

the arabian sun

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a weekly Saudi Aramco publication for employees

Dear colleagues,

With the Holy Month of Ramadan coming to a close, I would like to extend my personal best wishes to you and to your families for a peaceful 'Id al-Fitr.

This 'Id will be unlike any we have experienced before.

However, it is vital that we still observe all the precautionary and preventive measures that have been put in place to stop the spread of COVID-19. This includes maintaining high standards of hygiene, wearing facemasks,

practicing physical distancing, and avoiding gatherings of any kind. Any complacency is as dangerous as an infection and continued vigilance will ensure our own health and safety along with the well-being of our families and friends, our colleagues and communities.

During this time, our individual actions are for the greater good and for the benefit of others. I also want to convey my sincerest gratitude to all of you who contributed to our donation campaigns prior to and during Ramadan. You have demonstrated an enormous amount of compassion and care that is both

humbling and inspiring. Countless people in need will directly benefit from your generosity as your donations will be matched 100% by Saudi Aramco and distributed to a wide range of worthwhile social, medical, and educational causes.

While traditionally this is a time when we gather with family and friends, we can take great comfort in knowing that by staying apart, we are truly in this together. 'Id Mubarak!

Amin Nasser
President and CEO



'Id Mubarak

wild footprints return to soaring dunes

Shaybah: Engineering feat enhancing nature

Biodiversity provides us with the essential foundations for our very existence, livelihoods, and prosperity.

This Friday is International Day for Biological Diversity, and we can all be proud of Saudi Aramco's significant work toward protecting and restoring the Kingdom's biodiversity.

Working sites such as Abha protect some of our planet's most precious biodiversity, while in the Rub' al-Khali, an oil and gas engineering feat is enabling astonishing biodiversity restoration.

see pages 5-7



Do Your Part by Wearing a Mask in Public

Controlling COVID-19 is in our hands, and we should do whatever it takes to stop its transmission.

maintain physical distancing of 2 meters at all times



COVID 19
Responsibility

He thought he was just giving some feedback.

Ahmed was eager to share ideas with Khaled on how to enhance their presentation and wanted to meet in person. He hadn't been feeling all that great lately and figured it was work stress.

But Ahmed was already showing symptoms of the virus. His nearness to Khaled and his casual, poorly covered cough put his colleague at risk.

Never let your guard down.

Because it's not only about you. It's about everyone's safety.

Unsafe personal behaviors can destroy lives. Do your part to keep us all safe.



Maintain a **safe distance** of at least **2 meters** from others.



Cover your cough or sneeze. Use a **tissue** and dispose of it responsibly. If you don't have a tissue, cough or sneeze into your **upper arm**.



Recognize symptoms if you have a **fever, cough, and difficulty breathing**, call your health care provider immediately.

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while celebrating 'Id, don't let your guard down

As Ramadan ends, it is a time for families to gather, to break the fast for the last time, and to congratulate each other for a successful Ramadan. If Ramadan is a time for turning inward for spiritual direction, 'Id is a time for turning outward and sharing joy.

Subsequently, this year is different, as the COVID-19 pandemic has forced people to remain distanced from each other for the health and safety of society. It is natural to want to gather and we all feel frustrated about self-isolation, but for the safety of our families, neighbors, and colleagues, we must be resilient and disciplined, and avoid large gatherings.

The simple hard truth is that physical distancing is the most effective way to prevent the spread of infection and the fastest way to protect our families and loved ones. So this year, when we feel we should be preparing for major gatherings with our extended families, we must continue to cancel such gatherings, at least for a little

longer, and protect those we love.

We must continue these practices, which by now we should know by heart:

- Don't gather with friends or neighbors (adults or children)
- Avoid visits with extended family (parents, cousins, or siblings) who are not a part of your current household, even if they live in the gated community or the same apartment building
- Wear a facemask, and observe physical distancing of 2 meters in public spaces. Wear a facemask outside the home, especially where you may not be able to observe a 2 meter distance, even though facemasks are no substitute for physical distancing.

Resilience is a quality of inner strength that helps people get through challenging times. Ramadan is a month that tests us, forcing us to do without to show us our inner strength. We know we have that strength now. We can do this. We can be resilient to keep ourselves and our moth-

ers, fathers, siblings, children, and the vulnerable members of our society safe.

at a potential turning point

Our society is at a potential turning point. The number of confirmed cases continues to grow, but we are starting to see the numbers of recovered cases growing even faster. We have reached this point through the hard won personal sacrifices of each one of us. It would be foolish to give up now and let down our guard.

In this spirit, the government has announced that 24-hour curfews will return from May 23 to May 27, the period of 'Id al-Fitr. This curfew is for our protection. With visible signs of people violating rules against public gatherings, the risks to our collective health are high. The more people catch the virus, the more chances that some will die.

We can be patient. We have come this far. We may desire to see family and friends as we have in years past, but at the

end of this Ramadan, we must abide by the restrictions for a little longer.

Similarly, for those who are returning to work, it may be tempting to return to the close personal contact with colleagues that we have missed after weeks of isolation. It may be tempting to meet as we have in the past, in close rooms for private chats, to take long walks to discuss problems, and so on.

However, these very behaviors put our colleagues and ourselves at risk. The COVID-19 virus is unlike any other. It can remain hidden with no visible symptoms for days and even weeks, and pass unaware from person to person. Our best protection is to keep physical distance, even in the workplace, to wear a facemask, and to maintain strict personal hygiene.

If we truly value the company of our friends and our family, we will all do what is necessary to keep each other safe.

Be resilient. Stay distant. Stay safe.

under the Coronavirus impact

What will happen to the 'sharing economy'?

by Mohammed Masrahi and Cristina Vasquez
Global Analysis Department

What will the world look like following COVID-19? As part of this series, we will build up from how the sharing economy has been affected by the virus outbreak, how ride-hailing will function under new questions about safety, how people will approach tourism and aviation, and what kind of disruption the globalized supply chain now faces.

the disruptor disrupted

Just a few months ago, the sharing economy had unleashed new businesses that threatened and changed the way traditional industries worked.

Take the hotel industry, where the rise of home rentals via shared platforms such as Airbnb challenged the traditional asset ownership model in favor of asset-free, peer-to-peer rentals.

To protect their business model, hotel groups lobbied to regulate home rentals or push governments to tax the new platforms. In New York, short-term rentals (under 30 days) became illegal unless the permanent tenant also resides in the apartment at the same time of the rental period.

Efforts to curb Airbnb's availability and optionality were not sufficient, as consumers were attracted by costs savings compared to hotel offers. Beyond cost and availability, better user satisfaction helped grow the sharing economy.

