Facilities Planning Department, also working in conjunction with King Fahd University of Petroleum and Minerals. A decision was made to resurface the 10,000-foot runway using the

rubblization method, which includes using the concrete already in place as the base layer. This meant that rather than disposing of it as waste, the concrete is chopped and broken up by specialist equipment to form a base layer for asphalt. This method was used once before in the Kingdom, at Jiddah's King Abdulaziz International Airport, but this was a first for Saudi Aramco.

a study in time and motion

With so many people and business processes reliant on the Shaybah airport, meeting the twin goals of speed and safety were paramount in the project. Everyone played a unique role in achieving them.

"When every day counts, completing the refurbishment of the landing strip in only 77 days was a remarkable achievement, significantly ahead of schedule," said Nezar H. Al-Khalifah, division head of the Shaybah Crude Increment Projects Division.

"The project team overcame numerous challenges, including shipment of aviation grounding lighting material through air freight, in-Kingdom raw material sourcing, daily shipping to Shaybah through difficult, one-track roads, early mobilization of the asphalt plant, rubblization equipment

sourcing, and mitigating all of the risks associated with the construction site's extreme remoteness and harsh weather conditions, including sandstorms."

This is particularly true when you consider the logistics required to support the shutdown of the landing strip while the refurbishment was underway. Getting people in and out of Shaybah securely and safely was a logistical challenge that the Shaybah Aviation Group and the Shaybah Transportation Division tackled together.

"The team made zero mistakes and we had zero delays," said Shaybah Terminal group leader Faleh H. Al Subaie, with Aviation facilities engineer Mohammed S. Almaqbal in firm agreement. "This included coordinating fleets of buses to collect passengers at Shaybah, who were checked onto the buses using the same method as if they were checking onto a plane, to ensure all security protocols were met."

In a convoy, and with the assistance of outriders ensuring a clear path through the winding, single road to the nearest government airbase, fleets of buses made 1,800 trips back and forth across the challenging Empty Quarter landscape over the 77 days of refurbishment. Doing this without inci-

dent was indeed a remarkable achievement.

"Working daily extended hours, the commitment of our people to ensure the safe and secure transport of over 40,000 personnel during the refurbishment was an inspiring site to behold, and brought us all even closer together," said Al Subaie.

delivering under pressure

"Every day of the refurbishment, Shaybah personnel were keen to get an update. It was understandable, because with the airstrip out of action, many more hours were added to their commute to and from home, so the team obviously wanted to complete the project as quickly as possible," said project engineer Helder Martins.

"This reveals one of the key factors for the project's success: unprecedented project stakeholder engagement, where all the stakeholders were pushing in one direction to deliver the project in the shortest time possible. This meant we worked around the clock, seven days a week, including Saudi Aramco organizations and personnel, and with the firm support from our contractor Sinohydro Corporation, and their project manager, Rami Al-Hassan, and construction manager, Esam Omran."



Aramco students volunteer in U.S. communities

by Terry Wade

More than 100 students sponsored by Aramco have ventured outside the walls of classrooms this year to work in U.S. communities, volunteering at charities that work to alleviate hunger domestically and overseas by packing and delivering food for people who need it.

The service work that occurred across the country is part of Aramco's broader community engagement program that focuses on supporting the communities where our personnel work and live.

citizenship in action

On April 6, 24 Aramco students from the University of California, Los Angeles and the University of Southern California spent the day sorting, inspecting and packaging donated items at the Los Angeles Food Bank, which collects food and resources from across Southern California and serves more than 300,000 people on a monthly basis.

"I am glad to have been part of making this happen. This made me realize how small actions can be very meaningful for other people," said Ghadeer Al Helal, one of the student volunteers.

In Denver, Colorado, on March 22, 30 Aramco students sorted and organized donated new, and gently used goods, including coats, undergarments, socks, shoes, toilet-

Nearly 20 Aramco students from Arizona State University spent the first day of March at St. Mary's Food Bank in Phoenix sorting and inspecting packaged foods and serving hot meals to 100 families. The food bank serves around 1,000 families daily, six days a week throughout Phoenix and delivers food across Arizona.



More than 40 of our students participated in a "Rise Against Hunger" event at West Virginia University in Morgantown — the third in a series hosted this year by Aramco Services Company. The students packaged dried food items for more than 20,000 meals for schools, orphanages, and others in need.

ries, and other essentials for children and families most in need at a building of A Precious Child — a local charity group.

Nearly 20 Aramco students from Arizona State University spent the first day of March at St. Mary's Food Bank in Phoenix sorting and inspecting packaged foods and serving hot meals to 100 families. The food bank serves around 1,000 families daily, six days a week throughout Phoenix and delivers food across Arizona.

