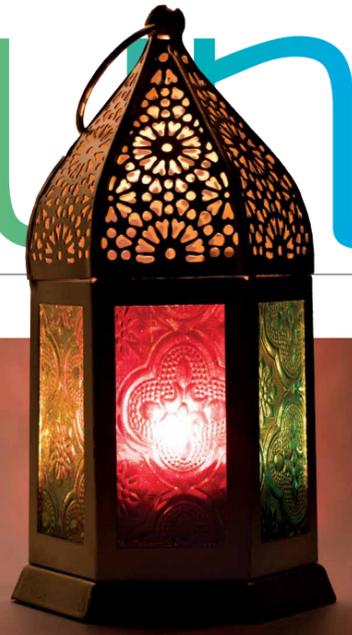


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Ramadan imsakiyyah
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President and CEO's message on the advent of the Holy Month of Ramadan

This year, the Holy Month of Ramadan will be unlike any other in our lifetimes, but it provides an opportunity to count our blessings and offer gratitude of the selfless sacrifice of co-workers and others all around us.

see page 4



President's Safety Excellence Award Winners



President's Maintenance and Reliability Excellence Award Winners



company hosts historic virtual
2020 President's Excellence Award

Excellence shines through in difficult times

see pages 2 and 3



President's Operational Excellence Award Winners



President's Environmental Excellence Award Winners



President's Joint Ventures Excellence Award Winners

Excellence shines through in difficult

by Michael Ives

Saudi Aramco president and CEO Amin Nasser and members of the company's corporate management this week recognized outstanding achievements company-wide with the 2020 President's Excellence Awards.

"Excellence isn't a measurement or a metric; it's a mindset," Nasser said of the annual recognition of the company's best performing departments and organizations.

And while many companies globally are experiencing disruptions to their businesses during the COVID-19 pandemic, Saudi Aramco's business is continuing, primarily because of the excellence of our employees here and around the world, Nasser said.

Leveraging technology, the Excellence Awards were awarded virtually for the first time.

innovation: the heart of our corporate culture

The five award categories celebrated achievements in areas that are critical to the company's long-term plans for growth and value creation, with a focus on honoring performance-based successes. As Nasser highlighted, the winners of this year's awards embody the spirit of innovation that is at the heart of Saudi Aramco's corporate culture.

"Innovation is a crucial part of our overall excellence as a company. As the energy transition unfolds, we will need more innovative ideas to stay ahead of the curve," Nasser said, adding that the awards also recognize something very traditional at Saudi Aramco — the pursuit of excellence.

The five areas recognized this year included Safety, Maintenance and Reliability, Environmental Protection, Joint Ventures (JVs), and Operational Excellence (OE).

"All of them are important. They are vital to our continued success and are critical to our long-term sustainability," Nasser said.



Safety is a mindset

Delivering the excellence in safety award to four departments, the Hawiyah NGL Recovery Plant, the Yanbu' Refinery, the Khursaniyah Gas Plant, and the Haradh Gas Plant departments, Nasser said it's imperative to always remember that an "injury or fatality is never just a number — it is a person and a person's family who may be impacted forever.

"We will never compromise our principles to ensuring safety; protecting our people and our assets remain our top priority," he added. "We can never be complacent. Any step backward or a drop in standards mean we will lose our license to operate."

He noted that excellence in safety, health, and well-being is needed more than ever now with COVID-19.

In delivering the awards for OE, Nasser noted that applying OE across the company is one of the main ways we can improve business performance and increase our long-term competitive advantage. He noted that the company's OE Index has improved by 85% since 2015, and that this continued improvement was one of the key enablers that has allowed the company to be agile and resilient when required to deal with different economic and market cycles.

In operating facilities, the award went



While many companies around the world are struggling to maintain their activity levels in the midst of the global COVID-19 pandemic, our business continues, and our employees remain resilient. As the men and women of Aramco carry on, we too, must, carry on recognizing their success in achieving excellence.

— Amin Nasser



recognizing excellence in five categories



why we celebrate excellence

to the Safaniyah Onshore Producing Department, Mansour F. Al Dossary; with joint second place honors going to the Berri Gas Plant Department, Khalid A. Al Harthi; and the Southern Area Oil and Gas Drilling Department, Fahad A. Al Mulaik.

In service organizations, the award went

to the Southern Area Production Engineering Department, Hamad M. Al Marri. The Industrial Training Department, Ahmed M. Aburas, was awarded second place.

careful stewardship

The President's Award for Environmental



"Our commitment to Excellence has been woven in our DNA and core values ever since the company was established. I would like to thank our workforce for their commitment to embrace and practice excellence."

— Ahmad A. Al Sa'adi
senior vice president of Technical Services



"While excellence is sometimes regarded as doing ordinary things extraordinarily well, I am often reminded that at Aramco, we have forged a hard-earned capacity for doing extraordinary things extraordinarily well. This is captured vividly in the entries for

the President's Excellence Awards."
— Mohammed Y. Al Qahtani
senior vice president of Upstream



"Excelling is not only important to Aramco as an enterprise, but also to the entire world due to our role in the global energy market. 2019 was a historic year. The company's resilience and preeminence were tested, and our "excellence" enabled us to

effectively deal with difficult circumstances."
— Nabeel A. Al-Mansour
senior vice president of Law and general counsel

times

historic 2020 President's Excellence Awards highlights business continuity, resilient strength of our people



Amin Nasser and other members of corporate management speak with Fahad S. Al-Dossary for Haradh Gas Plant manager and other winners of the 2020 President's Excellence Award for Safety earlier this week. "We will never compromise our principles to ensuring safety; protecting our people and our assets remain our top priority," said Nasser, who delivered the awards virtually to winning departments in five areas — Safety, Maintenance and Reliability, Environmental Protection, Joint Ventures, and Operational Excellence. (Photo: Ding/MPD)



2020 President's Excellence Awards

Safety Excellence

- Hawiyah NGL Recovery Plant Department
- Yanbu' Refinery Department
- Khursaniyah Gas Plant Department
- Haradh Gas Plant Department

Operational Excellence

Operational Excellence Award for Hydrocarbon Operating Facilities:

- **1st place:** Safaniyah Onshore Producing Department, Mansour F. Al Dossary
- **Joint 2nd place:** Berri Gas Plant Department, Khalid A. Al Harthi; and Southern Area Oil and Gas Drilling Department, Fahad A. Al Mulaik

Operational Excellence Award for Service Organizations:

- **1st place:** Southern Area Production Engineering Department, Hamad M. Al Marri
- **2nd place:** Industrial Training Department, Ahmed M. Aburas

Environmental Excellence

- **For Best Performing Operating Organization in Facility Environmental Performance:** Abqaiq Plants Operations Department, Khalid S. Al Ghamdi
- **For Best Performing Service Organization in Facility Environmental Performance:** Marine Department, Abdullah O. Al Tuwaijri
- **For Continuous Improvement by an Operating Organization in Facility Environmental Performance:** Ras Tanura Producing Department, Naif A. Al Sulami
- **For Best in Greenhouse Gas Management in Gas Operations:** Wasit Gas Plant Department, Ahmed A. Al Ghamdi
- **For Best in Greenhouse Gas Management in Producing Operations:** Abqaiq Plants Opera-

tions Department, Khalid S. Al Ghamdi

For Best in Greenhouse Gas Management from within Refining and NGL Fractionation:

Yanbu' Refinery Department, Abdullatif S. Al Shami

Maintenance and Reliability Excellence

- **For Operating Organizations:**
- **1st place:** South Ghawar Producing Department, Adel O. Ben Duheash
- **2nd place:** Ras Tanura Refinery Maintenance Department, Abdulsalam A. Al Saif
- **For Services Organizations:** Mechanical Services Shops Department, Abdullah M. Al Ghamdi
- **For Most Improved Service Organization:** Khurais Producing Department, Mohammad I. Al-Sowaygh

Joint Ventures Excellence

- **Joint Venture Excellence Award for Best Performer in Health, Safety, and Environment, and also Best Performer in both Asset Availability and OE:** YAS-REF, Mohammed N. Naghash, YASREF CEO
- **Joint Venture Excellence Award for most improved in Health, Safety, and Environment:** SAM-REF, Uthman A. Ghamdi, SAMREF CEO
- **Joint Venture Excellence Award for Most Improved in Asset Availability:** SADARA, Faisal M. Al Faqeer, SADARA CEO
- **Joint Venture Excellence Award for Best Performer and Most Improved in Energy Intensity:** FREP, Joost Emmen, FREP CEO
- **Joint Venture Excellence Award for Runner-up in OE:** S-OIL, Hussain A. Al Qahtani, S-OIL CEO

Protection fosters a sense of stewardship and recognizes organizations for outstanding performance in environmental and health protection. Presenting the award to Khalid S. Al Ghamdi from the Abqaiq Plants Operation Department and Abdullah O. Al Tuwaijri, Nasser highlighted protecting the environment has been a significant part of Saudi Aramco's operations throughout the company's history.