The pandemic, however, has disrupted the disruptor. People have stopped traveling and using the lodging industry due to lockdowns and difficult economic circumstances. The challenging times are significantly affecting these platforms.

Cutting its revenue forecast by half, Airbnb has also laid off 25% of its workforce. The damage does not end there. In a sharing economy, the developers of the platform and idea (such as Airbnb) are only one part of the equation.

Many used the shared economy as their only source of income. Hosts that depended on reservations for a living will receive



relief funds from the company amounting to \$260 million. As shutdowns affect workers in their pocketbooks, consumer spending is collapsing.

how we work in space — physical vs. cyber

Another example of a sharing economy giant is WeWork. It revolutionized the workplace by scrapping the need of businesses to rent or own real estate. With over 4 million square meters directly managed by WeWork, businesses instead signed up for a program that allowed employees to be in a work sharing space. The co-working revolution made WeWork one of the largest tenants in London; it was set to become a revolutionary force in major cities around the world.

WeWork is the face of a model that had an abrupt change in the way people and business operates. In recent weeks, working from home has become the new

normal. Restrictions of movement, fear of contagion, and businesses dissolving are sending waves to this big player in the sharing economy.

Reports indicate WeWork is trying to reduce as much as 30% of its rent liabilities to soften losses, but the shockwaves are much bigger as landlords will be left with less income because other tenants are in short supply.

The sudden shift caused by pandemic on individual and organizational behavior will slow the pace at which the sharing economy was operating and shaping the world. Will this mean that the sharing economy is over? Although far from that, this shock will influence the way those relying on this type of income think about diversification and ways to attract consumers.

Perhaps, the sharing economy will be a platform for innovative collaboration to develop and nurture ideas to reopen economies safely and efficiently.



The sharing economy refers to a peer-to-peer, community-driven, collaborative-based economy in which goods and services are exchanged via the use of digital platforms. The focus on availability, convenience, simplicity, and price has popularized this business concept.



This 'Id al-Fitr, enjoy the celebrations from the comfort of your own homes, as the King Abdulaziz Center for World Culture (Ithra) brings a parade right to your neighborhood. Featuring wagons celebrating the culture of the Eastern Province, Ithra's six-hour parade will pass through al-Khobar, Dhahran, and Dammam bringing joy to your doorsteps during these times!

May 23, 24, and 25

Time: 4:30 to 10:30 p.m.

<p>May 23 al-Khobar</p> 	<p>May 24 Dammam</p> 	<p>May 25 Dhahran</p> 
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Tune in to Ithra's social media accounts for parade timings and locations

عيدكم مبارك



Ithra_Eid with you#

Friday, May 22: International Day for Biological Diversity 2020 climate actions rather than words

Edged by beautiful seas on its east and west, Saudi Arabia is an ancient land, where mighty mountain peaks soar into clear blue skies, parched sands stretch into wide desert horizons, and azure breezes stream along coastal plains.

No rivers flow, rainfall is sporadic, and summer temperatures are high, yet natural life abounds in this imposing

but fragile environment.

Lying deep beneath the Kingdom's rock folds, dry sea beds and offshore waters hides crude oil — Mother Nature's amazing gift to human ingenuity.

Hydrocarbons have become an essential part of modern life, providing energy, industrial, and household materials.

The sustainable extraction and supply of crude oil requires the highest stan-

dards of environmental protection.

Since its earliest days, some of the best validations of Saudi Aramco's environmental performance have been the company's actions, rather than its words.

Next to Saudi Aramco's operating areas shelters some of the Kingdom's finest biodiversity. Each living plant and creature would not thrive there

with without meticulous environmental management and biodiversity conservation.

We can all be proud of Saudi Aramco's amazing actions to restore the Kingdom's land, seas, and coastlines, from creating a wildlife sanctuary in the Rub' al-Khali, establishing artificial reefs, to planting millions of trees, and developing a mangrove eco-park.



internationally significant treasure

Inside the soaring shadows of Saudi Arabia's exquisite Asir Mountains endures some of our planet's most precious biodiversity.

Saudi Aramco's working Abha site is a nationally significant area, protected by the company for more than 20 years.

Sheltering many native plants, animals and migrating birds, alongside the site's operations are the beautiful sounds of a rich biodiversity — butterflies flutter, birds chirp, insects buzz, lizards scurry and acacia trees wildly twist their branches.

Abha's near-pristine wilderness is nurtured by cool winters, mild summers with regular rainfall, and a 50 km fence, which isolates the area from human activity and uncontrolled domestic animal grazing.

Saudi Aramco's working Abha site is an intricate 49 km² of nature's perfection, situated within a region listed as one of the world's 36 Endemic Biodiversity Hotspots.

Dhubs have right of way



At Saudi Aramco's 'Udhailiyah community site, the world's first "Slow Down: Dhub Crossing" road signs were installed.

Growing trees in desert sands



Saudi Aramco's Khurais site, one of the world's largest oil producing facilities, plants trees along many of its desert roads to enhance native biodiversity, to control sand drift and create natural shade.

Kingdom's first bird hides



The Kingdom's first two bird hides were built at Abqaiq Wetlands, a Saudi Aramco Biodiversity Protection Area, so visitors can watch birds without disturbing the animals.



Saudi Aramco environmental coordinator Ali M. Sinan checks mangrove trees planted on the shoreline of the company's Tanajib and Safaniyah oil and gas operations.



Saudi Aramco has installed more than 2,700 artificial reefs throughout the Arabian Gulf.

Incredible mangroves

Saudi Aramco began regenerating Saudi Arabia's mangrove forests nearly three decades ago.

The ecologically crucial forests grow within the inlets and bays of the Kingdom's shores, providing critical habitats for plants, birds, and marine life.

Extraordinarily tough, mangrove trees grow in the salty mud where land and wa-

ter meet.

Being swamped twice daily by sea tides and coastal winds, does not deter mangrove trees from thriving in this challenging environment.

These magical trees breathe fresh vitality into our planet's air and water, nurturing natural life, and significantly for our carbon-challenged world, sequester carbon dioxide.

Nurturing marine life

Our planet's coral reefs, invaluable sources of ecological and economic richness, are increasingly being degraded and lost.