"This really strengthens my role in society and Aramco's role in society," said Abdullah Alghambi, another student.

'Rise Against Hunger'

Also in March, more than 40 of our students participated in a "Rise Against Hun-

ger" event at West Virginia University in Morgantown — the third in a series hosted this year by Aramco Services Company. The students packaged dried food items for more than 20,000 meals for schools, orphanages, and others in need. The student volunteers were highlighted in a segment broadcast in West Virginia by a local TV news station, which reported on Aramco's collaboration with Rise Against Hunger — an international nonprofit trying to help to eradicate world hunger by the year 2030 — in line with goals set forth by the United Nations.

"Aramco is helping us immensely," said Andrew Moser, community engagement manager for Rise Against Hunger in Pittsburgh, Pennsylvania.



Rijal Almaa provides a historic and impressive sight with its stone fortresses representing the traditional architecture of the village.

by Ibrahim Asiri

Rijal Almaa — At times, we all dream of getting away from it all.

The Jazan Refinery Maintenance Department recently followed through with that spirit, and in line with Operational Excellence element 3.4 (Employee Engagement), held a team gathering at Rijal Almaa Heritage Village.

A multicultural group of 35 employees participated in the getaway, which featured the theme of "Collaborative Teams Ignite Ideas of Success" and sought to get employees out of their day-to-day work routines to explore the natural beauty of that part of the Kingdom.

architectural icon

The team gathering at Rijal Almaa provided a historic setting, as a number of old fortresses have long been located at the iconic heritage site. Immediately recognizable by its remarkable architecture, it has received international exposure and was even nominated as a UNESCO World Heritage site in 2018.

Jazan employees recharge at Rijal Almaa getaway



A local group performs a traditional folk dance as part of the welcoming of the Jazan Refinery Maintenance Department team.

Arriving after a long trip, the team received a warm and full welcome with a traditional song and dance from a receiving group from the village. The group led the team to the parlor, or *al-majlis*, providing a glimpse of the traditional house interior décor and ancient art, where the team was able to survey the cultural depth and prominence of the village in trade and architectural arts, represented in the expertly crafted and beautiful tall fortresses.

heritage museum

Next on the agenda was a sightseeing tour of the village, including the "Alma Museum of Heritage," which is one of the oldest museums in the Kingdom. The museum was created upon the initiative of the people of the village to preserve the heritage of the area.

The museum is located in one of the fortresses and holds many artifacts devoted for a particular type of heritage, such as agricultural tools, clothes, jewels, old cooking utensils and accessories, ancient education tools, and many other aspects

related to the village ancient life.

The tour was completed with a video on "AlAsiri calligraphy," — the interior wall decoration and ancient art that represents a key element for identity of the region and is considered to be an element of pride.

After an exceptional dinner, a well-deserved break on the rooftop sipping black tea and listening to Salat al-'isha echoing through the valley, the employee gathering concluded with Jazan management exchanging gifts with the people presenting the program, and an open floor discussion with the team members.

the end of the trip

The multicultural team consisting of Saudis and expatriate employees from around the world expressed their gratitude to management for offering such gathering outside the hustle of the urban jungle, the stress, the noise, and distraction in an amazing place full of heritage and history to reflect, and to refocus their efforts back in the workplace.

spotlight

Suleman A. Al-Bargan, vice president of Domestic Refining and NGL Fractionation, recently hosted the corporate HR team site visit in Ras Tanura. In his opening remarks, Al-Bargan spoke on how the downstream and refining businesses will play a vital role as Saudi Aramco continues to grow and expand into petrochemicals. Nabil K. Al-Dabal, executive director of Human Resources, noted the company's unprecedented growth and the opportunity to widen its global footprint, further noting that corporate collaboration is critical to the timely decision making required to make such growth successful. Some of the key topics discussed at the event were manpower readiness, employee engagement, downstream shared services, the Home Ownership Program, the Talent Exchange Program, as well as the Ajyal Housing initiative. After the discussions, those participating agreed to work closely and resolve issues that bore critical significance for DR&NGLF's current and future workforce. The site visit concluded with a tour of the Ras Tanura Refinery.



Bassam Asiri, assistant controller, provides opening remarks as part of the Controller's continued effort to embed a culture of cybersecurity at the 2019 Finance, Strategy and Development Cybersecurity Awareness Session. The session, held recently at the EXPEC I Auditorium in Dhahran, provided a strong emphasis on actively detecting phishing attacks. The interactive educational session included sections on social engineering and phishing, finance phishing results and performance, a live hack demonstration, and recognition awards for employees who passed all of the phishing tests (positive behavior only) since the inception of the program.