Three departments were recognized for being the best in greenhouse gas management, including the Wasit Gas Plant Department, Ahmed A. Al Ghamdi; the Abqaiq Plants Operation Department, Khalid S. Al Ghamdi; and the Yanbu' Refinery Department, Abdullatif S. Al Shami.

In delivering the environmental awards, Nasser made the important point that we can't stand still and that we must further strengthen our environment, social responsibility, and governance efforts to meet society's expectations in the decades to come.

reliably excellent

Delivering awards to the South Ghawar Producing, Ras Tanura Refinery Maintenance, Mechanical Services Shops, and the Khurais Producing departments, Nasser noted that excellence in Maintenance

and Reliability is something that truly sets the company apart. "We proved this last year after the attacks at Abqaiq, Khurais, Shaybah, and the East-West Pipeline," he said. "The world was watching, and we delivered, restoring production faster than anyone expected and emerging even stronger."

excellence together

In challenging times, partnerships are never more important. The Joint Venture Excellence Award recognizes how JVs are a vital part of Saudi Aramco's business as they support company growth through value creation, and drive innovation.

"Our JVs are an extension of Saudi Aramco's mission to be the world's foremost and reliable supplier of energy. This mission is accomplished through in-Kingdom JVs and also international JVs such as through our FREP JV in Fujian, China, which is one of the winning teams today," Nasser said. He went on to note that it is clearly a challenging time for our Downstream JVs and that "We should use this time to sharpen our skills, capabilities, and processes, and work to emerge even stronger from this crisis. We have done this in the past, and I am confident we can and we will again," he said.



"Excellence has always been central to how we conduct our business — a fact that has never been more important as we navigate the challenging business environment of today. We are extremely proud of all our employees who do so much to sustain a

world-class culture of excellence in all aspects of their work."

— **Abdulaziz M. Al Gudaimi**
senior vice president of Downstream



"We aspire to achieve excellence in all we do, and it has been a part of our culture since our inception. The spirit of collaboration across Aramco enables us to maintain the highest level of excellence. I congratulate all our employees for upholding

this core value."

— **Khalid H. Al-Dabbagh**
senior vice president of Finance, Strategy & Development



"There is a deep commitment to excellence across our wide-ranging support functions. Our vital services enable our core businesses and contribute to the company's success. These services depend on the talent, expertise, and drive for excellence you find among our people."

— **Nabeel A. Al-Jama'**
acting service line head of Operations and Business Services

Ramadan Kareem!

CEO: much to be thankful for in this unique Holy Month

Dear colleagues,

On behalf of Saudi Aramco's management team, my best wishes to you and your families for the Holy Month of Ramadan.

This year's Ramadan will be unlike any other because of the ongoing adjustments to our lifestyles required to respond effectively to the COVID-19 pandemic. We are having to think differently, act differently, and even work differently. Despite these challenges, I believe there are many things to be thankful for, particularly during the blessed month.

I am personally thankful for — and inspired by — the sacrifice of many of you who are away from their families during Ramadan, selflessly working in hospitals, remote areas, offshore sites, refineries, and plants. Our business continuity plans are

also supported by colleagues working from home, with others managing our global business interests in various locations across Asia, Europe, and North America.

I am thankful that many of our students studying abroad have been able to return to the Kingdom to be reunited with their immediate families, while we have ensured the safe and timely return of many of our employees and their dependents.

Ramadan is also a time to think of others less fortunate than ourselves. I want to thank everyone who has donated to our "Stay Home, Stay Safe Care Box Donation Campaign" to help underprivileged families, orphans, and widows. It is a simple yet powerful and compassionate way to reach out, with the company matching every donation. This is a time when all of us can step

forward to support good causes in our communities, and also support the Kingdom's and global efforts to contain COVID-19.

In our own homes, while large gatherings for iftar with extended families, friends, and neighbors won't be possible this year, like many of you, I am thankful that we can use technology to keep in touch with our families and friends, and possibly share a virtual iftar meal.

Above all, I am thankful for the strength of character in the Aramco family that has helped us to overcome so many challenges before and will once again see us through these extraordinary times, including this very precious Ramadan. My best wishes to you and your families. Stay healthy, stay connected, and stay strong. Ramadan Kareem!



Saudi Aramco CEO visits Yanbu'

Saudi Aramco president and CEO Amin Nasser visits employees of the Yanbu' Refinery and Yanbu' NGL Fractionation departments on April 16 as part of his ongoing support of facilities and operations Kingdomwide in light of the ongoing COVID-19 pandemic. Nasser's visit included a stop in the control rooms of both departments. The visit included a personal discussion with field operations personnel regarding the importance of physical distancing and personal hygiene rules. The CEO thanked the employees for their continued resilience in the face of significant challenges.



Aramco Base Oils steps up its global presence

London — Aramco's Base Oils and Finished Lubricants (BOFL) Department was featured earlier this year at the 24th ICIS World Base Oils and Lubricants Conference in London. Aramco Base Oils participated as a platinum sponsor of the event, which attracted world attention with more than 500 technical, commercial, and market experts attending from more than 40 countries.

The conference and exhibit were an opportunity for BOFL to engage with global industry professionals, as well as to promote the aramcoDURA®, aramcoPRIMA®, and aramcoULTRA® base oils brands. The event encouraged attendees to forge

strong connections inside communities and cultures, around products and processes, and among one another. Finding deeper connections and accelerating innovation was the event's theme — and its purpose.

The conference program featured 30 high-level, in-depth and market focused sessions, enabling attendees to hear the latest base oils market information.

Aramco Base Oils Alliance also held a reception for more than 140 customers and industry professionals from around the world, including leadership from Alliance members, including Tareq Alnuaim, Luberef president and CEO; Brian Coffman, Motiva CEO; Hussain A. Al-Qahtani, S-Oil CEO; and Mahdi F. Aladel, BOFL director.

developing a global slate

The conference also featured a technical presentation by Anwar H. Al Khawajah, head of the Aramco Base Oils technical team. In his presentation "Navigating Group II Global Slate Development," Al Khawajah spoke to more than 200 industry leaders about the complexities and rewards involved with delivering a global slate for Aramco's base oil brands.

He highlighted that Aramco Base Oils has been working closely with its affiliates



Anwar H. Al Khawajah speaks about the strides of Aramco Base Oils and its part in the Alliance with Luberef, Motiva, and S-Oil, providing customers the best possible service and product globally. Aramco Base Oils was featured at the 24th ICIS World Base Oils and Lubricants Conference, held earlier this year in London.

tomers to use the same approved formulations in various locations with different Aramco affiliate supply sources. This enables customers to not only realize technical flexibility, but also improved logistics around the globe.

"The creation of the aramcoPRIMA® global slate has enabled the Aramco Alliance to provide customers with wider application and performance coverage for our base stocks, increased operational flexibility and formulation options, and reduced costs across the value chain of the industry," said Al Khawajah.

about Aramco Base Oils

Aramco Base Oils sells globally more base oils to the market than any other company. Through a series of subsidiaries, the company has been a major supplier of premium quality base oils around the world for more than 40 years.

Our product brands aramcoDURA®, aramcoPRIMA® and aramcoULTRA® are sold through our Alliance agreement under the trusted company names of Luberef in the Middle East and North Africa, Motiva in North America and South America, and S-Oil in Europe and Asia Pacific. For more info, visit saudiaramco.com/baseoils.

Aramco Base Oils Family

- group I
aramcoDURA®
- group II
aramcoPRIMA®
- group III
aramcoULTRA®

Government Affairs supporting COVID-19 efforts

Dhahran — Saudi Aramco's priority of safety and health of its employees requires a lot of work with government entities, especially now with the disruptions the COVID-19 pandemic has brought to our business and our lives.

This is where Government Affairs (GA) and its Affairs Command Center come in.

Working around the clock, the center is designed to assist employees and their dependents while playing a key role in Aramco's business continuity.

President and CEO Amin Nasser recently visited the center, recognizing the team that staffs the center.