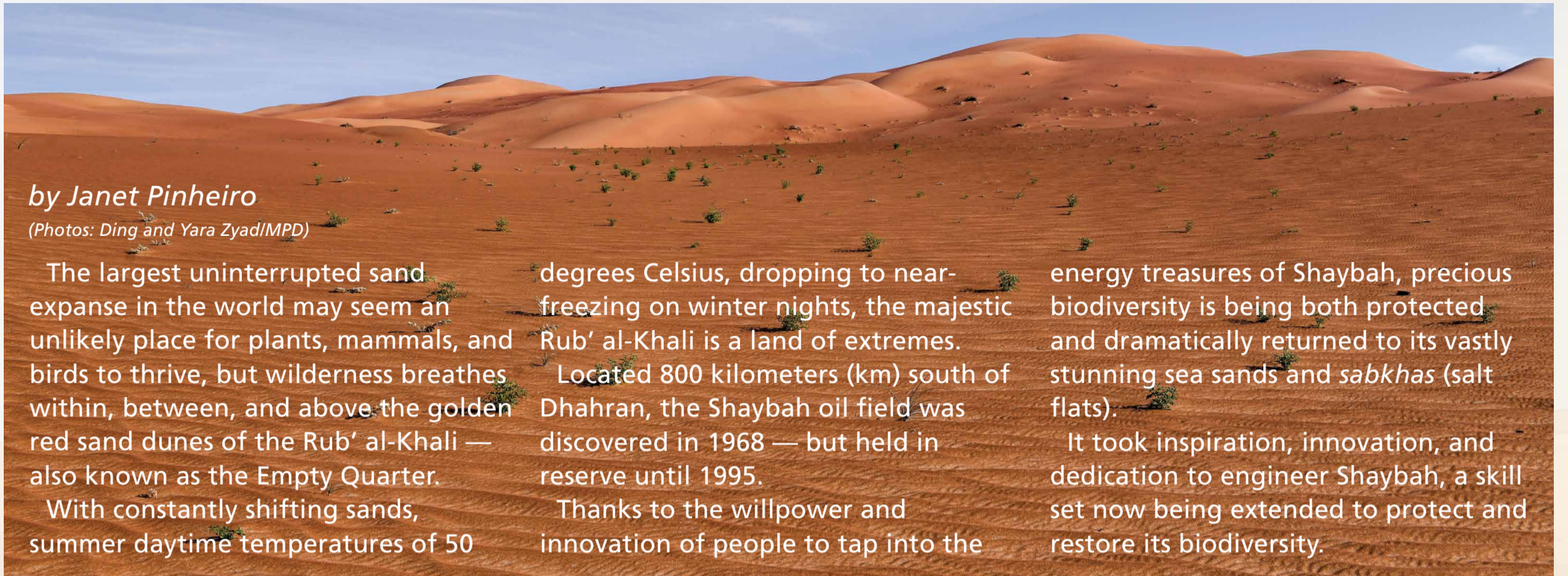
In the Arabian Gulf, coral reefs are under risk of disappearance due to a combination of climate change factors and human activities such as fishing, dredging and marine pollution.

In addition, with our offshore oil and gas

facilities, which also act as artificial reefs, Saudi Aramco promotes the growth of marine life with permanent artificial reef structures throughout the Arabian Gulf.

Since 2015, the company has installed more than 2,700 artificial reefs to help rebuild marine ecosystems, and support the local fisheries industry.

wild footprints return to so



by Janet Pinheiro

(Photos: Ding and Yara Zyad/IMPD)

The largest uninterrupted sand expanse in the world may seem an unlikely place for plants, mammals, and birds to thrive, but wilderness breathes within, between, and above the golden red sand dunes of the Rub' al-Khali — also known as the Empty Quarter.

With constantly shifting sands, summer daytime temperatures of 50

degrees Celsius, dropping to near-freezing on winter nights, the majestic Rub' al-Khali is a land of extremes.

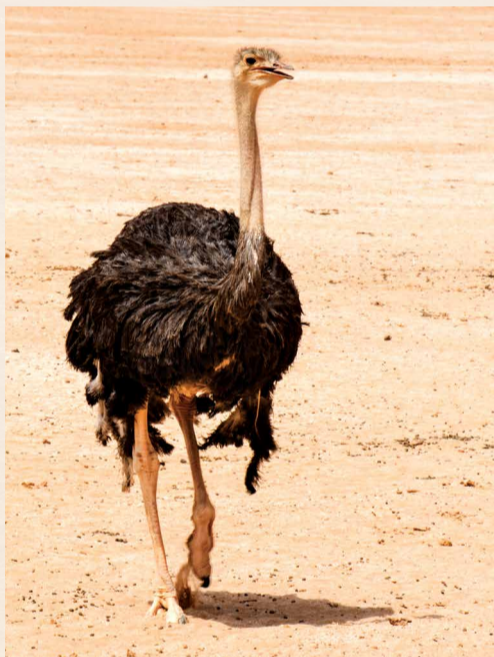
Located 800 kilometers (km) south of Dhahran, the Shaybah oil field was discovered in 1968 — but held in reserve until 1995.

Thanks to the willpower and innovation of people to tap into the

energy treasures of Shaybah, precious biodiversity is being both protected and dramatically returned to its vastly stunning sea sands and *sabkhas* (salt flats).

It took inspiration, innovation, and dedication to engineer Shaybah, a skill set now being extended to protect and restore its biodiversity.

Majestically stretching across a quarter of Saudi Arabia's land surface is the largest uninterrupted expanse of sand desert in the world — the Rub' al-Khali or Empty Quarter — a massively beautiful but challenging place. The Shaybah oil field, hidden deep beneath the giant towering dunes on the edge of the desert's eastern basin, presented challenges like no other industrial project. This feat of engineering has now brought about the protection, enhancement and astonishing return of biodiversity within Saudi Aramco's 637-km² fenced sanctuary.



Previously on the brink of extinction, the numbers of the sanctuary's three re-introduced Arabian species have currently regenerated to 122 oryx, 101 sand gazelles, and five ostriches, each living proof that oil and gas projects cannot only coexist with environmental conservation, but can actually restore biodiversity.

637-km² wildlife sanctuary

The biodiversity of the Rub' al-Khali previously suffered significant damage when, due to overhunting, many species declined, and some species, including the ostrich, oryx, and sand gazelle, disappeared completely from its enormous horizons.

