



Saudi Aramco Overview

Saudi Aramco's oil operations encompass the Kingdom of Saudi Arabia, including territorial waters in the Arabian Gulf and the Red Sea.

Totalling more than 1.5 million square kilometres, this area is larger than the combined areas of Texas, California, Oklahoma and Utah, or of France, Spain and Germany.

Most production comes from fields in the coastal plains of the Eastern Province in an area extending 300 kilometres north and south of Dhahran.

Reserves of conventional crude oil in company-managed fields total about 260.1 billion barrels. In 2009, Saudi Aramco completed a multi-year, multiple mega-project program and raised its maximum sustainable crude oil production capacity to 12 million barrels per day.

Saudi Aramco has a multinational workforce consisting of 54,000 employees from over 50 nations, ensuring exposure to experienced professionals from around the world.

Saudi Aramco is headquartered in Dhahran, in Saudi Arabia's Eastern province.

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Saudi Arabia

Due to its entry restrictions, Saudi Arabia is a destination that many travellers are intrigued by.

A culturally rich and fascinating country with spectacular desert and mountain scenery, Saudi Arabia also offers some of the Middle East's best archaeological sites.

Full country name: Kingdom of Saudi Arabia

Population: Approx 30 million

Capital City: Riyadh (pop. 7 million)

People: Arabs, Bedouins, Najdis and expats from all over the world

Language: Arabic, English

Currency: Saudi Riyal

Religion: Islam

Government: Monarchy

Major Industries: Oil, steel, cement, wheat

Climate

Temperature

Classified as having a hot desert climate (Köppen: BWh), temperatures during the summer months are extremely hot, approaching 50 °C (122 °F) occasionally. The average high temperature in July is 44 °C (111 °F). Winters are warm with cold, windy nights.

The overall climate is arid, and the city experiences very little rainfall, especially in summer, but receives a fair amount of rain in March and April. It is also known to have many dust storms. The dust is often so thick that visibility is under 10 m (33 ft).

Rainfall

It can rain in the Eastern Province any time from November until the end of May. Dhahran has an average seasonal rainfall of about eight centimetres. In some years, total rainfall has been as much as 18 centimetres, and in other years there have been less than three centimetres.

Winds

Strong winds, during June and July, which pick up quantities of sand and dust, are known as "shamals". Shamal is the common term for sandstorm and is taken from the Arabic word for northerly wind.

Events

Saudi Arabia's holidays are mainly Islamic, with the largest being at the end of Ramadan (a month of fasting between sunrise and sunset). Ramadan is mandatory, even for visitors and you are expected not to smoke, drink or eat in public during this period.

Ramadan ends with a huge feast and swapping of gifts. Eid al-Adah, is the other big feast of the year, and marks the time when Muslims should make the pilgrimage to Mecca.

The only non-religious festival is the Jinnadiyah National Festival of folklore and culture, held every February.

Saudi Aramco Benefits

Saudi Aramco provides a highly competitive benefits package for international employees working in Saudi Arabia on the global payroll. These include:

Monthly Benefits Supplement

This is an monthly cash payment provided to finance individual insurance and retirement/savings arrangements in addition to the benefits provided by Saudi Aramco. The employee is free to choose how to spend this payment.

Medical and Dental Facilities and Services

The purpose of Saudi Aramco's Medical Services Organisation is to promote and maintain the good health of all Saudi Aramco employees and their dependents with care administered by qualified professional staff in well-equipped facilities. Saudi Aramco Medical Services is staffed by more than 400 doctors and over 3,700 other health care professionals and serves a population of more than 230,000.

All medical care for employees and their eligible dependents, who live in one of the four family communities in the Eastern Province, is provided free of charge at the Saudi Aramco medical facilities in Saudi Arabia.

Employees who live outside the family communities or in other areas of Saudi Arabia, for example Jeddah and Riyadh, receive free medical care at Saudi Aramco approved hospitals.

Dental services are provided on a fee basis and are paid via payroll deduction. All Saudi Aramco communities have the following facilities:

Outpatient Clinic

Clinics function on a general practice level. An appointment procedure is utilised to minimise patient waiting time. Those without appointments are treated on “doctor availability” basis. Employees can usually obtain same/next day appointments for treatment by a general practitioner. Of course, scheduling of appointments with specialists take longer and depends on patient load.

In non-emergency situations, it may take several months to schedule an appointment with a specialist.