"The work of our Government Affairs shows it's not the equipment nor the technical capabilities, but the key ingredient for our success is our talented people. It is this quality, such as empathy, that truly matters during this time," Nasser told the GA employees.

Working in a rapidly evolving landscape that requires the ability to adapt and find solutions, GA's response is active around-



In meeting with employees at the Government Affairs Command Center, Amin Nasser said: "The work of our Government Affairs shows that it is not the equipment nor the technical capabilities, but the key ingredient for our success is our talented people. It is this quality, such as empathy, that truly matters during this time." (Photo: Hatim B. Oweida/MPD)

the-clock on three levels — the COVID-19 Task Force; the related Execution Team; and the GA Command Center.

"Government Affairs has been proactively engaged internally and externally in providing timely and critical services, ensuring business continuity Kingdomwide, and providing support for employees and depen-

dents under the current situation," said GA general manager Khalid K. Al Mulhim.

Crucially, the command center leads communication with government agencies to address COVID-19 issues such as curfews, transportation clearances, and quarantined employees and dependents.

It monitors and anticipates regulatory and

policy changes, proactively ensuring compliance to reduce the impact on company operations.

Manned by six employees per shift, the center represents the GA's departments in the Eastern, Central, and Western provinces, in addition to the Corporate Affairs Services Department and Regulatory Affairs.

tech strategy advances IR 4.0, explores partnerships

Embracing digital transformation is no longer an option but a necessity to sustain longevity and growth.

Adopting and adapting to the latest state-of-the-art technologies are key to meet the growing challenges of today's business, reduce costs, and maintain a competitive advantage over market industries.

Southern Area Oil Operations (SAOO) has devised a Technology Deployment Strategy to expedite deployment of Fourth Industrial Revolution (IR 4.0) technologies that will explore partnerships with leading tech suppliers. The strategy will enable SAOO to improve efficiency, productivity, and safety, all while ensuring alignment with the company and Kingdom's Digital Transformation vision.

putting the strategy into action

To complement this strategy, SAOO developed a Technology Management Process to identify, evaluate, and support technology deployment. To ensure proper implementation, a Technology Technical Steering Committee was established with subject matter experts from across the organization to help deploy the new technologies.

The strategy focused on smart workers, smart assets, and autonomous processes, highlighting critical transformation areas

such as:

- Smart plants
- Operational and enterprise analytics
- Robotics and unmanned aerial vehicles
- Enterprise mobility and DevOps
- Augmented reality/virtual reality
- Digital twin
- Additive manufacturing

SAOO measured the strategy's success through key performance indicators and established a digital index for every department to measure the return on investment of the newly deployed technologies. It also developed a process to report and cluster technologies by domains to ensure capturing the benefits that address all types of operational challenges.

a framework that brings benefits

By embracing this new governance framework, SAOO departments were motivated to address operational challenges through cutting-edge technology — all with a focus on safety, operational challenges, and a positive return on investment. More than 180 realized technologies were recorded in the fourth quarter of 2019 alone, providing significant cost avoidance benefits.

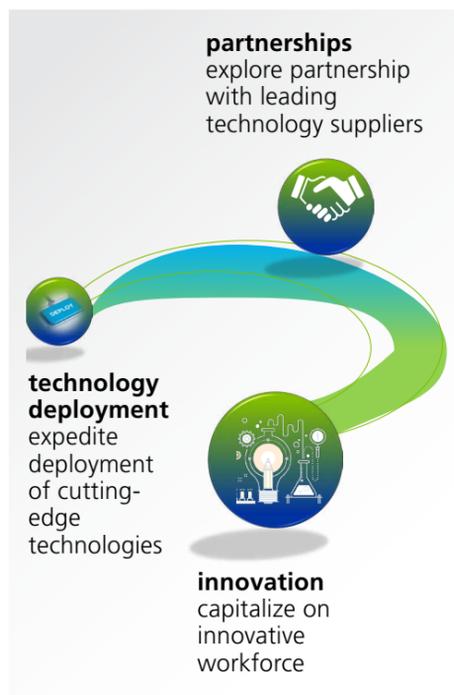
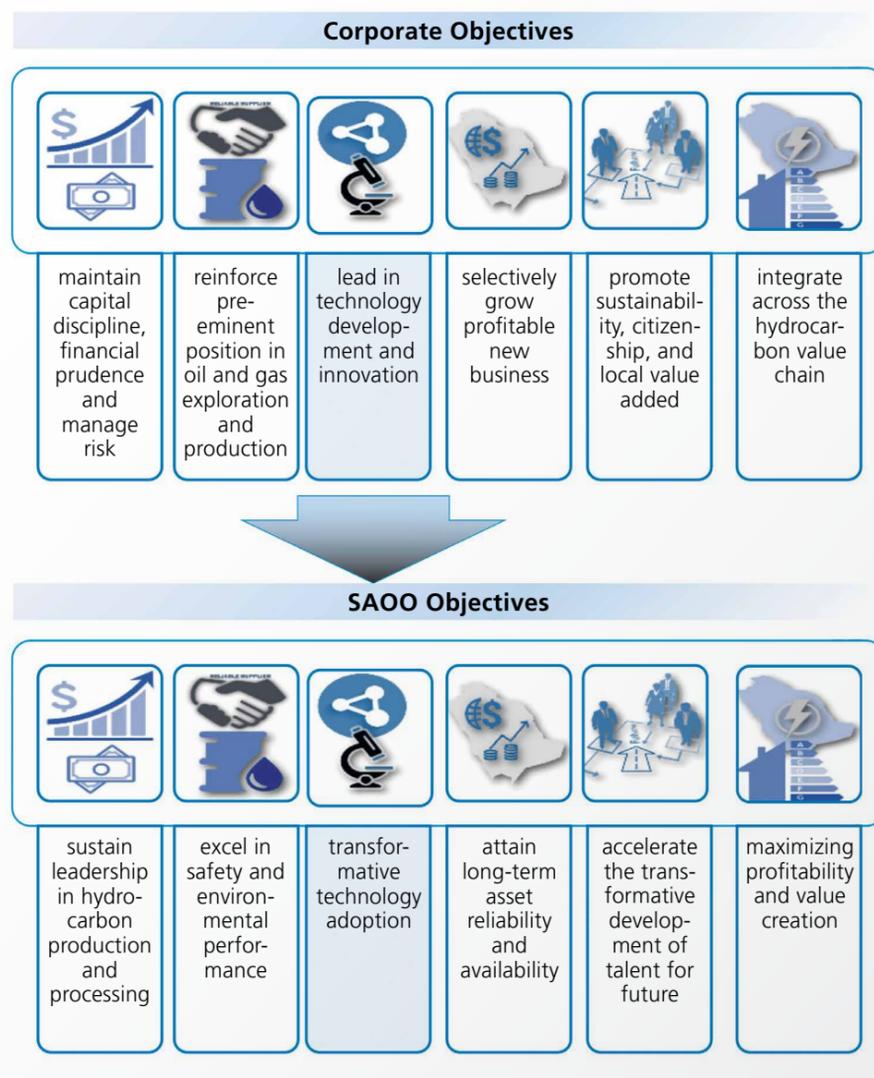
a variety of technologies

By using big data analytics and machine learning capabilities, SAOO was able to harness the data gathered from its intelligent fields through smart downhole sensors, in-flow control valves, and more than 500 electric submersible pumps (ESPs).

Using Internet of Things (IOT) systems and machine learning for its ESP diagnostics, SAOO was able to optimize energy consumption at its facilities and reduce greenhouse gas emissions while optimizing asset performance and maintaining oil production.

SAOO deployed one of its largest IR 4.0 projects with a smart security application for use at remote locations. The smart closed-circuit TV system is equipped with facial and motion detection "scene analytics," that is a paradigm shift in the way it conducts business.

Also, the digitalizing of fields and plant operators includes the deployment of digital-twin, 3-D virtual reality tools to minimize physical activities and increase operator



safety.

Meanwhile, the deployment of robotic technologies for inspection activities to improve diagnostics, enhance safety, reduce costs, minimize turnaround time, and optimize maintenance resources are critical in transforming the organization.

monitoring assets, achieving excellence

Through these efforts, SAOO is providing proactive asset monitoring systems that optimize asset and operational performance, such as the world's first oil field Advance Process Control for smart production rate adjustment. This, in conjunction with crude

quality and energy efficiencies, strengthens the company's competitive advantage by embracing IR 4.0 technologies focused on autonomous operations.