In line with Operational Excellence (OE) Element 3 "Human Resources" and OE Process 3.4 "Employee Engagement," the Shedgum Gas Plant Department (ShGPD) recently conducted the 2019 HR Outreach Session in partnership with the Abqaiq Personnel Department under the theme "Close to You." The objective of the session was to share HR aspects and internal work results. It is part of the ShGPD's HR efforts to spread HR policy knowledge and help employees become more familiar with HR policy changes. The event provided an opportunity for employees to ask and clarify any concern related to HR.



The Yanbu' NGL Fractionation Department (YNGLFD) recently celebrated its 2019 Energy Award earned at the 2019 Middle East Oil and Gas Show in Bahrain. The winning project will reduce carbon dioxide emissions by 30,000 tons, recovering 292 million standard cubic feet of ethane on an annual basis. Mohammed S. Al-Ghamdi, YNGLFD manager (fourth from left), shown here with other members of YNGLFD management, credited the department's focus on Operational Excellence for achievements such as the Energy Award. "As our business responds to changing market needs, YNGLFD is fully committed to Operational Excellence via the focus on strengthening safety performance, enhancing profitability and reliability, as well as adopting new innovative ideas and technologies," he said. The award is one of the most prestigious energy awards, recognizing distinguished organizations for their outstanding efforts in the oil and gas industry in promoting and adopting "Resilience through Talent and Technology Transformation."

Dhahran swimmers rise to the top at regionals

by Jeremy Babbington

Dhahran — The Dhahran Youth Swim League (DYSL) recently held the largest ever Eastern Province A-Regionals Swimming Championships at Dhahran Hills Pool.

More than 200 swimmers entered the event from eight Eastern Province swim teams, with DYSL emerging as the first-place team. This was the case even when the average points per swimmer were used for rating performance rather than total points as DYSL had the largest team entry.

DYSL averaged 29.2 points per swimmer, with the al-Khobar Lasers Swim Club finishing second with an average of 23.8 points per swimmer. The Schlumberger Blue Mar-

lins placed third, averaging 10.8 points per swimmer.

There were many impressive performances from the DYSL swimmers with the club's 86 swimmers — the highest number ever entered by DYSL — achieving an amazing 480 personal best times out of 631 events, for an average of 0.76% personal bests per event entered.

dedication and hard work

This is a testament to the dedication of the swimmers and the hard work put in by swimmers, parents, and coaches to ensure our swimmers achieve their best. A total of 40 swimmers from DYSL placed in the top

six and won trophies at the awards ceremony:

6 and Under Girls: 1. Arianna Oshinowo, 5. Lina Knowles

6 and Under Boys: 5. Ahmad Malik

7-8 Girls: 1. Vivienne Lubbe, 2. Alyha Coulibaly, 3. Charlotte Fischer, 4. Isabella Meehan, 6. Natalie Palacios

7-8 Boys: 1. Lucas McLaughlin, 2. Gabriel Caralt, 4. Usman Lodhi, 6. Aadarsh Murugan

9-10 Girls: 1. Julianna Babbington, 2. Kerensa Babbington, 2. Jasmine Vaartjes, 5. Hannah Fischer

9-10 Boys: 2. Dev Sekar, 3. Maxwell McLaughlin

11-12 Girls: 2. Varvara Alexeyenko, 3. Harshini Murugan

11-12 Boys: 1. Felix Dorward, 2. Raulph Lubbe, 3. Hayden Fields, 4. Nuur Ahmad, 5. Daniel Del Carmen-Ju

13-14 Girls: 1. Fatemah Elfayoumy, 3. Raida Iqbal, 4. Tara Abuyazid, 5. Malak Amer

13-14 Boys: 1. Seth Tolentino, 2. Kareem Kalo, 4. Eddy Del Carmen-Ju, 5. Safwan AlKudmani

15-16 Girls: 3. Dina Haikal, 4. Mona Kalo, 6. Emily Nielson

15-16 Boys: 1. Rifqi Sambodo, 2. Adel Al-Sabbagh, 5. Malek Kalo, 6. Mohammed Kharbat



Scores of spectators gather around the Dhahran Hills Pool for the recent Eastern Province A-Regionals Swimming Championships. More than 200 swimmers entered the event from eight Eastern Province swim teams, with DYSL emerging as the first-place team. Here, swimmers compete in the butterfly.