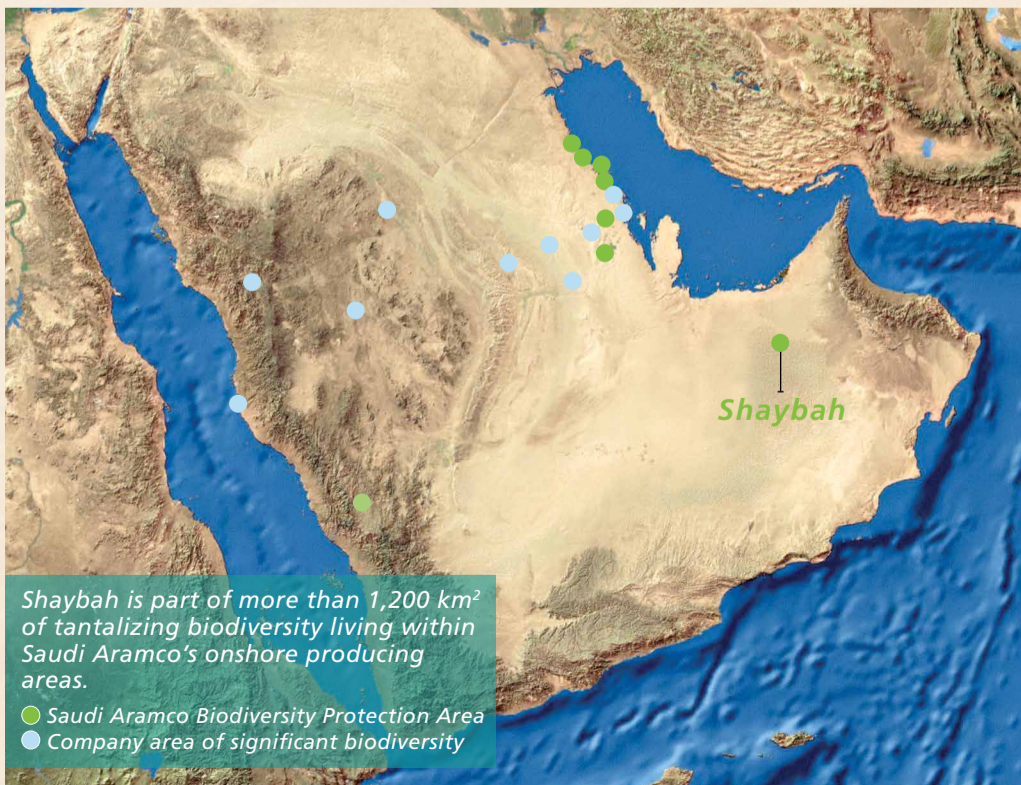
Saudi Aramco successfully turned back the clock by restoring these three iconic and culturally significant Arabian species to their ancestral home, reversing more than 50 years of environmental degradation.

Located next to the site's operating fa-

cilities, a 106-km security fence delineates a 637-km² protected area providing sanctuary to about 200 species of plants and animals, some of which are not protected anywhere else on Earth.

Living within the Shaybah Wildlife Sanctuary are 10 Arabian endemic species, 39

of Saudi Arabia's 50 high conservation priority species, plus 13 regionally threatened species. Also, recent biodiversity surveys discovered 11 native plant species, potentially 13 reptiles, 18 mammals, and 176 bird species, including 169 migratory species.



Empty Quarter no longer empty

Shaybah's landscape is being transformed before our eyes, as sanctuary specialist Wayne Sweeting explains, "The successful reintroduction of the gazelle, oryx, and ostrich means the sand dunes are once again decorated with wild footprints."

Saudi Aramco has not only helped to safeguard the future of three endangered species, but has also set the stage for a full ecosystem recovery.

Distribution of organic material, in the form of animal and bird droppings, nourishes the barren desert sands.

This soil enrichment, combined with recent rainfall events and grazing pressure reduction by camel herd exclusion, has optimized conditions for large regeneration of flora, which is now occurring.

entire food chain returning

"Increasing vegetation cover is foundational to ecosystem restoration in arid lands," said Sweeting. "Plant cover stabilizes the sands and provides nest sites, shelter, and a food resource that immediately increases insects and other small plant feeding mammals such as jirds and jerboas."

"These smaller species are themselves a food source for larger carnivorous species, such as foxes and sand cats, who in turn are consumed by apex predators such as birds of prey," he added. "We are now observing species diversity and population size increases across the whole food chain."

Sanctuary rangers recently recorded golden eagles in Shaybah for the first time, and they now routinely observe large monitor lizards and the increasingly rare desert hare.

aring dunes | Shaybah: engineering feat enhancing nature



Faleh J. Subaiei

best-in-class process management

The Shaybah Producing Department is responsible for producing Arabian Extra Light crude oil from the Shaybah field through four gas-oil separation plants and two central processing facilities.

The separated crude oil is shipped to Abqaiq Plants through a 640-km pipeline, while the gas is shipped to the Shaybah natural gas liquids recovery plant, and the site is self-sufficient, generating its own electricity and water.

Like all Saudi Aramco facilities, Shaybah is managed to first-class operational standards around air quality, water, and waste management.

The oil field is carefully overseen by Shaybah Producing, which minimizes flaring, manages greenhouse gases, and limits energy use — a win-win for both sustainability and profitability.

Every drop of water is efficiently utilized — formation water from oil processing units is reinjected into Shaybah's reservoir for environmental purposes, while used potable water is collected and sent to the sewage treatment plant for ornamental irrigation around the site's facilities.



The Empty Quarter, one of the world's last remaining great wilderness areas, is full of life with 11 native plant species growing in Shaybah, each remarkably resistant to the drifting desert sands, extreme summer heat, cold winter nights, and near zero rainfall.



A meandering 16-km road, with a base built from local sabkha material, will take visitors in buses and light vehicles on an immersive journey to three visitor viewpoints, and through the inner area's six salt flats. Past a natural oasis formed by ancient salty water lying three meters below the surface, visitors will see the tough *Tamarix aphylla* (salt cedar) trees that with their deep taproot systems, provide shade and contribute to the area's growing biodiversity restoration.

"At Saudi Aramco, we are particularly proud of our environmental stewardship in the Rub' al-Khali," said Southern Area Oil Operations vice president Khaled A. Al Buraik.

"Our Shaybah crude oil production site is a leading inspiration to the world of how oil and gas operations cannot only protect biodiversity, but also restore and safeguard the future of endangered species."

Shaybah's expanded wildlife and visitor facilities



animal enclosures and ecological infrastructure

There will be six water holes, 100 animal feeding points, 80 sunshades for animals to escape the midday heat, and three visitor viewpoints.

visitor center

The venue will host, educate, and inspire visitors on the wonders of the Arabian wilderness.

entrance and internal road network

Arriving visitors will be welcomed at a new entrance gate and the Rub' al-Khali's ecosystem — in its natural form — can be viewed from a winding road.