Pharmacy

The Saudi Aramco Pharmacy operates during normal working hours and employees must have a written prescription from a Saudi Aramco doctor to obtain any medication.

Prescription drugs are dispensed free of charge. Some non-prescription medicines (such as cough syrup, etc) may have to be purchased by the employee.

Emergency Room

Emergency care and transportation is available in all communities seven days per week, 24 hours per day.

Company-provided transportation is generally not available for emergencies that may occur outside of Saudi Aramco communities. For example, employees living ‘off camp’ in the local community must arrange their own transportation to medical facilities for emergency treatment.

Dhahran Health Centre

Saudi Aramco began to offer medical care in 1933. In the early 1950s, the Medical Services Organisation constructed the first Dhahran Health Centre to provide medical care to Saudi as well as expatriate employees and their dependents. Today, Saudi Aramco continues to provide one of the largest and most modern company directed hospital systems in the Middle East.

Saudi Aramco Medical Services Organisation (SAMSO) includes one hospital located in Dhahran, as well as four outpatient health centres located in Ras Tanura, Abqaiq, Al Hasa and Udhailiyah.

The hospital in Dhahran has 349 beds, a large outpatient service, and contains some of the most advanced diagnostic and treatment facilities in the world.

SAMSO facilities have been continuously accredited by the United States Joint Commission on Accreditation of Health Care Organisations (JCAHO) between 1956 and 1987. In September 2002 and 2005, SAMSO was reaccredited by the Joint Commission International Accreditation (JCIA).

Nursing staff are recruited from all over the world and represent over 24 countries, including Saudi Arabia. This diversity in cultural, ethnic and professional backgrounds of the staff provides rich experiences in providing patient care.

Ophthalmology

In general, ophthalmic services are provided only to those with eye injuries or diseases requiring periodic follow-up. Employees cannot receive general eye examinations or fill eyeglass prescriptions through the Company’s medical services.

It is recommended that employees requiring eyeglasses or contact lenses bring an extra pair. Prescriptions for eyeglasses and contact lenses can also be filled in the nearby towns.

Dental Services

The Dental Services of the Saudi Aramco Medical Services Organisation (SAMSO) provides a full scope of care in company operated clinics in each community.

Dental services available include diagnostic, preventive, restorative, esthetic dentistry, endodontics,

periodontics, prosthodontics, dental implant therapy, oral/maxillofacial surgery, orthodontics and paediatric dentistry.

The clinical staff includes dental hygienists, general dentists, specialist dentists and technicians. The majority of this multinational staff has either US or UK qualifications and has been credentialed by the Saudi Commission for Health Specialists and licensed by the Ministry of Health.

Approximately 50% of the clinicians are Saudi Arab graduates of Saudi University Dental Programs (King Saud and King Abdulaziz).

In general, all care is provided by appointment on a fee for service basis. The fees are competitive to usual and customary charges elsewhere based on international standards.

Because of the heavy workload and long waiting times for routine services, all prospective employees and dependents are encouraged to complete essential treatment prior to travelling to Saudi Arabia.

The waiting time for an appointment for definitive care for routine services may range from three to four weeks.

New patients coming to dental clinics for comprehensive treatment are required to have an initial exam by a Saudi Aramco dentist. This examination will most likely require diagnostic radiographs. If a patient has recent radiographs of acceptable quality, this requirement may be waived at the discretion of the examining dentist. Following the initial examination, a conservative treatment plan is developed, and appointments are made according to availability.

Dental fees are billed to the employees account and are deducted from the employee’s pay at the end of each month. Fee estimates are provided to all patients prior to treatment.

Basic Provisions of The Annual Vacation Plan For Global Payroll Employees

The following is a summary of the major provisions of Saudi Aramco's Annual Vacation Plan. It is intended as an aid in understanding the plan and its administration.

Vacation credits are advanced, earned and taken on a calendar year basis. Employees are advanced a full year's vacation credits every January 1. Vacation credits, advanced on January 1, are earned by service completed during the calendar year.

As part of the vacation plan, Saudi Aramco provides round-trip economy airfare allowance for expatriate employees and eligible family members who reside in Saudi Arabia to return to the employee's point of origin. In addition, the employee is granted a travel expense allowance equal to 25% of the airfare.

Annual Vacation Credits and Airfare Allowances

The number of vacation days and airfare allowances that an employee is entitled to depends on the employee's status and Grade Code.