Through all this, SAOO was able to establish a centralized Intelligent Collaboration Center — a veritable IT surveillance nerve center — to improve asset management decisions through the use of information from IR 4.0 technologies.

SAOO will continue to take a systematic approach to deploying its digital assets, integrating analytical platforms in its facilities with greater focus, repeatability, synergy, and consistency for solutions across the organizations — in plants, at wells, reservoirs, and facilities.

keeping spirits up: get fit, learn more, find fulfillment

Aramco launches well-being campaign

Life has always been about perspective. One man's glass is half empty is another man's half-full.

Taking the optimistic outlook is the central theme of the new well-being campaign from Aramco. Targeting all citizens, the artsy ads invite everyone to seize the opportunity to finally try things that we haven't had time for before and lead

more fulfilling lives as a result — whether that manifests in greater health and fitness, personal development and job effectiveness, or artistic or intellectual expression.

Over the next six weeks, *The Arabian Sun* will complement the ads with a focus on one of the five pillars of the campaign, starting with Edutainment. In today's fea-

ture we highlight a specially curated list of online resources to facilitate adult and child learning and development. We also give lots of tips on what you can do keep the learning fresh and interesting for your children as they come to terms with home learning.

You never know; this could be the genesis of a new You! If you are slipping into

a sedentary lifestyle, take 30 minutes out of your day to start a new fitness routine. If you find yourself feeling a bit down or stressed, treat yourself to a session of meditation, journal writing, or reconnecting with distant friends on a videocall. Or if you feel the desire for something truly satiating, this could be the time to try new meals rich in nutrients and flavor.

turning downtime into professional development time

Being homebound because of COVID-19 can be unsettling, but one way to make the best use of your time is to invest in your professional development through online learning and the plethora of high quality learning options available online.

by Rene Van Huyssteen

For training directly relevant to your job at Saudi Aramco, there are a wide range of e-Learning courses offered by Training and Development's (T&D) Learning Solutions and Services Department (LSSD). Many take less than an hour, and peppering them throughout the week is an excellent way to grow your learning while also staying on top of your normal job tasks.

The Learning Management System (LMS) can be accessed by all company employees via the tile on the Saudi Aramco Corporate Portal or by simply typing <https://learning.aramco.com.sa> into your web browser.

LSSD also provides e-Learning for dependents so that during this period while being at home, you can make use of this time to learn together. By registering through the dedicated page from any Saudi Aramco workstation, <https://worldofonlinelearning.aramco.com.sa>, the main employee can register dependents onto a range of solutions that will provide them access to a range of learning materials, including:

- **Skillsoft**, which features over 350 mobile enabled courses. Many of the courses offer credits to professional certifications.
- **GLOW**, which contains over 60 courses designed for the younger generation focusing on academic subjects, and for the safety and security of your family. T&D has also added COVID-19 courses that are accessible on GLOW.

- **OpenSesame** allows dependents access to over 2,000 online courses covering a broad spectrum of topics from professional development to specialist topics such as engineering and IT. Several topics have also been selected for dependents, including English, interview skills, and resume

The image shows four promotional cards for different online learning platforms. Each card includes the platform's logo, a brief description, target users, access information, and categories of courses. Each card also has 'Register' and 'Explore' buttons and a share icon.

- Skillsoft**: Global leader in corporate learning, focuses on soft skills like communication, empathy, and effective listening. Target users: Employees, Dependents, Retirees. Access: Anywhere anytime. Categories: IT Skills, Digital Skills, Professional Skills, Leadership & Management Skills, and more.
- edX**: Online learning destination and MOOC provider, offering high-quality courses from the world's best universities and institutions. Target users: Employees. Access: Within Saudi Aramco network. Categories: Architecture, Art & Culture, Biology & Life Sciences, Business & Management, and more.
- GLOW**: Golden Learning Opportunities from Within, an educational platform for dependents of Saudi Aramco employees. Target users: Dependents. Access: Anywhere anytime. Categories: General Skills, English Language, Health & Safety.
- OpenSesame+**: Largest source of content with more than 4,000 courses available. Target users: Employees, Dependents. Access: Anywhere anytime. Categories: Arts & Recreation, Business, Finance and Management, Health & Safety, and more.

The Learning Solutions and Services Department offers a variety of online training programs that enhance knowledge and capabilities in different areas. Among them are skillsoft, edX, GLOW, and OpenSesame.

writing.

- Content from **edX** includes courses from prestigious universities in technology, science, the humanities, finance, management, languages, and industry specific content.

By taking a course on Skillsoft or OpenSesame, or by using the Saudi Aramco login for edX, the course will automatically be registered in the employees training history.

Also, The Leadership Center will be offering many of its one-day professional development programs in a virtual format to specifically address virtual workplace best practices.

Harvard ManageMentor® and MOOCs

An exciting addition to our online professional development offering is access to Harvard ManageMentor®, the most trusted on-demand leadership development resource. Change management, finance essentials, coaching, and process improvement are among topics following the same, intuitive learning structure

that includes a mix of content, videos, infographics, and tools before being practiced through a range of activities, and then reflected upon for job application. For details, go to: <https://sharek.aramco.com.sa/orgs/30004206/Pages/HBS-Project.aspx>.

Beyond in-house training, massive open online courses (MOOCs) are a natural next step in professional development options. These online courses feature unlimited participation and open access via the web. In addition to traditional course materials, many MOOCs provide interactive courses with user forums or social media discussions to support community interactions among students, professors, and teaching assistants, as well as immediate feedback to quick quizzes and assignments.

Websites such as edx.com and coursera.org are two of the most popular and respected online learning platforms available today. Founded by Harvard and MIT, edX is home to the majority of top-ranked universities in the world, industry leading companies, and more than 20 million learners. The platform, which looks to support learners at every stage of their career cycle, offers access to over 2,500 online courses on subjects such as engineering, computer science, and business management.

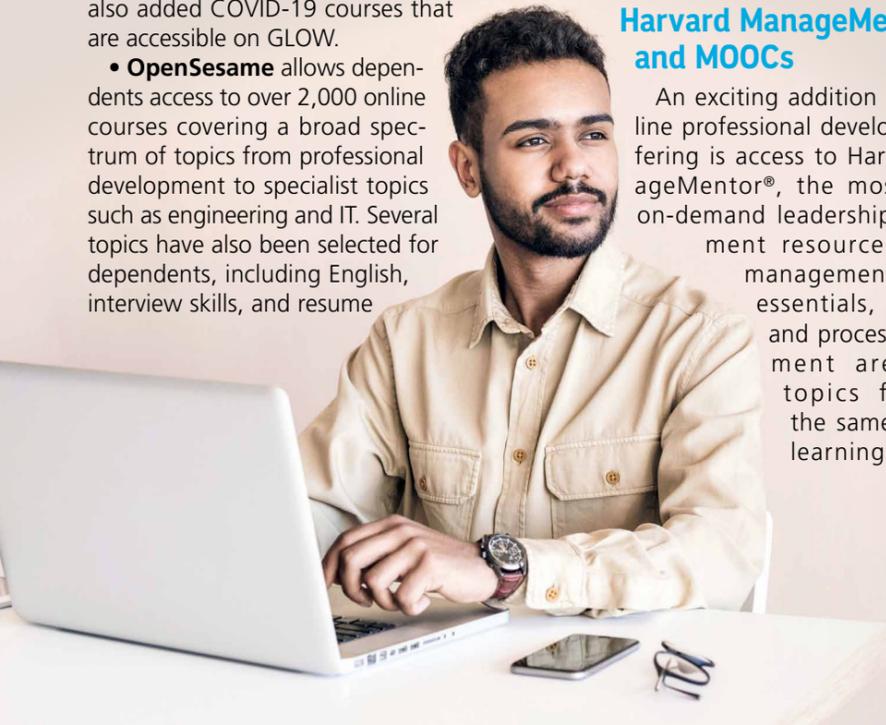
The Coursera platform boasts more than 45 million users taking part in cours-



For training directly relevant to your job at Saudi Aramco, there are a wide range of e-Learning courses offered by Training and Development's Learning Solutions and Services Department. Many take less than an hour, and peppering them throughout the week is an excellent way to grow your learning while also staying on top of your normal job tasks.

es taught by top instructors from world-class universities and companies, including Yale, University of Pennsylvania, Google, and IBM. Hundreds of free courses give you access to on-demand video lectures, homework exercises, and community discussion forums, while paid courses provide additional quizzes and projects as well as a shareable course certificate upon completion.