well-being caring for your health and wellness



caring profile

Dr. Hassan H. AlNahwi
Pediatric dentist at Al-Hasa Health Center

professional experience

- 2016-present: Pediatric dentist, Johns Hopkins Aramco Healthcare (JHAH)
- 2015-2016: Pediatric dentist, Dr. Sulaiman Al-Habib Hospital, Riyadh
- 2014-2015: Pediatric dentist, Tooth Transitions Pediatric Dentistry, San Antonio, Texas, U.S.
- 2014-2015: Pediatric dentist, Route 32 Pediatric Dentistry and Orthodontics, Waco, Texas, U.S.

education

- 2015: American Board of Pediatric Dentistry, U.S.
- 2012-2014: Pediatric dentistry, University of Texas Health Science Center, San Antonio, Texas, U.S.
- 2011-2012: Advanced education in general dentistry, University of Texas Health Science Center, San Antonio, Texas, U.S.

residency

- 2010-2011: Internship in Orthodontics, University of Texas Health Science Center, San Antonio, Texas, U.S.
- 2008-2009: Internship in general dentistry, King Saud University, Saudi Arabia

Medical School

- 2002-2008: Bachelor of general dentistry, King Saud University, Saudi Arabia

Quote

"In pediatric dentistry, we are happy to be part of the transformation in JHAH, as well as in our country. We strive to educate our young patients and their caregivers about oral health, and provide high quality dental care, establishing excellent lifelong relationships to improve their quality of life."

JHAH Ramadan working hours

Looking for our working hours during Ramadan? Visit our Ramadan Page at <https://www.jhah.com/en/ramadan>.



Become a patient at Johns Hopkins Aramco Healthcare (JHAH)

Eligible Saudi Aramco employees and their dependents are invited to register for healthcare at JHAH.

For more information on how to change your registration, contact your local HR Service Center or visit HR Online, or scan the QR code below for detailed instructions.



مركز جونز هوبكنز
ارامكو الطبي
Johns Hopkins
Aramco Healthcare

800-305-4444 | www.jhah.com

Ramadan and healthy living

by JHAH Communications staff

Healthy living revolves around eating healthy, exercising, sleeping well, and avoiding stress and addictive harmful habits. The Holy Month of Ramadan is seen by many as the time to start on a road to a healthier and more spiritual way of living.

Exercising is essential for a healthier and longer life. Exercising makes you burn calories and strengthens your body. During Ramadan, you should avoid doing vigorous aerobic exercise during the day because you will lose water as you fast.

During the day, you can walk, stretch, do household chores, and go up the stairs. Any physical activity counts as exercising. After Iftar, rest a little to digest the food and then do your favorite exercise.

avoid smoking and caffeine

Smoking is directly associated with cancer, heart disease, and other serious diseases. We all know it but it is difficult to kick the habit, but if you can fast 12 or more hours without smoking, it is proof that you can do it!

Cut down on your smoking before and after Ramadan so you can stop smoking completely soon after Ramadan.

Too much caffeine affects sleep, and may make you more irritable. You should drink caffeine in moderation.

Ramadan is a good opportunity to cut down. Remember that drinking coffee and tea makes you lose water and vitamins, and it should be avoided during Suhur.

Also remember that a sudden decrease in caffeine prompts headaches, mood swings, and irritability. It is better to start



top tips for eating healthy during Ramadan

1. **Eat slow digesting foods**, especially at Suhur. Examples of slow digesting food are grains and seeds such as barley, wheat, oats, millet, semolina, beans, lentils, and unpolished rice.

2. **Eat foods with lots of fiber** such as bran, whole-wheat, grains, and seeds. Most vegetables are a good source of fi-



ber, including green beans, peas, cabbage, zucchini, and spinach. Most fruits are excellent sources of fiber, as are dried unsweetened fruits.

3. **Avoid fried and fatty foods**; they contain a lot of fat and can cause indigestion and heartburn. They are also high in calories and can cause weight gain.

questions and answers

The following are frequently asked questions from people who have eating related problems during Ramadan.

• **I feel dizzy and tired in the afternoon, what can I do?**

Drink more water at Suhur, stay in cool places, and eat more mineral salts.

• **I have headaches when fasting, what can I do?**

This is probably due to cutting down on caffeine or stopping smoking. It may be also because of inadequate sleep. Cut down on caffeine and smoking, and sleep for at least seven or eight hours a night.

• **I have indigestion and gas after Iftar; what can I do?**

Drink plenty of water, and avoid fried food and over-eating.

• **I have heartburn after Iftar; what can I do?**

Do not overeat or mix large amounts of food. Avoid fried food and other food that usually causes your heartburn. Examples of foods that can cause heartburn

are spicy foods, coffee, and tomato paste. Medications are available to control heartburn.