Saudi Aramco's protection and restoration work continues in the Rub' al-Khali with the Shaybah Wildlife Sanctuary's infrastructure expansion project. From an 870-m² two-level visitor center perched on the edge of the inner enclosure area and topped with a rooftop viewing platform, visitors will enjoy welcoming Saudi hospitality, environmental education, panoramic views of wind sculpted iconic red sand dunes, and the opportunity of a close encounter with wildlife acclimatizing before their release to the wider sanctuary.

Expanding the sanctuary's infrastructure for both its animals and visitors is the current focus of the department's protection and restoration work, and its manager, Khalid H. Al-Jamea, said the Phase 2 development includes a new two-level 870-m² visitor center for community environmental education.

An exhibition hall inside the center will display the topography, plants, and history of the Rub' al-Khali, the Bedouin lifestyle, information, and pictures on the Shaybah Wildlife Sanctuary and its major fauna and flora, as well as general environmental information.

"It's not only a visitor center. My dream is to have this center as an incubator for advanced environmental research and studies related to the Rub' al-Khali ecosystem. The center will host visitors from all over the globe to provide an inspirational education experience on Arabian biodiversity. Our goal is to welcome school students from around the Kingdom to raise awareness of the environmental challenges and what can be done to help," said Al-Jamea.

"This project is important to us," he said. "We are more than an energy company; we are also stewards of the environment wherever we operate. We want to provide

living evidence to the world that responsible energy companies such as Saudi Aramco are taking good care of the environment around them."

In 2019, the Shaybah Wildlife Sanctuary was externally audited, awarded, and certified to the ISO 9001 Quality Management standard.

The Shaybah Producing Department has twice won the President's Environmental Stewardship award. In 2010, it was awarded the best industrial facility from an environmental standpoint in the GCC, and in 2018, it received the Saudi Aramco President's Award for Excellence.

sensitive construction procedures

Working alongside the Community and Public Projects Department to deliver the Shaybah Wildlife Sanctuary new Phase 2 facilities, Shaybah Producing Department engineer Abdulaziz F. Almudayfir said, "All construction projects here are challenging given the isolated location,

unique terrain, and climatic conditions."

"Within the sanctuary, we operate to the highest levels of site housekeeping and sensitive construction procedures, ensuring minimal impact to the fauna and flora," he said. "Phase 2 developments are currently on budget, ahead of schedule, and we expect the sanctuary to be fully operational for visitors by the end of 2020."





making movies, making music, making memories undeterred, Aramcons create together

by Janet Pinheiro

Nationalities from all over the world work for Saudi Aramco, and even in the midst of a global pandemic lockdown, our welcoming dispositions have prompted new ways to get together for some creative fun.

Aramcon's imaginations have been fired up by being in lockdown, and we are using the magic of technology to reinvent gatherings.

There is no curfew on discovering fresh styles of togetherness, and examples include film and music making, and inventive ways to meet.

family filmmaking

Echoing the love locks bridge in Paris where couples bolt padlocks to symbolize togetherness, IT systems analyst Ravi Mandhadi has intertwined a short film to show the COVID-19 family solidarity of four Aramcon couples.

The cast includes a retired Aramcon couple in Canada, Vilas and Sushama Koleshwar, and three Dhahran-based couples (Sunil and Sonali Verma, Rohit and Shaista Patwardhan, and Mahesh Narayan and Deepa Mahesh), along with their children.

While staying safely at home, each filmed their sequence, finding ways to function happily as a team.

"The film shows that lockdown is only a movement restriction, and that with creative

spirit, it is actually an opportunity for couples and families to be together as never before," said Mandhadi. "Despite lockdown, today's amazing technology means families may stay physically far, yet be socially close."

soaring musical vibes

Music is like the wings of life, bringing people together and lifting their spirits, and in Dhahran, a group of about 10 friends is using an app to operate a virtual recording studio and perform music.

Musician Hans Stockenberger explains that after one member of the group lays a foundation track, others then progressively add to the recording.

"One of us will record a track of guitar music, someone else will do a vocal track, and it is then sent to someone else who does the harmony," said Stockenberger.

"Technology has allowed musician friends to come together responsibly and celebrate what makes us human."

bookworms gather

Julie Scott, convener of the Dhahran Recreation Library Book Club, is currently locked down in the U.S., but quickly innovated a way for the club to meet online.

"Our group is much more than a book club as members like to check on each another and stay in contact, both through the meeting and on WhatsApp," said Scott.



This article is part of the COVID-19 well-being campaign.

Ravi Mandhadi, top right, created a short film with a cast of Aramcons in Dhahran and one retired couple in Canada to show the closeness of our community. Pictured directly above are Mahesh Narayan and Deepa Mahesh. Top from left are Rohit and Shaista Patwardhan, Neha Verma, and Sushama and Vilas Koleshwar.

"Lockdown is a terrific time for anyone to seek out that classic novel they have always wanted to read," she added.

connected in spirit

Adversity often brings out the best type of resilience in people.

The ongoing spirit of Aramcons during this "COVID-19 time" demonstrates how

the creativity of Saudi Aramco's people goes beyond crude oil.

We are committed to caring for each other and our communities, providing for and checking on the vulnerable, and staying in touch with those unable to return to Saudi Arabia.

Our creative reach for continued togetherness is uplifting.

your voice

persevere and you will find success



by Peter J. Gray

Jazan

Peter.Gray@aramco.com

Your Voice reflects the thoughts and opinions of the writer, and not necessarily those of the publication.

There are many qualities that can be considered "good" to have. Generosity, sincerity, kindness, honesty, straightforwardness, and dependability are all excellent and admirable. However, there is one quality that is often overlooked, although it is essential for success; it is the quality to persevere.

Perseverance is the characteristic necessary to succeed, whether it is to learn how to cook, pass an exam, finish a key stage in the project, or to become a mighty "captain of industry." It is to be determined to succeed no matter the odds, no matter what barriers need to be overcome; to persevere until success is achieved.

There is an ancient Greek tale — one of Aesop's famed fables — that tells the story of a thirsty crow who ably demonstrates this attribute of perseverance. On one particularly hot day, the crow came upon a pitcher that had once been full of water,

but when the crow put its beak into the mouth of the pitcher, he found that only very little water was left in it and that he could not reach far enough down to drink it.

Then, a thought came to him, and he took a pebble and dropped it into the pitcher. Then he took another pebble and dropped it into the pitcher, and then another, and another, and another. He observed that the more pebbles he dropped into the pitcher, the higher the water level rose. He carried on dropping pebbles into the pitcher until at last he saw the water level raise up nearer and nearer to his beak, and after casting in a few more pebbles, he was able to quench his thirst. The determined crow not only had the wit, but the perseverance to succeed.