Status	Grade Code	Vacation Credits	Paid Airfare Allowance per annum
Single	GC 3-10	30	One
Single/Family	GC 11+	38	One
Bachelor	GC 11+	50	Three

NOTE:

- Vacation credits are counted as calendar days - not working days.

- The term "single status" refers to employees in GC 3-10 or to a GC 11+ employee who is unmarried.

- The term "family status" refers to an employee who has Company approved family members residing with them in Saudi Arabia.

- The term "bachelor status" refers to an employee GC 11+ who is married but who does not have Company approved family members residing with them on a permanent basis in Saudi Arabia.



Airfare Allowance

Employees on single/family status are granted the cash equivalent of the company approved full return economy class airfare to the employee's point of origin. This is paid to the employee when they take their annual 'repatriation' vacation. Family status employees also receive this entitlement for their spouse and children living with them in-Kingdom.

Employees on bachelor status receive three airfare allowances (one at the full company approved economy class fare, which the employee receives when they take their repatriation vacation, and the other two at economy excursion fare, which the employee receives when they takes their 'interim' leaves). They receive the 25% allowance when they take their annual vacation and a 10% allowance for each of their two interim trips.

Travel Days

Based on the employee's point of origin, either two (2) or four (4) days round trip travel time is added to the annual repatriation vacation (and interim trips enjoyed by bachelor status employees). Points of origin in Europe, the Middle East and North Africa generally attract two days round trip. Travel time with all other

locations generally being eligible for four days. Travel time is not charged to vacation credits.

Annual Vacation

Employees are expected to take a full vacation each year; however all vacation days need not be used at one time. Depending on operational needs, they may be used throughout the calendar year for random time off, providing that at least 14 vacation days plus travel days are utilised for an annual repatriation outside of Saudi Arabia.

Bachelor status employees need to utilise at least 10 vacation days plus travel days for each interim leave.

Initial Repatriation Vacation Eligibility – Single/Family Status Employees

A single/family status new hire's initial repatriation vacation is taken during the calendar year following the calendar year of arrival in Saudi Arabia, but only after the completion of 12 months of continuous service.

A new hire's initial repatriation vacation may commence before completion of 12 months service if the employee's service anniversary date falls within the vacation period. Employees who complete 12 months of service during the last quarter of a year are allowed to delay commencement of their initial repatriation vacation until any time prior to the end of the first quarter of the following calendar year. Under such circumstances, the employee's eligibility for a repatriation vacation in the following calendar year is unaffected.

Employees are eligible for a second repatriation vacation any time after January 1 of the year following the first Saudi Aramco service anniversary. Subsequent vacations are granted every following January 1.

Therefore, for employees arriving at the end of a year/early in the following year, it is to the employee's

advantage to arrive before the end of the year rather than waiting until January 1 or later, subject to it being possible to mobilise before the end of the year.

Bachelor Status Employees

Bachelor Status Employees are entitled to one interim leave for every four month period of service completed.

The table below illustrates this entitlement in their initial year of service.

Effective Date of Employment	Earned Interim Trip entitlements prior to Jan 1 of the following year
Jan 1 to April 30	2
May 1 to Aug 31	1
Sept 1 to Dec 31	0

Bachelor status employees are allocated leaves based on the following cycle: interim leave No 1; interim leave No 2; repatriation vacation.

A bachelor status employee, who arrives between January 1 and April 30, is eligible for two interim trips in that year. Their next vacation will be a repatriation vacation and can be taken any time after January 1 of the following year (subject to operational requirements).

A bachelor status employee, who arrives between May 1 and August 31, is eligible for one interim leave in that year. Their first trip in the following year is classified as an interim leave and is followed by a repatriation leave and followed by a second interim leave.

A bachelor status employee, who arrives between September 1 and December 31, receives no trips for their year of arrival. On January 1 of the following year, they are credited with two interim leaves and a repatriation vacation for that year.

Bachelor status employees must utilise at least 10 vacation days for

each leave – this includes the annual repatriation vacation; ie: unlike single/family status employees, bachelor status employees do not need to utilise 14 vacation days to be eligible for a repatriation vacation.

Bachelor status employees should note that any change in their marital status should be reported to the Saudi Aramco immediately.