• **I have more constipation during Ramadan; what can I do?**

You should drink more water, eat bran, brown wheat, more vegetables, and fruit.

• **I am having sudden muscle cramps, what can I do?**

You may be losing minerals. Eat foods rich in minerals such as vegetables, fruit, dairy products, and meat. Take multivitamins if available.

During Ramadan, our diet should not differ very much from our regular healthy diet. The foods that we eat should be well-balanced, rich in vegetables, fruits, and slow digesting carbohydrates. Our diet should also be low in fried foods, other fats, and sweet desserts.

It is easy after fasting to overindulge at Iftar, which can cause weight gain over the month of Ramadan. It is also possible to eat an unbalanced diet and have constipation, indigestion, and heartburn.

But if you follow simple healthy eating habits, you should be able to fast comfortably and enjoy fully the spiritual benefits of Ramadan.

This content is for informational purposes and is not intended to be a substitute for the advice of a health care professional. It is important that you rely on the advice of a health care professional for your specific condition. If you think you have a medical emergency, call 911 immediately.



LEGAL DISCLAIMER: All health and health related information contained in this Johns Hopkins Aramco Healthcare Company material is intended to be general in nature and should not be used as a substitute for a visit with a health care professional. The advice is intended to offer only a general basis for individuals to discuss their health and medical conditions with their health care provider. Your health care provider should be consulted regarding matters concerning the medical condition, treatment, and needs of you and your family.

keep **FIT** during Ramadan

by Andrew Pascoe

The Holy Month of Ramadan is about to begin. Aside from fasting from sunrise until sunset, Muslims proudly demonstrate their faith, devotion to family, and charitable acts during this special time of year.

If you plan on maintaining or starting an exercise regimen this Ramadan, it's important to be aware of the impacts that the Holy Month will have upon your ability to engage in physical activity, as well as your overall level of well-being.



your performance

One shouldn't abandon regular exercise during the Holy Month. Having said that, the diet and lifestyle practices of Ramadan can make your regular exercise routine more challenging than usual for a number of reasons, including:

- **Sleep:** Altered sleep patterns caused by waking up early to eat and engage in social/religious activities can result in sleep deprivation during Ramadan. Chronic sleep deprivation has unfavorable impacts upon physical performance by making exercise feel harder and reducing endurance capacity. Try to get the recommended 7-9 hours of sleep per night throughout Ramadan.

- **Suboptimal fueling:** Sport nutrition guidelines recommend the consumption of carbohydrates and fluids before and during exercise, and consumption of protein, carbohydrates, and fluids soon after exercise ends. Depending upon when you train, it may not be possible to consume fluids or food, which can reduce performance and recovery.

- **Dehydration:** Abstaining from food and fluids in warm climates can lead to some level of dehydration. As little as 2% dehydration can impair your physical performance by making exercise feel harder, increasing your heart rate, and elevating your core body temperature. Dehydration can also lead to tiredness, decreased cognitive function, and headaches.

- **Other considerations:** Caffeine and nicotine withdrawals can also contribute to general feelings of lethargy and cause mood swings, which add additional challenges.

Despite the challenges of exercising during Ramadan, there's no need to stop. Make adjustments to your routine to get the most out of your workout time, and exercise safely.

A simple way to modify your workout

regimen is to use the FITT factors. FITT is an acronym for the frequency, intensity, time, and type of exercise.

frequency

While a workout can combat the lowered levels of daily physical activity and calorie expenditure caused by reduced working hours and more social time during Ramadan, think twice before hitting the gym more often than usual.

Ramadan is not the ideal time to start visiting the gym more frequently, and caution is advised not to take on too much during the Holy Month.

Decrease the amount of exercise you perform during Ramadan if sleep deprivation and fatigue get the better of you. Although, if you tend to eat in excess and gain weight during Ramadan, maintaining your exercise regimen can help minimize weight gain.

Tip: Strive to maintain or reduce your frequency of gym visits during Ramadan.

intensity

Intensity refers to how hard you exercise relative to your maximum capacity.

As you're likely to feel more fatigue due to fasting and altered sleep patterns, it's recommended that you listen to your body and adjust your exercise intensity to match your energy levels. Don't hesitate to reduce your exercise intensity if you feel particularly fatigued.

Consider starting slow and gradually building up to your pre-Ramadan levels of exercise intensity, but only if you feel well. As sleep deprivation and fatigue grow

during Ramadan, you may feel worse near the end of the month. Pay attention and adjust.

Low and moderate intensity cardio exercises such as jogging, cycling, etc., can be done at any time of the day, while higher intensity training sessions are best scheduled after Iftar when you can take on fluids and fuel.