Marie Curie, the first woman to win a Nobel Prize and the first person ever to win it twice for her works in physics and chemistry, replied to a question: "Life is

not easy for any of us, but what of that? We must have perseverance, and above all, confidence in ourselves. We must believe we are gifted for something and this thing must be attained."

Similarly, Albert Einstein, who made many scientific discoveries, attributed his success to his perseverance. He once wrote, "It's not that I'm so smart; it's just that I stay with problems longer."

Even the great Muhammad Ali, when asked if he liked his training, replied "I hated every minute of training, but I said to myself, 'Don't quit. Suffer now, and live the rest of your life as a champion.'" This key characteristic of perseverance is what made him a legend in boxing.

At this present time, there is no finer quality than to persevere and be determined in our working and nonworking life to overcome the shared obstacles that we face. Never give up on your goals. Instead, persevere, and you will find success.



COVID 19
Response

now's the time to

start a journal

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

We're all facing a new reality, full of challenges and restrictions. It's only natural to feel a bit down and stressed at times. The trick is to switch your focus to something positive, whether it be meditation, journal writing, or reconnecting with distant friends.

Each day, treat yourself to something special — an activity reserved exclusively for you. Schedule a day of beauty or pure indulgence and mark it on your calendar. For more ideas and techniques, browse our Well-being site.



Self-care



Productivity



Edutainment



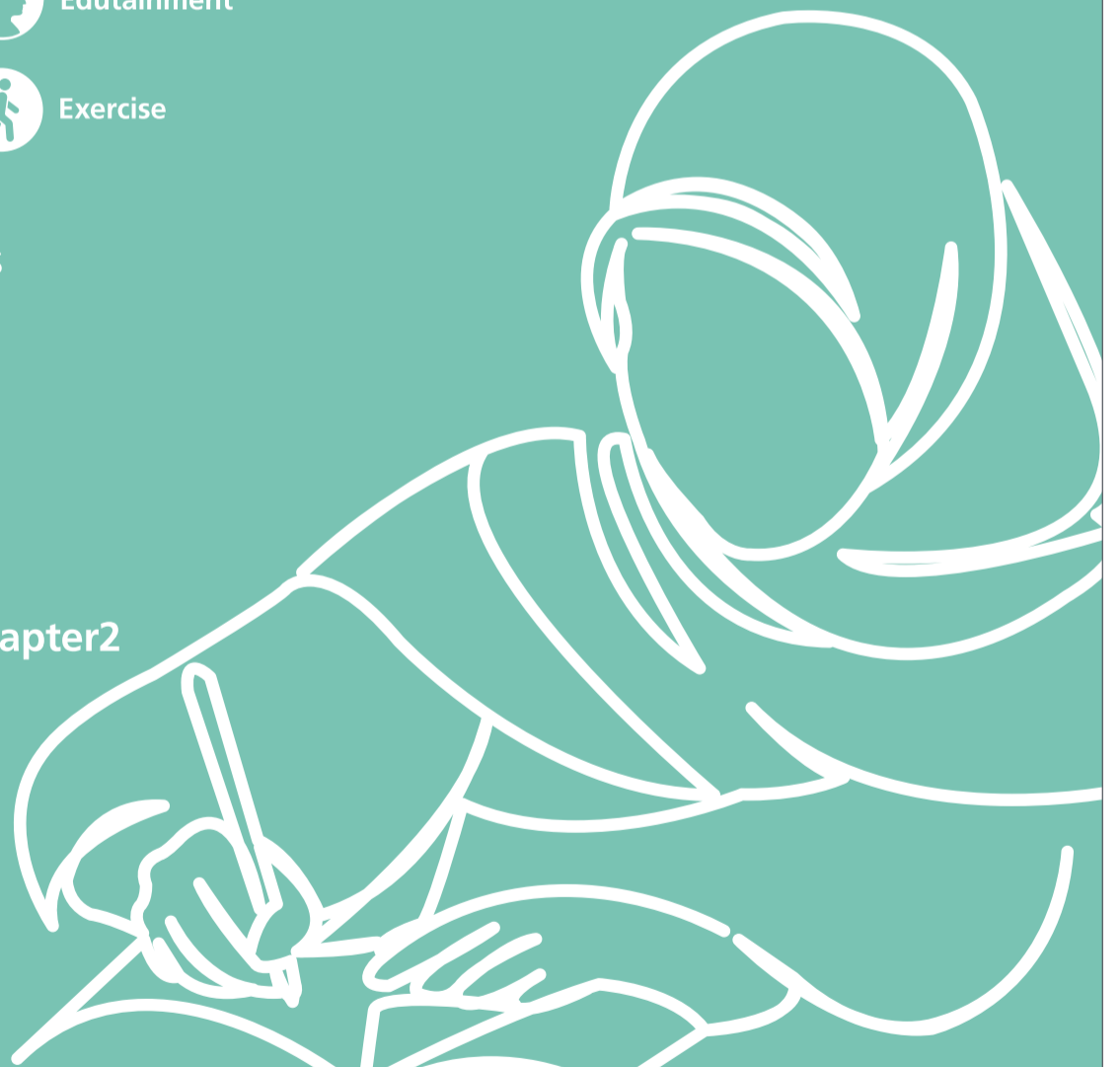
Healthy Diet



Exercise

We've compiled an extensive list of best-in-class resources in five categories. Discover items of interest for you or your family.

To start exploring, go to saudiaramco.com/en/news-media/covid#chapter2



Maintain a **safe distance** of at least **2 meters** from others.



Rub hands with sanitizer for a minimum of **20 seconds**.



Greet people with a **wave** instead of a handshake.

* Some sites are not available via the company network. All well-being information is accessible from your home computer or mobile. saudiaramco.com/en/covid | Help desk 87-COVID (013-872-6843) | JHAH 800-305-4444 (Option 3)





Saudi Aramco Plants at Night

by Musleh Alkhatami

The world is going through an unprecedented health crisis, the impact of which has reached all areas of life that forced governments and individuals to make unprecedented decisions and adapt to unusual lifestyles.

Every aspect of daily life has

changed, particularly at night as markets, restaurants and cafes have been forced to close, and people are staying home.

The lights are off, silence grows, and everything has slowed down.

Yet, the world still needs energy, and while people stay at home, they can count on our heroes to supply the world with energy.

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We take you on a visual journey through Saudi Aramco plants at night — from the Arabian Gulf coast through the dunes of the Empty Quarter and then to the Kingdom's West.