Being homebound because of COVID-19 can be unsettling, but one way to make the best of your time is to invest in your professional development through online learning and the plethora of high-quality learning options available online. Whether it's e-Learning options offered through Training and Development or any of the many digital offerings globally, virtual training is a resource ready to be mined.





take care of your whole self

Explore ways to engage your body, mind, and spirit.



Productivity

Working from home can be tricky but with a few subtle adjustments of mindset and routines, you can stay focused and connected.



Edutainment

With normal activities curtailed and our social calendars empty, what better time to find new hobbies and activities to explore?



Exercise

How do you keep active when you're spending more time at home? These online home workouts and classes are sure to motivate you.



Healthy Diet

Whether you're a culinary master or a beginner, these resources will inspire you to make everything from quick snacks to five-course feasts.



Self-care

Your emotional well-being is as important as your physical health. Use these resources to pamper, unplug, and indulge yourself.



*Some sites are not available via the company network.
All well-being information is accessible from your home computer or mobile.

saudiarabco.com/en/covid | Help desk 87-COVID (013-872-6843) | JHAH 800-305-4444 (Option 3)



diversity@work

Diversity and Inclusion — a strategy for change

by Lisa Stephens

You've likely heard the phrases "Diversity and Inclusion" or "D&I" many times, but do you really know what they mean? We recently launched the CEO and Strategy Council approved Diversity and Inclusion (D&I) Strategy, so if you've ever wondered why D&I is getting so much attention, read on.

What is D&I at Saudi Aramco?

We define diversity as the characteristics that make people unique, such as age, gender, ability, culture, nationality, personality, education, opinion, etc. While we consider all these aspects and their intersections, our current corporate focus is on gender and ability.

Inclusion refers to cultivating a healthy, high performing environment where behaviors and social norms make people feel welcome, valued, respected, and engaged. In an inclusive workplace, everyone is given equitable access to resources and opportunities.

The focus on D&I as a strategic enabler actually began more than 10 years ago. The new D&I Strategy introduces new focus areas and has been endorsed as one of the key HR Transformation Strategic Initiatives. The strategy's vision to make Saudi Aramco the best place to work for diverse talent by providing equal opportunities in an inclusive workplace directly aligns with our corporate strategic objective.

The D&I Division (formerly known as the Women Development and Diversity Division) has evolved since its inception several years ago. As the environment changed and began to recognize the broader benefits of D&I, the division also expanded, and the name was changed to reflect a broader scope.

The D&I Division has grown from its original course, "Women in Business," to offer a multitude of professional development programs, from one-hour e-Learning courses to tailored development offerings. From our in-house developed half-day course "Ready and Able: Working with People with Disabilities" to our IMA Gold accredited one-year "Mentorship Program," the D&I Division truly offers something for everyone, and strives



Like these employees pictured here during a meeting last year, we must continue to build our people advantage by working toward inclusion and parity at Saudi Aramco, it is important to remember we are all leaders and influencers of an inclusive environment.

“Rising to the challenge is in the DNA of our company. The Kingdom is on a fast-paced path toward Saudi Vision 2030, and our Diversity and Inclusion initiatives will ensure that we are not only keeping up with change, but that we are leading it.”

— Reema Siyam

to create a more inclusive ecosystem.

celebrating our people and our purpose

At Saudi Aramco, D&I is transforming the way we work, celebrating all of our people and supporting our goal of becoming a global role model. To achieve our goals, we:

- Continue our tradition of hiring a diverse workforce
- Diversify our leadership at all levels
- Engage and enable our workforce through inclusive practices.

Reema Siyam, D&I Division acting administrator, noted: "Rising to the challenge is in the DNA of our company. The Kingdom is on a fast-paced path toward Saudi Vision 2030, and our Diversity and Inclusion initiatives will ensure that we are not only keeping up with change, but that we are leading it."

sharing our strength

By emphasizing D&I in our hiring, our

partnerships, and our projects, we build on the opportunities and the successes that diversity can bring by collaborating as a division with organizations across Saudi Aramco. Also, as the company grows globally, there is tremendous possibility for expansion of D&I in our subsidiaries and joint ventures. They will be recognized for their support of D&I, and encouraged to implement the strategy. Our opportunities for women and people with disabilities continue to increase, and the strategy will do more than just follow Vision 2030; it will create a new paradigm for the company. This is especially key as we address global challenges, including the effects of the COVID-19 pandemic and how it will shift our ways of working moving forward.

The D&I Strategy also enables our local community through expanded access to education and resources, and collaboration with academia and industry peers. For external stakeholders and our shareholders, Saudi Aramco's diverse and in-

clusive workforce is seen as a valuable contributor to a better future for all. Together, our shared goal is to create impactful initiatives and best practices that make a difference every day.

championing progress

Nabil K. Al-Dabal, vice president of Human Resources, recently hosted the company's second International Women's Day celebration on March 5, where he called attention to women role models such as: Dianah Alabduljabbar, who is leading HR 4.0 at the World Economic Forum in Geneva; Soulafa Nassar, who is leading HR at AramcoAmericas in Houston; and Marwa Al-Khuzaim, Aramco's first female CEO in Singapore.

By advocating and championing their achievement, he outlined how a diverse and inclusive workplace benefits every employee. "They have been given the opportunities, and *Mash'Allah*, they excelled," he said.

our people advantage

As we continue to build our People Advantage by working toward inclusion and parity at Saudi Aramco, it is important to remember we are all leaders and influencers of an inclusive environment.

The theme of International Women's Day 2020, "Each for Equal," embodied the idea that each of us must do our part if we want to see equality in the workplace. We are actively transitioning from an era of "firsts" to an environment where the contributions of diversity and inclusion are displayed on a regular basis.

As Al-Dabal noted, "While it is our second annual International Women's Day, I look forward to the day when our recognition of the remarkable contributions made by women are so engrained in our culture that we do not have to mention the number anymore."

For all of us to be successful, each one of us must model the good we wish to see in the world. What behaviors are you modeling that will make the world a better place?

For more info, visit <https://sharek.aramco.com.sa/orgs/30004206/Pages/DiversityandInclusionStrategy.aspx>.

The Women Development and Diversity Division, part of the Management and Professional Development Department, strives to strengthen the female pipeline while also building a respectful ecosystem that embraces diversity. For information on early career programs for women, contact DiversityPrograms@Exchange.Aramco.com.sa.

campaign seeks innovative ventilators solution for COVID-19 patients

The Board of Engineers and Aramco's Innovation Board invite employees to participate in an innovation campaign by sharing innovative design ideas on expediting production of additional ventilators for in-Kingdom patients being treated for COVID-19. This is in line with the open call from the Local Content and Government Procurement Authority under the Ministry of Industry and Mineral Resources.

The Kingdom continues to take proactive measures to contain the virus, and to care for those who have been diagnosed. One proactive measure is to work with local manufacturers to produce additional ventilators, utilizing in-Kingdom available components.

"We would like to expedite this process, through this campaign to provide an innovative solution to expedite the manufacturing of ventilators," said chief engineer Jamil J. Al-Bagawi. "This can be achieved through devel-

oping a manufacturing concept, an improved design, and methods to expedite manufacturing of ventilators."

selecting the best

A Corporate Technical Selection Committee will review the ideas, selecting the best based on criteria, including:

- Availability of components in the local market
- Shortest manufacturing time
- Lowest manufacturing cost
- Detailed design.

The campaign will be open for submissions until April 26.

For information, contact Yousif A. Al-Ghamdi, secretary of the Board of Engineers, or Mohammed A. Abusharif, lead innovator.

To submit your ideas, go to the company's innovation portal.



Aramco: taking care of our people, helping bring employees, dependents, and students home

by Scott Baldauf and Maytham Musawi

Dhahran — When Aramco chartered flights from the United Kingdom touched down at King Fahd International Airport in Dammam, just after midnight on April 15, more than 200 Saudi Aramco sponsored students, employees and their dependents breathed a sigh of relief. Finally, they were home.

Since the outbreak of the Coronavirus (COVID-19), thousands of Saudi Aramco-sponsored students around the world watched as their travel options closed, one by one. When Saudi Arabia joined other nations by closing its airports to international flights, many students were interested in returning, but were unable to do so.

taking care of our people

Yet even before the crisis began, Saudi Aramco's Training and Development (T&D) organization never took its eye off its first priority — our people. T&D mobilized a team to create a plan, stayed in touch with Saudi students, met their material needs, answered their questions, and when the opportunity arose, arranged flights for them to return home.