Tip: Strive to maintain or reduce the intensity of your exercise regimen during Ramadan.

time

Maintain or reduce the duration of your workouts during Ramadan. Exercise sessions exceeding 60 minutes may feel particularly challenging if performed during fasting hours due to a lack of fluids.

Tip: Consider keeping your exercise sessions shorter during the Holy Month.

When you choose to exercise will have an effect upon your workout performance. Here are the pros and cons to working out at certain times of the day during Ramadan:

- **Training after Suhur**

Exercising one to three hours after eating the morning Suhur meal when your energy and hydration levels are replenished can set you up for a high quality workout. This can be a good time to engage in intense exercise. The disadvantage to training at this time is the inability to consume fluid and food shortly afterwards to support adaptation and recovery from training.

- **Training just before Iftar**

Due to the prolonged absence of food and fluid during the day, workouts just before Iftar may be of a lower quality and feel harder to perform. Consider lowering your exercise intensity and/or duration at this time of day — especially if you don't feel great — to reduce risk of injury.

The advantage of training one to two hours before Iftar is the opportunity to refuel immediately after your workout, which can promote adaptations to the training stimulus, promote recovery, and reduce muscle damage.

- **Training after Iftar**

Exercising one to three hours after breaking your fast provides the opportunity to fuel and hydrate before, during, and after

While it's easy to suggest ideal times to train, it's likely that you can only work out at a particular time of day due to work and family commitments. If this is the case, just do your best to adjust your workout to suit the time at which you train.

type of exercise performed

The best type of exercise is one that you enjoy and allows you to make progress toward your goals, so choose those you are likely to do frequently because they put a smile on your face.



other considerations

- **Warm-up protocols:** A proper warm-up is important but should be emphasized even more during Ramadan as feelings of fatigue can increase your risk of injury.

Warming up prepares you mentally and physically for exercise, but don't overdo it. Excessive warmups can be taxing and compromise the main block of your workout.

- **Training environment:** Exercising in hot and humid conditions makes it harder to regulate your body temperature — especially when you are already dehydrated from fasting. Work out in cool and shaded environments to minimize the risk of overheating and dehydration.

Well-trained individuals may be less affected by a lack of fluid intake than untrained individuals due to a higher tolerance to fatigue, greater mental strength, and an enhanced ability to store glycogen and water within working muscles.

In short, increased fitness allows you to train with fewer physical challenges and greater self-confidence — something to keep in mind for next year.

You can exercise safely and effectively during the Holy Month by monitoring and adjusting the FITT factors. The key is to listen closely to your body and not be afraid to reduce your workout time or pull back on the intensity if you feel overly tired.

Do whatever you can to maximize post-workout hydration, refueling, and rest when possible.

Implementing some partial fasts for a week or so prior to the first day of Ramadan can help you acclimatize to the extended periods of fasting to come and provide an easier transition into fasting. Delaying your breakfast for a couple of hours or up until midday is one way to do this.



Saudi Aramco Energy radio schedules

Saudi Aramco radio channels, Studio 1 and Studio 2, are part of the day-to-day lives of listeners in the Eastern Province, Bahrain, and different Saudi Aramco sites — especially during drive-time. The channels keep listeners engaged through a collection of music that covers all sorts of tastes. From classical to pop, from jazz to EDM, from chill to rock, and much more.

In addition to the unique content offered by a group of different colorful personalities, the channels also constantly broadcast public safety announcements and awareness campaigns, as well as weekly "Energy Moments" that cover various snippets and facts about Saudi Aramco, the region, and the world.

studio one.fm

91.4 Dhahran
103.8 Safaniyah, Tanajib, Haradh, Khurais, and Shaybah
88.8 'Udhailiyah

Studio 1 FM offers a collection of today's and the past's best hits that keeps listeners tuning in day in and day out.

The music heard on Studio 1 FM includes:

- pop
- classic rock
- 80s music
- 90s music
- 2000s music
- dance
- hip hop
- old school R&B

Follow us on our Social Media!