Shaybah launches online trivia contest over Ramadan

Riddle me this — what takes away the isolation blues?

by Musherf Alamri

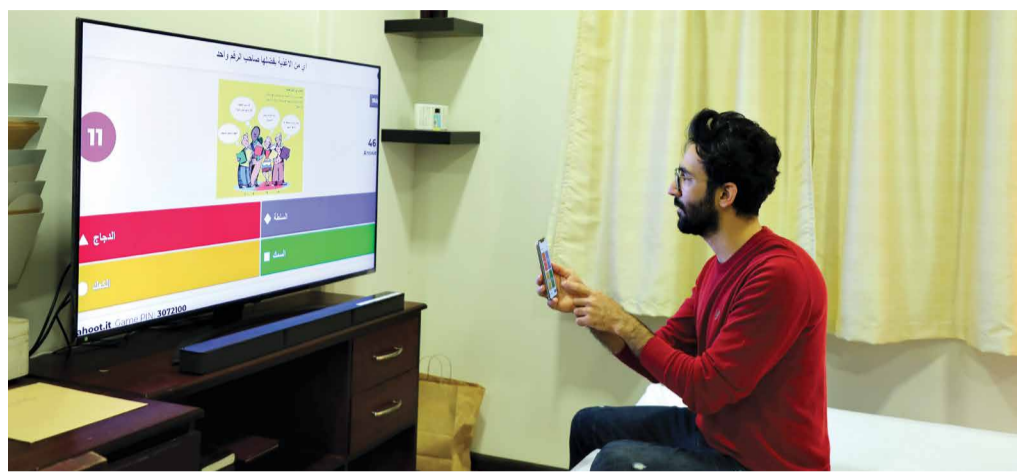
Shaybah — Twice a week at 8 p.m., employees at the Shaybah Camp excitedly turn their TVs on to Channel 1 to watch a virtual trivia contest. The main attraction to this contest is the participation of the residents.

Due to COVID-19 precautionary measures, Saudi Aramco has been looking at new ways to cater for the well-being of its employees, and a good example is an online trivia contest for residents in the Shaybah community this Ramadan. Launched by the Northern Area Remote Camps Services Division (NARCSD), the initiative is designed to create entertainment and to engage residents while practicing social distancing.

a morale boosting activity

Participants are able to catch questions in between programs and submit their answers by means of a mobile application specifically set up for the contest. The contest is facilitated by professional commentators who encourage healthy interaction, in a TV show-like experience with the leading participant's scores being broadcast live during the competition.

"This contest is great entertainment and boosts morale for our residents — a much needed event since we can't do any usual Ramadan activities in the camp," said Abdullah S. Al Shemaly, acting manager of the Northern Area/Western Region Community Services Department. "It is important



Morad A. Bukhari takes part in a trivia quiz featuring questions about health and safety from his room in the Shaybah Community. This Ramadan, the Northern Area Remote Camps Services Division launched the trivia quizzes as a morale booster and to provide entertainment and education for employees who have been impacted by physical distancing protocols. (Photo: Mohammad Bakhsh)

to bring the community together through technology, while still practicing social distancing. We need to consider that some of our residents are staying away from their homes and facilities during this time."

"This competition came at the right time, particularly with the curfew in place," said Mohammad Bakhsh, a maintenance machinist in the Shaybah Producing Department. "It was very exciting and delightful."

Bakhsh liked that the questions covered in the contest were on topics such as health and safety. During the broadcast, awareness videos from the Ministry of Health are

displayed, and then relevant questions are displayed.

Morad A. Bukhari, a maintenance planner from the Shaybah Producing Department, said "The variety of topics in the contest's questions, ranging from history to physics, encouraged him and his friends to Google interesting information and broaden their knowledge. The contest reminds me of the time I normally spend with my family during the Holy Month of Ramadan, where we get together and play board games and trivial quizzes."

Kamal M. Al Motlaq, a shift superinten-

dent from the Shaybah NGL Recovery Plant, said, "The quality of the contest shows that the company is exerting additional efforts to enhance the quality of life in the remote areas." Al Motlaq added that the initiative from the Shaybah community to replace 200 older TVs with smart TVs is proving to be very popular with young employees because they are spending more time in their residential units due to the temporary situation."

multiple food locations, shorter lines

Another mitigation effort during the COVID-19 pandemic is offering multiple food service lines.

"Adding multiple locations for food service lines in Shaybah and Tanajib camps is an example of our efforts being taken by the company to provide the highest arrangement level of services, considering the pandemic precautionary measures," said Saeed M. Al Ghamdi, NARCSD superintendent.

"Considering that employees come between 5 and 6 p.m. to pick up their food, the additional locations are necessary to allow physical distancing," he added.

Also, in the Ramadan spirit of giving back, a separate initiative was undertaken by employees to package excess food from the Shaybah Camp, which is then donated to people who need it, Al Ghamdi noted.

cultivating a culture of caring for others by donating blood

In the midst of these challenging times brought by the COVID-19 virus outbreak, encouraging a culture of giving and caring for others' health becomes even more important.

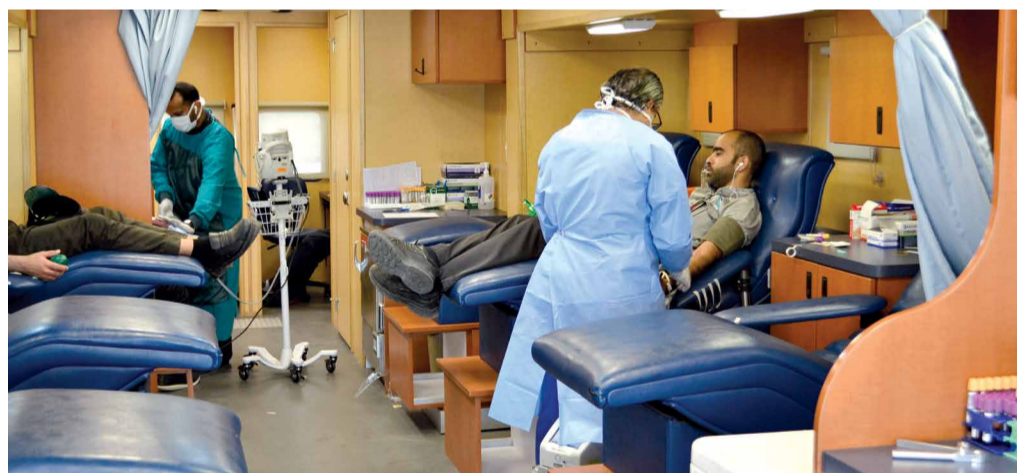
Acting upon that duty, the Northern Area Gas Producing Department (NAGPD) recently organized a blood donation campaign to support the Kingdom's efforts in collecting bloodstocks required to provide continuous health care to all patients during the ongoing pandemic.