"This didn't start today; this started back when we recognized the impact the Coronavirus would have on our students," T&D general manager **Faisal A. Al Hajji** said from the T&D COVID-19 Support Center in Dhahran. "We developed a structured plan with four levels of action depending on the individual needs of the students, and we had resources spread around the Kingdom and around the world to make sure our students were safe and looked after."

All told, Saudi Aramco currently sponsors more than 2,000 students at universities, colleges, and training institutions around the globe. Some of these have decided to remain overseas, staying with friends or family, but more than 1,000 have opted to return to Saudi Arabia. Aramco has worked with the government and with Saudia Airlines to make that possible.

a meeting of technology, people, and logistics

Keeping track of thousands of students and trainees in distant lands is no small task, and at the T&D Command Center, a team of employees works 24 hours a day, 7 days a week to answer student questions on a helpline and to meet their needs.

Abdullah T. Abdulfattah, a T&D Execution team member, describes a number of technology tools used by T&D to stay on top of fast-changing events and to maintain contact. There is a geo-tracking platform that provides up-to-date locations for each student, by allowing students to send a pin of their location on Google Maps.



After the Aramco-sponsored students, employees, and dependents arrived in Dammam, medical staff performed checks on the arriving travelers, their luggage was disinfected, and they were transported to a hotel to follow quarantine procedures. (Photo: Ahmad El Itani/MPD)



Sawsan T. Malak

Ibraheem A. Habis

Najwa S. Alafaleg

Sultan Al Harbi

Jaber Al Thukair

Meshal Al Jamea

The team also uses a repatriation platform that allows anyone who wants to return to Saudi Arabia to enroll and to provide their own details and those of their dependents. Of the approximately 2,000 to return, 1,467 showed interest to fly back home.

Team members from the support center maintain one-to-one contact with the students through automatic calls, giving helpful information, as well as several teleconferencing services. The T&D support center established 20,000 engagement channels using these different means and tools of communication. Most of these technologies were developed on the go to cater for gathering the needed information to facilitate the return of the students.

Deena K. Al-Nuaimi, a member of the T&D execution team, said that communication is vital to meeting students' needs, throughout such a difficult time while abroad and even after the students' arrival in Saudi Arabia.

T&D has developed a package of information to guide students through the required 14 day quarantine process that each will have to go through. This package explains the process and also provides useful tips for coping with stress. This is in addition to several educational materials that were communicated to all students abroad to equip them on how to cope physically and emotionally.

"We want them to feel that they are

supported through this process," Al-Nuaimi said.

happy to be home

Sawsan T. Malak, a student of computer science and management in London, was among the first to return to Saudi Arabia on the recent flight home. Her feelings during her flight, she said, were "a combination of happiness, anticipation, and longing for my family and my country."

"When we arrived, we were amazed by the way we were received and welcomed, which washed away any discomfort brought by travel. A feeling of belonging and repose overwhelmed us," she said. "I feel proud to belong to this great country that provided us support in the midst of the darkest conditions, and I am also proud to belong to Saudi Aramco, which puts its people first."

Ibraheem A. Habis, who studies mechanical engineering in Manchester, said that in the beginning, there was a great deal of uncertainty, which made the support the company provided all the more important.

"The support we received was essential; it makes you feel that you are not alone in these difficult times," he said. "Right at the beginning, we received awareness of what to do to protect ourselves and others. Our academic supervisor held a video meeting to reassure us and inform us what

was being done to bring us back to the Kingdom."

Habis describes his homecoming this way: "Happy thoughts overwhelmed me when I arrived, and the news brought cheers and comfort to my family. This happiness goes along with pride when I look to the precautions taken by the Kingdom and Saudi Aramco to deal with virus and protect people."

Najwa S. Alafaleg, a chemical engineer in Manchester University, expressed similar feelings of relief as her colleague.

Looking back at how things were, Alafaleg says: "It was a very challenging period, especially that this is my graduating year with the final project submission looming in the near future." Through the following weeks, T&D fielded her questions, even when the future provided no clear answers on what would happen next. On her return, Alafaleg says that her return came "like a shock for me."

"When we arrived at Dammam, things went smoothly; there was a medical staff doing checks for arriving travelers, our luggage was disinfected, and we were transported to a hotel to follow quarantine procedures," she said.

returning employees

Sultan Al Harbi, a project manager, said that he feels relieved and grateful to be back home along with his family. Al Harbi was part of a team working on the Jafurah development program. "Continuous coordination and collaboration was in place with other Aramco organizations in regard to awareness, what precautions must be taken, and the scenarios to ensure the safety of employees and their dependents, and also to maintain work continuity," he said.

Jaber Al Thukair, a project manager with SAMREF Hydrogen Addition Residue Project (SHARP), expressed his pride to be a Saudi citizen working for Saudi Aramco.

"I feel very proud to see all the precautions and regulations put forward in the Kingdom to protect our people, especially when you compare it to the response of other countries," he said. "This company has always been providing its great support to us, putting its employees and their families first, and I feel very grateful for all this support, especially during such difficult times."

Meshal Al Jamea, an engineer with the Unconventional Resources Engineering and Project Management Department, applauded the efforts put forward to protect Saudi Aramco employees abroad.

"Since the outbreak of the pandemic in the U.K., and considering the rapid spread of the virus, we were concerned about the measures taken by the U.K. government to protect us and our colleagues," he said.

"All necessary precautions measures were taken by Saudi Aramco and Aramco Overseas to ensure our safety, including advising eligible employees to work from home, providing COVID-19 protection supplies, and even applying physical distancing during the flight back to home," Al Jamea added.

This was just the first of several flights planned to return those who have requested to return. But for each of the 2,000 plus students sponsored by Aramco, T&D's COVID-19 Support Center will keep a careful eye to make sure the needs of our people are given the first priority.



Team members field calls and meet the needs of Aramco-sponsored students and foreign posted employees at the T&D COVID-19 Support Center in Dhahran.

87-COVID help desk ... your access to support

Dhahran — One of the most effective ways to get through difficult times is when family members lend a hand to help and support each other during such times. This is exactly why Saudi Aramco has launched the “87-COVID” help desk (013-872-6843). The help desk serves as a single channel through which the collective efforts of the company’s different organizations come to provide our employees and their families the support they need in the fight against COVID-19.

Whether you seek medical support, want clarity on a policy change, need guidance on how to comply with curfew regulations, or require advice on how to resolve standing issues while studying abroad, the 87-COVID help desk should be your first option to reach out for support, guiding you to the right organization, answering your questions, and doing the best to resolve problems created by the pandemic.

Access to information and support from a trusted medical entity is imperatively essential under the current conditions, and the front-line employees at John Hopkins Aramco Healthcare (JHAH) are working relentlessly to provide this to our employees through all possible channels, including the 87-COVID line.

A dedicated certified medical staff provides support through the help desk, allowing JHAH users to receive timely medical support concerning COVID-19, while following physical distancing precautions, and complying with curfew regulations relevant to their locations.

The services provided through the help desk includes answering medical questions related to COVID-19, providing consultancy to people with COVID-like symptoms, as well as offering medical advice on how to best practice self-quarantine when needed.

87-COVID by the numbers



servicing
75,000
employees and
9,000
sponsored students

more than
80
dedicated staff
in total to
provide support

more than
21,000
calls answered in total,
including more than
2,400
patient calls

Chemicals brings together expertise to spread steam cracking knowledge



Emphasizing that steam cracking is the heart of petrochemical production, Salem R. Al Subayee offers up opening remarks at the first gathering of the new Steam Cracking Community of Practice. By bringing together the top subject matter experts on the subject from across Saudi Aramco, Chemicals is looking to streamline and enhance its steam cracking operations.

Communication enhances knowledge sharing. Knowledge sharing creates alignment.

Alignment helps streamline processes. And streamline processes create value.

With all that in mind, Chemicals launched a Community of Practice (CoP) in late 2019 on steam cracking technology with the support of other organizations such as Downstream Capital Planning and Portfolio, Facilities Planning, Process and Control Systems, and the Research and Development Center.

CoPs are well-established, business oriented groups that allow stakeholders to collaborate and exchange knowledge on specific disciplines.

the heart of petrochemical production

On March 10, the Chemicals Growth

and Technology Support Department (CG&TSD) arranged the first gathering of the Steam Cracking CoP at North Park 3, hosted by the manager of CG&TSD, Salem R. Al Subayee.