Email us at: FMradio@aramco.com

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
midnight	classic rock with Tami Bennett	today's hits with David Wartnaby	old school R&B with Walt Baby Love	amazing 80s with MG Kelly	today's hits with David Wartnaby	today's hits with David Wartnaby	world chart show with PJ Budda
1 a.m.							
2							
3	today's hits with David Wartnaby		U.K. chart show with Scott Clarke	club zone			today's hits with David Wartnaby
4			today's hits	today's hits with David Wartnaby			
5							
6	good morning Saudi Arabia with Scott Boyes	good morning Saudi Arabia with Scott Boyes	good morning Saudi Arabia with Scott Boyes	good morning Saudi Arabia with Scott Boyes	Yahala Thursday with Scott Boyes	classic rock with Tami Bennett	classic rock with Tami Bennett
7							
8	today's hits with McKenzie Rae	today's hits with McKenzie Rae	today's hits with McKenzie Rae	today's hits with McKenzie Rae	today's hits with McKenzie Rae		
9							
10							
11	classic hits with Jay Coffey	amazing 80s with MG Kelly	the classics with Steve Downes	classic hits with Jay Coffey	old school R&B with Walt Baby Love	live in concert with Lisa Barrigan	the classics with Steve Downes
noon							
1 p.m.	today's hits with David Wartnaby	today's hits with David Wartnaby	today's hits with David Wartnaby	today's hits with David Wartnaby	today's hits with Ahmed Sharqi	classic hits with Jay Coffey	today's hits with Marie Claire
2							
3	afternoon show with Marie Claire	afternoon show with Marie Claire	afternoon show with Marie Claire	afternoon show with Marie Claire	Yahala Thursday with Jim Kelly & Lamees	today's hits with Nader Alfassam	world chart show with PJ Budda
4							
5	U.K. chart show with Scott Clarke	world chart show with P.J. Budda	classic rock with Tami Bennett	classic rock with Tami Bennett	all request show with Lamees & Danah	all request show with Lamees & Danah	amazing 80s with MG Kelly
6							
7	classic rock	classic hits with Jay Coffey			today's hits with Marie Claire	U.K. chart show with Scott Clarke	old school R&B with Walt Baby Love
8	the classics with Steve Downes			live in concert with Lisa Barrigan	world chart show with P.J. Budda	old school R&B with Walt Baby Love	today's hits with David Wartnaby
9					hip hop-na with E-Klass	hip hop-na	
10							
11							

studio two.fm

101.4 Dhahran
107.9 Safaniyah, Tanajib, Haradh, Khurais, and Shaybah
91.9 'Udhailiyah

Studio 2 FM gives listeners the chance to explore music in a different way through a catalogue of tracks from around the world beyond the realm of pop.

The music heard on Studio 2 FM includes:

- Jazz
- blues
- world music
- classical
- chill (loungue)
- electronic dance music

Follow us on our Social Media!



Email us at: FMradio@aramco.com

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
midnight	the classical works	the classical works	the classical works	the classical works	the classical works	defected radio with Guest DJs	defected radio with Guest DJs
1 a.m.							
2	chill with Gary Thompson	chill with Gary Thompson	chill with Gary Thompson	chill with Gary Thompson	chill with Gary Thompson		chill with Gary Thompson
3							
4							
5	morning jazz with Rob London	morning jazz with Rob London	morning jazz with Rob London	morning jazz with Rob London	morning jazz with Rob London		
6							
7							
8	chill with Gary Thompson	chill with Gary Thompson	chill with Gary Thompson	chill with Gary Thompson	chill with Gary Thompson	jazz variations with Tonia King	Putumayo world music with Rosalie Howarth
9							
10							
11							
noon		Putumayo world music with Rosalie Howarth	bluesmobile with Elwood Blues	jazz variations with Tonia King		today's world music with Irma Blanco	today's world music with Irma Blanco
1 p.m.							
2	today's world music with Irma Blanco	today's world music with Irma Blanco	today's world music with Irma Blanco	today's world music with Irma Blanco	today's world music with Irma Blanco		
3							
4							
5						bluesmobile with Elwood Blues	
6							
7	evening jazz with Rob London	evening jazz with Rob London	evening jazz with Rob London	evening jazz with Rob London	chill with Gary Thompson	chill with Gary Thompson	evening jazz with Rob London
8							
9	the classical works with Tim Manickam	the classical works with Tim Manickam	the classical works with Tim Manickam	the score with Edmund Stone	the classical works	defected radio	the classical works with Tim Manickam
10							
11							



Ithra movies

in cinema

Ithra Heroes Adventure

A collection of engaging children's animations that integrate science, technology, engineering, art, and math.

May 1, 2, 4 11 a.m.
May 6, 7, 8 1 p.m.

Wasati

Based on true events that happened during a play in Riyadh 10 years ago. The play was called "Wasati bela Wastiah," which roughly translates to "A Moderate Without a Middle Ground," where a group of extremists attacked the theater and the play was shut down.

May 2, 3 6:45 p.m.

Predator X

After a startling discovery in southern England, scientists investigate the skull of what could be one of the largest marine predators ever discovered.

May 1, 2, 3, 4 4 p.m.