The initiative, which was arranged in collaboration with Johns Hopkins Aramco Healthcare (JHAH), targeted NAGPD employees across the organization's facilities, as well as other Saudi Aramco employees within the same area. Employees from different organizations, such as Aviation and Industrial Security, were also able to participate during the campaign.

addressing location challenges

To ensure success, the team had to address the challenge of collecting donations from employees working across several locations, including some in remote locations. Many NAGPD employees work in offshore facilities such as Karan and Arabiyah, while others are working from Tanajib Marine and Khursaniyah onshore areas.

Collaborating with JHAH, the team decided to mobilize the blood donation unit to Ras Tanura Airport so offshore volunteers



A Johns Hopkins Aramco Healthcare medical team works with donors during the recent blood donation campaign, which was recently organized by the Northern Area Gas Producing Department to support the Kingdom's efforts in collecting blood to provide continuous health care to all patients during the ongoing COVID-19 pandemic.

would have the opportunity to participate in the blood donation campaign.

AbdulRahman M. Al-Qahtani, NAGPD manager, explained that the campaign is aligned with Saudi Aramco corporate social responsibility objectives, and that it was organized by NAGPD for the first time.

"We wanted to give all of our employees a chance to participate in this campaign, regardless of their location," said Al-Qahtani.

Volunteers with the required blood type groups were identified, and arrangements were made to fly them to Ras Tanura to make their blood donations before return-

ing to their work locations offshore. In addition, some employees arranged to come from different areas to make their contributions.

Hizam M. Otaibi, a foreman who works in the Khursaniyah onshore area, expressed his delight in participating. "I was excited to participate in the campaign, as I believe my blood donation will be even more meaningful during such a time," Otaibi said.

protecting everyone's health

To ensure the health and safety of volunteers and the JHAH medical team alike



From left, Hamad M. Alsharekh, Karan Field Operation foreman, and Ramy E. Elzeiny, Karan Field Plant engineer, volunteer to participate in the campaign prior to mobilizing offshore.

during the COVID-19 pandemic, protection measures and health precautions were implemented following JHAH guidelines. Physical distancing among participants was maintained, the maximum capacity of donors at the same time was reduced, and the remote blood donation unit was sterilized.

The JHAH medical team worked continually throughout the day to ensure all available blood donations would be collected, with 24 units of blood being collected during the effort — well above the daily average of 20 units since the COVID-19 pandemic began.



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Editors: Jamsheed Din, Todd Williams
Editorial staff: Jeff McCoshen, Musherf Alamri, Eamonn Houston, Scott Baldauf, Shaistha Khan and Dalia Darweesh.
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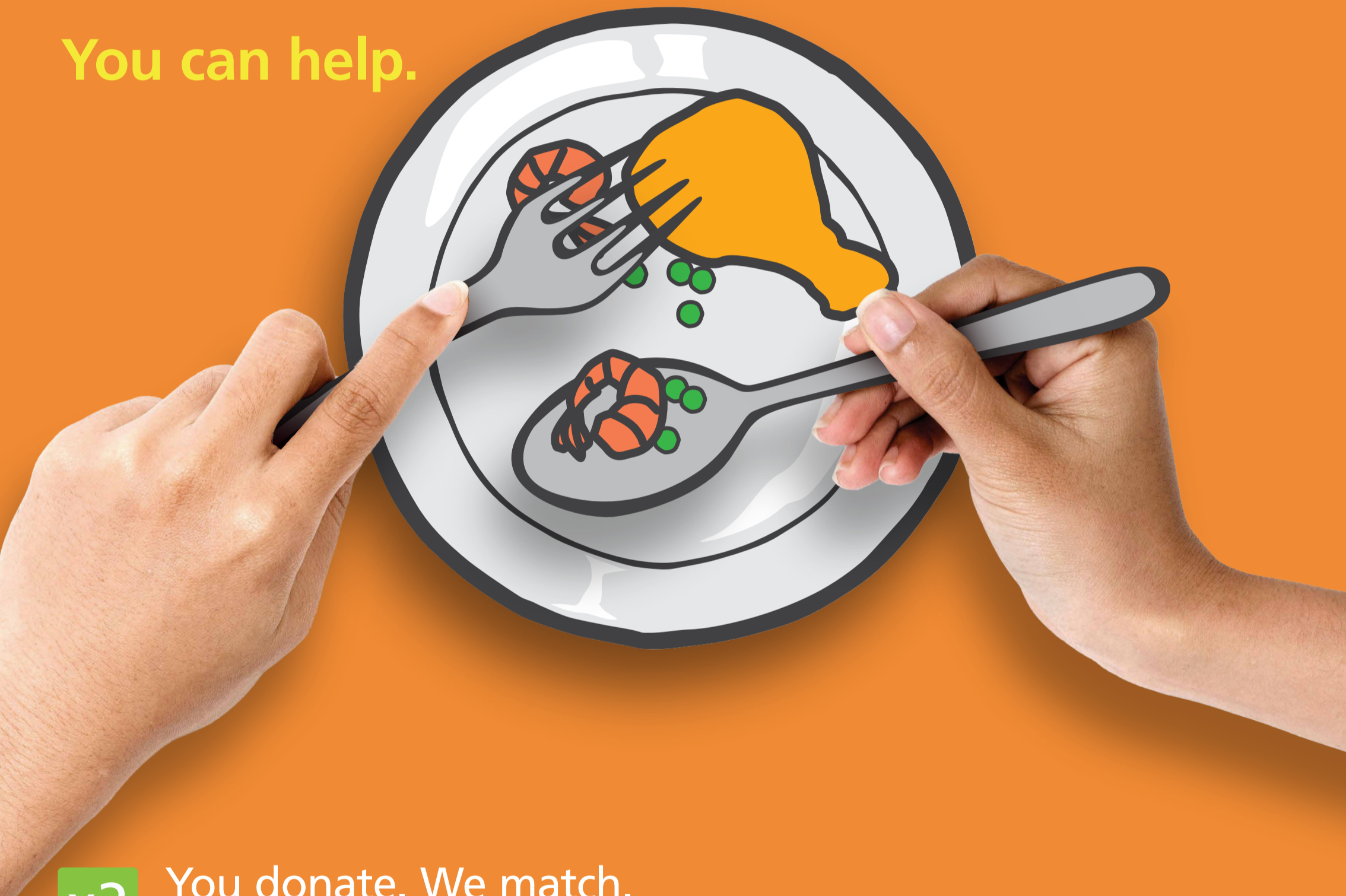
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