“Steam cracking is the heart of petrochemical production and is central to the work we do,” said Al Subayee. “We are very pleased to form this CoP specifically dedicated to steam cracking and bringing together the company’s top subject matter experts interested in knowledge sharing and exchange of experience.”

The group’s discussion topics covered major areas of steam cracking specialties, including furnace design and operation, quenching and separation, optimization, and petrochemical growth strategy.

“The idea for this community started

about a year ago when I was meeting with my colleagues in other departments, and we felt a need to improve alignment. It’s great to see it finally coming together,” said Ezra J. Czuba, Steam Cracking CoP lead from Chemicals.

Alan Rocha Salles of the Downstream Capital Portfolio Planning Department added, “It was a great opportunity to share knowledge with professionals with a wide range of experiences — the first of many, I hope.”

The workshop also offered informative sessions on steam cracker C4 product processing route options, cracker size limitations, subject matter expert mentoring, and CoP development.

For more information on the COP, visit: <https://sharek.aramco.com.sa/cop/SteamCracking/Pages/Home.aspx>.

your voice

Staying home? Get the best out of it!



by Ahmed Abdelmoeti
Abqaiq
Ahmed.Abdelmoeti.2@aramco.com

How many books have you planned to read? How many projects have you dreamed to complete? How many goals have you desired to accomplish? Almost all of us have long lists of unachieved dreams, and a lot of people never check their dreams “Done.”

When people don’t achieve their ambitions, some look for external factors to blame. “I don’t have enough time” is a common excuse people often claim. But with the global situation caused by the COVID-19 situation, many now have an abundance of time.

Staying at home for long durations, if not wisely consumed, can create negative impacts. Red flags have been raised globally, advising people to take care of their psychological well-being and to get the best out of the situation.

I think that the three recommendations below are the most important points experts have suggested:

- **People should stay connected using available communication technologies;** keep only “physical distancing” and not “social distancing.” The World

Health Organization agrees with this opinion.

- During times of misery, it is more important than ever to **take care of our health.**

- **It is a good time to think creatively and reevaluate your business skills,** potentials, and plans. People who think positively and proactively will come out of this time better equipped and ready for the new challenges after COVID-19.

The good news is, humans can overcome adversity such as the current global situation. Positive people even look at the silver lining of the cloud and consider the situation as a chance to realize unachieved dreams. Since you have been attracted by the title of the article, this proves that you are one of the positive people who look for the potential opportunities in each hardship.

Saudi Aramco offers us plentiful resources for us to invest our time in educating ourselves and our family members. Make the best use of them, including:

- **Explore Saudi Aramco e-Learning platforms.** There are hundreds of courses

that cover all areas of interest. They can increase your knowledge and sharpen your skills. Take three courses every week.

- **Get summaries of the best books** from all corners of the world in Saudi Aramco eBooks.

- **Enjoy reading Saudi Aramco publications online.** You will go through the history of the company, the culture of the Kingdom, and international thoughts from everywhere.

- **Write an article** to be published in one of Saudi Aramco’s publications.

- **Obtain up-to-date scientific reports** via Saudi Aramco eJournals.

- **Educate your kids** through the various valuable programs on the GLOW website offered by Training and Development.

During normal times, people often let the graveyard be the richest place on Earth because they go there with millions of unfulfilled dreams. During the time of COVID-19, we can make our homes the richest place on Earth when we think positively and get the best out of staying home.

lower your risk of COVID-19, quit smoking this Ramadan

Tobacco use is ill-advised under any circumstances, and especially during the current COVID-19 pandemic.

As reported by the World Health Organization, frequent smokers have an increased risk of COVID-19 due to their reduced lung capacity or smoking-related lung disease. Smokers also touch their faces more frequently because when smoking cigarettes, their fingers and cigarettes, which are possibly contaminated, touch the lips, thereby increasing the likelihood of infections such as COVID-19 entering the body.

If you can quit smoking during the course of the entire day, why not try extending it through the night as well? Aim high! Stop smoking this Ramadan. Embrace the challenge, quit smoking, and live a longer and healthier life for both yourself and your loved ones.

This Ramadan, do the following to quit smoking

- Write down the reasons that motivate



you to quit

- Set a quit date
- Ask for help from your household
- Decide how to deal with situations where you typically smoke
- Decide on whether to use a cessation aid or not
- Dedicate one place only for smoking

and remove reminders in your house.

how to quit smoking

Gradually reduce your smoking prior to quitting. If it helps, use nicotine gum or lozenges to reduce withdrawal symptoms.

Get sufficient sleep to help prevent

cravings during the day, and avoid excessive smoking before beginning your fast, thereby preventing fatigue the next day.

Avoid food and drink that you associate with smoking such as coffee and sweets. Find alternatives to these foods during the Holy Month of Ramadan.

Be active every day at home. It is normal to feel sad, stressed, confused, scared, or angry during a crisis. Watch our "Coping with Stress during the COVID-19 Outbreak" video to help you and your loved ones at <https://www.jhah.com/en/new-coronavirus/useful-resources>.

We wish you strength of will and hope that these tips will help you achieve this life-changing goal.

Stay updated with the latest COVID-19 news on our JHAH website at <https://www.jhah.com/en/new-coronavirus>.

This article was developed using content from the World Health Organization 2020 website and Johns Hopkins Aramco Healthcare website 2020.

Tips to Store Food Safely and Avoid Waste During Ramadan

مركز جونز هوبكنز
أرامكو الطبي
Johns Hopkins
Aramco Healthcare



Prepare shopping lists ahead of time



Always check expiration dates and actively look for expiration free items, such as long life milk



Store purchased food properly at home



Put leftovers in covered containers with the date when they were stored



Use smaller plates and cups, thus serving smaller portions; this avoids excess foods as family can help themselves to one more portion if they are still hungry; smaller is also suitable for children and diabetics.

نحن نهتم
We Care

Ithra introduces more virtual programs through Ithra Connect

Dhahran — The King Abdulaziz Center for World Culture (Ithra) has announced new additions to its already rich slate of more than 30 online programs as part of its Ithra Connect initiative (Ithra Virtual Offerings).

Available through www.ithra.com, across Ithra's social media platforms, and the official Ithra app, the programs include a vast array of formats and content comprising podcasts, virtual tours, competitions, quiz programs, articles, interviews, podcasts, videos, activities for children, master classes, webinars, digital exhibitions, online meetups, and more.

a promise to provide culture

While Ithra's doors remain closed for the public's safety, Ithra has continued its promise to provide culture, creativity, and content to the public. Ithra Connect was already being rolled out when quarantine measures were announced by world authorities.

"Due to the current global situation affecting the public, Ithra Connect became our absolute priority," said Rania Biltagi, Ithra's head of Communication and Partnerships. "We have a wide range of audiences, from families with children to culture professionals and budding creatives. Our mission to provide new cultural and creative experiences doesn't stop just because the doors aren't open. Quite the opposite, as it has become clear that we have the need to reach out to our communities now more than ever. In fact, we have the opportunity to reach new audiences, globally."

more than an architectural landmark

"Ithra is known for its landmark architectural building," said Ithra director Hussain Hanbazazah, "but the community is at the heart of everything we do. Now is a time when people are connecting through online platforms, an existing strength of Ithra that became more relevant than ever in light of current circumstances.

"To support our communities and deliver our in-demand offerings to the world, we are offering free memberships to access our online library, with thousands of our titles that can be enjoyed online. From children's activity videos to master classes on art history and innovation, there is a great deal to explore through Ithra Connect," Hanbazazah said.

A few of the new Ithra Connect programs include:

- **Fawazeer Ithra:** a daily live quiz competition
- **Kids DIY:** short videos of fun activities for children
- **The Story Behind the Object:** a weekly two-minute video highlighting an Islamic art object at Ithra
- **Weekly society meetups:** Ithra's Theater and Cinema societies, book club and more

- **An open call for artists**
- **Kids Live:** live daily sessions with Ithra's educators featuring content specifically catered to kids
- **COVID Culture:** a set of offerings that focuses on the current COVID-19 culture, which includes a live stream talk series, articles and interactive blogs with the Saudi audience.

What are Ithra Connect Programs?



#IthraConnect

workers honored by community appreciation project

by Alison Hooker

Over the past four years, it has become an annual tradition for Dhahran community members to mark their appreciation of the services provided by the employees of Gardening and Sanitation in keeping our community a safe and pleasant place.