Peter Pan: The Quest for the Never Book

To get the best of the day filled with fun and folly, the traditional Pichipock games have been organized for the Lost Boys, Native Tribes, Peter, Tinker Bell, and the Darling family.

May 1, 4 7 p.m.
May 2, 3 8 p.m.

David Attenborough's First Life - Part 1

David Attenborough takes a journey back in time to discover how the very first animals developed on our planet.

May 2, 4 1:30 p.m.
May 6, 7, 8 9:30 p.m.

David Attenborough's First Life - Part 2

David Attenborough takes a journey back in time to discover how the very first animals developed on our planet.

May 3 1:30 p.m.



Energy Exhibit Theater



Conquest of the Skies

Evolutionary story of flight from the very first insects to the incredible array of creatures, which rule the skies today.

May 1 6 p.m.
May 2, 3, 4 5 p.m., 6 p.m., 7 p.m.
May 6 1 p.m., 10 p.m.



The Arabian Sun is a weekly publication issued free of charge by the Corporate Communication Support Department for Saudi Aramco employees.

North Admin Building, Room AN-1080, C-05A, Dhahran, Saudi Arabia
Telephone (013) 876-0374
Email: publishing@aramco.com
ISSN: 1319-156X
Articles may be reproduced provided The Arabian Sun is credited.

Publishing director: Haitham K. Al-Jhairan
Editors: Jamsheed Din, Todd Williams
Editorial staff: Musherf Alamri, Eamonn Houston, Scott Baldauf, Jeff McCoshen, and Shaistha Khan.
Designer: Husam Nasr.

Articles and coverage can be requested through the company's CRM system. Correspondence may be addressed to the editor, North Admin Building, Room AN-1080, C-05A.



Saudi Arabian Oil Company (Saudi Aramco) is a joint stock company, with certificate of registration number 2052101105, having its principal office at P.O. Box 5000, Dhahran, Postal Code 31311, Kingdom of Saudi Arabia, and with fully paid capital of SAR 60,000,000,000.

have a healthy Ramadan

As the Holy Month approaches, we offer some advice on how to maintain healthy activity while taking into account the special factors Ramadan brings.

see pages 14 and 15



Abqaiq Recreation Services hosts first ever Top Chef Competition

by Jayson Gonzales

Abqaiq — The Abqaiq Recreation Services Unit (ARSU), recently hosted the first ever Top Chef Competition at the Abqaiq Deer Park. The event featured aspiring chefs in various culinary challenges.

thousands of hungry people

It was the first time that such an idea was introduced in a Saudi Aramco community, and the event was attended by 2,100 people from various communities.

The chefs were tested on different categories, such as biryani chicken, sweets, and fresh salad. The contest was judged by the Southern Area/Central Regional manager Mohammad Al Hajri, with the support of Abqaiq Residential and Recreation Services Division (ARRSD) administrator Abdullah Almusallami and ARSU supervisor Mohammad Khaldi.

warm welcome, live DJ music

The guests were welcomed by sweets and traditional Arab coffee. Food kiosks,

a live DJ music, and fun activities were appreciated by all, while the kids were entertained by the presence of cartoon characters.

Furthermore, the kids also participated in various parlor and fun games prepared by the ARSU.

Meanwhile, children enjoyed a trio of slides in the bouncy castle and were further amazed by a special mini-chef cake decoration and an arts and craft session.

tough competition

The atmosphere of the competition proved tough as every contestant did their best to win the heart of the judges, as well as the taste buds of the guests.

Three declared winners received iPhone mobile phones, with other memorable prizes going to others who competed in the contest.

This year's first-place winner was Hoda Abdulqawi, with Ahmed Neiroukh awarded second place, and Samira Al-Goweri earning third.



The Top Chef Competition was judged by Mohammad Al Hajri, Abdullah Almusallami, and Mohammad Khaldi, who tasted entries in a variety of categories, such as biryani chicken, sweets, and fresh salad.

Hoda Abdulqawi (right) works up her award winning entry in the Top Chef Competition held recently in Abqaiq. Thousands of Aramcons attended the event, which featured a wide array of entertainment and tasty treats for people of all ages. (Photos: Jayson Gonzales)



Notre Dame on a cloudy day

Batool A. Alkhalaf took this photograph of Notre Dame Cathedral in Paris during a walk along the Seine River while vacationing in Paris to celebrate her master's degree in the summer of 2015. The image is a reminder of the wonderful architecture that made the cathedral a world attraction prior to the extensive damage it sustained during a recent fire. Alkhalaf captured the image with an Olympus OMD-1 with no special settings. She lives in al-Khobar and works with the Local Workforce Development Department as supervisor of the Energy Sector Training Unit. She has been with the company for more than six years.