Initiated and coordinated by the Zadk Foundation and the Saudi Culinary Academy, a group representing Saudi Aramco Expatriate Schools, the Dhahran Women's Exchange (DWE), the Dhahran Women's Group (DWG), and the Dhahran Girl Scouts worked together over recent months to source and package gifts of travel bags, each containing healthy nonperishable foods and toiletries, for more than 1,420 workers.

This year, because of restrictions on movement, arrangements were made with the contractors to distribute the bags directly to workers at their various accommodations in time for Ramadan.

on a mission to help

Part of the mission of Zadk and the Saudi Culinary Academy involves "developing initiatives related to locally produced food, zero waste, and healthy eating habits." With philanthropy being a pillar of the foundation, supporting the Workers Appreciation project sits comfortably within its scope. Founded by Saudi women and championed by Rania Moualla, a local philanthropist, its overall vision is to positively influence



Left: Grateful workers after receiving their bags.

Right: On a cardboard display tree, Saudi Aramco Expatriate School students sent personal messages of appreciation to the workers.



change within the food industry in the Kingdom, addressing issues such as healthy nutrition and motivational education, training and welfare initiatives. Zadk partners with schools, businesses, and community groups for maximum impact.

teaching school students gain a wider view

Facilitated by Mike J. Potoczack, Lina Chaar, and April D. Keniry, Saudi Aramco Expatriate Schools encouraged students to reach targeted goals for their grade levels in the sourcing of the items required for the food gifts, thereby earning house points.

The project was launched at the Middle School's 2019 "Wildcat Night," and as goals were achieved, the student council and many other volunteers from the Helping Hands Club counted items and sorted them into 500 bags.

"Our students learn so much from this project," said Michael P. Smith, superintendent of Saudi Aramco Expatriate Schools. "Empathy is one of our key dispositions as a school and working to support the workers helps our young people look at the world in a broader way. By taking action, they can see tangible results when they work together to make the world a better place."

"It is these experiences they have as young people that will change them forever and help them to see that they can make a positive difference in the lives of others," added Smith. "School is about learning to read, write, do math and science, but projects such as these give all the subjects being learned relevance, purpose, and meaning."

The remaining bags were sourced from the DWE, DWG, and the Girl Scouts.

Once more, our community has shown what can be done when we work together and share our resources. Whatever the challenges we may be facing, we can still reach out to positively encourage others.

Ramadan

imsakiyyah
2020 - 1441

01 Friday
24 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:43	11:38	3:09	6:09	8:09
Riyadh	4:00	11:52	3:20	6:20	8:20
Jiddah	4:37	12:22	3:45	6:47	8:47

02 Saturday
25 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:42	11:38	3:09	6:09	8:09
Riyadh	3:59	11:52	3:20	6:21	8:21
Jiddah	4:36	12:22	3:44	6:47	8:47

03 Sunday
26 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:41	11:38	3:09	6:10	8:10
Riyadh	3:58	11:51	3:19	6:21	8:21
Jiddah	4:35	12:21	3:44	6:47	8:47

04 Monday
27 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:40	11:38	3:09	6:10	8:10
Riyadh	3:58	11:51	3:19	6:22	8:22
Jiddah	4:34	12:21	3:43	6:48	8:48

05 Tuesday
28 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:39	11:38	3:08	6:11	8:11
Riyadh	3:57	11:51	3:19	6:22	8:22
Jiddah	4:33	12:21	3:43	6:48	8:48

06 Wednesday
29 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:38	11:37	3:08	6:11	8:11
Riyadh	3:56	11:51	3:19	6:23	8:23
Jiddah	4:32	12:21	3:43	6:48	8:48

07 Thursday
30 April

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:37	11:37	3:08	6:12	8:12
Riyadh	3:55	11:51	3:18	6:23	8:23
Jiddah	4:31	12:21	3:42	6:49	8:49

08 Friday
01 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:36	11:37	3:08	6:12	8:12
Riyadh	3:54	11:51	3:18	6:23	8:23
Jiddah	4:31	12:21	3:42	6:49	8:49

09 Saturday
02 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:35	11:37	3:08	6:13	8:13
Riyadh	3:53	11:51	3:18	6:24	8:24
Jiddah	4:30	12:21	3:42	6:50	8:50

10 Sunday
03 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:34	11:37	3:07	6:14	8:14
Riyadh	3:52	11:51	3:18	6:24	8:24
Jiddah	4:29	12:21	3:41	6:50	8:50

11 Monday
04 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:33	11:37	3:07	6:14	8:14
Riyadh	3:51	11:50	3:17	6:25	8:25
Jiddah	4:28	12:20	3:41	6:51	8:51

12 Tuesday
05 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:32	11:37	3:07	6:15	8:15
Riyadh	3:50	11:50	3:17	6:25	8:25
Jiddah	4:27	12:20	3:41	6:51	8:51

13 Wednesday
06 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:31	11:37	3:07	6:15	8:15
Riyadh	3:49	11:50	3:17	6:26	8:26
Jiddah	4:27	12:20	3:40	6:51	8:51

14 Thursday
07 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:30	11:37	3:07	6:16	8:16
Riyadh	3:48	11:50	3:17	6:26	8:26
Jiddah	4:26	12:20	3:40	6:52	8:52

15 Friday
08 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:29	11:37	3:07	6:16	8:16
Riyadh	3:48	11:50	3:16	6:27	8:27
Jiddah	4:25	12:20	3:40	6:52	8:52

16 Saturday
09 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:28	11:37	3:06	6:17	8:17
Riyadh	3:47	11:50	3:16	6:27	8:27
Jiddah	4:24	12:20	3:39	6:53	8:53

17 Sunday
10 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:28	11:37	3:06	6:17	8:17
Riyadh	3:46	11:50	3:16	6:28	8:28
Jiddah	4:24	12:20	3:39	6:53	8:53

18 Monday
11 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:28	11:37	3:06	6:17	8:17
Riyadh	3:46	11:50	3:16	6:28	8:28
Jiddah	4:24	12:20	3:39	6:53	8:53

19 Tuesday
12 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:26	11:36	3:06	6:18	8:18
Riyadh	3:44	11:50	3:16	6:29	8:29
Jiddah	4:22	12:20	3:38	6:54	8:54

20 Wednesday
13 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:25	11:36	3:06	6:19	8:19
Riyadh	3:44	11:50	3:15	6:29	8:29
Jiddah	4:22	12:20	3:38	6:54	8:54

21 Thursday
14 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:24	11:36	3:06	6:20	8:20
Riyadh	3:43	11:50	3:15	6:30	8:30
Jiddah	4:21	12:20	3:38	6:55	8:55

22 Friday
15 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:24	11:36	3:06	6:20	8:20
Riyadh	3:42	11:50	3:15	6:30	8:30
Jiddah	4:21	12:20	3:37	6:55	8:55

23 Saturday
16 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:23	11:36	3:06	6:21	8:21
Riyadh	3:42	11:50	3:15	6:31	8:31
Jiddah	4:20	12:20	3:37	6:56	8:56

24 Sunday
17 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:22	11:37	3:05	6:21	8:21
Riyadh	3:41	11:50	3:15	6:32	8:32
Jiddah	4:19	12:20	3:37	6:56	8:56

25 Monday
18 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:22	11:37	3:05	6:22	8:22
Riyadh	3:40	11:50	3:15	6:32	8:32
Jiddah	4:19	12:20	3:37	6:57	8:57

26 Tuesday
19 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:21	11:37	3:05	6:22	8:22
Riyadh	3:40	11:50	3:15	6:33	8:33
Jiddah	4:18	12:20	3:37	6:57	8:57

27 Wednesday
20 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:20	11:37	3:05	6:23	8:23
Riyadh	3:39	11:50	3:14	6:33	8:33
Jiddah	4:18	12:20	3:36	6:57	8:57

28 Thursday
21 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:20	11:37	3:05	6:23	8:23
Riyadh	3:39	11:50	3:14	6:34	8:34
Jiddah	4:17	12:20	3:36	6:58	8:58

29 Friday
22 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:19	11:37	3:05	6:24	8:24
Riyadh	3:38	11:50	3:14	6:34	8:34
Jiddah	4:17	12:20	3:36	6:58	8:58

30 Saturday
23 May

	Fajr	Dhuhr	Asr	Maghrib	Isha
Dammam	3:19	11:37	3:05	6:24	8:24
Riyadh	3:38	11:50	3:14	6:35	8:35
Jiddah	4:17	12:20	3:36	6:59	8:59