Bachelor Status/Teachers/Trainers

Special provisions apply to teachers and trainers due to the need to maintain classroom continuity. Vacations are normally scheduled during Saudi Aramco designated holiday periods. Teacher and trainers are not allowed to defer any vacation days from one year to the next. All unused vacation days, regardless of the amount, are bought out on a non-optional basis at the rate of pay in effect at the end of the year.

Disposition of Credits Earned in Year of Arrival

Vacation credits to be earned during the calendar year of arrival by a new hire, are advanced and credited upon arrival date. Operations permitting and with supervisory approval, these vacation credits are available for use in the calendar year of arrival for short leaves.

Many employees take short leaves to travel to destinations outside of Saudi Arabia during the first year of service. Credits, up to a maximum of 15 days, not to be used as of December 31 of the arrival year, can be carried forward for use in the following year. Travel costs incurred in conjunction with short leaves are at the employee's expense.

Vacation Deferrals

All vacation credits are expected to be used in the calendar year in which they become available to the employee. A maximum of 15 vacation days may be deferred from one year to the next (except for teachers and

trainers as previously mentioned).

End of Service Calculations

Though employees are permitted to use an entire year's vacation credits any time after January 1 of each year, full entitlement to the advanced vacation credits is not earned until year-end.

When employment in Saudi Arabia ends, a calculation is made to determine the outstanding vacation balance. Terminating employees who have used unearned vacation days will have the value of these deducted from their final settlement. Terminating employees who have earned but not used vacation credits will have the value of these credits added to their final settlement.

Insurance Plans

Employees may enrol in a voluntary program providing life insurance and accidental death and dismemberment coverage equal to 12, 18, 24 or 30 times monthly base pay. Favourable group rates keep the premium low.

Short Term Disability

Short-term disability income benefits are provided to employees who are unable to work due to illness or injury. The benefit is 30 days full pay and 60 days at three-quarters pay in any one year period.

Severance Award

In accordance with Saudi labour law, a severance award is payable by Saudi Aramco to employees who leave after two years or more satisfactory service.

The severance award is based on length of continuous service and final pay (base salary, standard over base and annual benefits supplement). The severance award can be a substantial benefit for longer service employees. For example, an employee with ten years of service would receive a severance award equal to 7.5 times monthly final pay.

Education Assistance Program (EAP)

Employees hired on family status are eligible for the EAP when they have eligible dependents. Family status employees who live in a Saudi Aramco community are eligible to send their children to the Saudi Aramco School system or to a local 'international school'. The Company generally pays 100% of costs.

EAP also provides for 90% of tuition, room and board costs (up to an established maximum) for eligible dependents to attend boarding or day schools.

EAP also covers travel costs for a specified number of round trips between Saudi Arabia and the school location.

Personal Effects Shipment

Saudi Aramco allows new hires to make an air freight shipment (E Box) and a surface shipment of personal effects from the point of origin and/or current work location.

Note that in lieu of a Saudi Aramco arranged shipment of personal effects, employees may elect to receive a cash payment as established by the Saudi Aramco.

You may consider using the air freight E Box shipment for any additional excess baggage required for your initial departure to Saudi Arabia. You should ensure that you adhere to the airline baggage weight restrictions for your departure flight to avoid being charged for excess baggage as this is not reimbursable.

Please also remember that Saudi Aramco does not insure the luggage you bring with you. It is good practice to take out baggage insurance with a local insurance provider.

Following is an outline of the personal effects allowances and guidance on packaging and shipping.

SC 3-10 Single/Bachelor new hires are eligible to make a one-time relocation shipment at the time of hire of up to 400kg
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SC 11+ Single/Bachelor new hires are eligible to make a one-time relocation shipment at the time of hire of up to 2,000kg

Family Status new hires are eligible to make a one-time relocation shipment at the time of hire of up to 5,000kg
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If you intend to send a shipment, you must contact Austra Health and request assistance in initiating the necessary paperwork. This should be done as early as possible to allow adequate time for the shipper to contact you and make the necessary arrangements.

Note: Your ocean freight shipment usually arrives at destination within 90 days from pickup date at your premises.

E Box Shipment

An E Box (Express Box) is an air freight shipment which usually takes a maximum of fourteen (14) days from the pickup date to deliver. Similar to the surface shipment, a door-to-door service is provided.

The maximum weight allowance of one (1) E Box is 200kg. The size dimension of the E Box is a total of 0.5 cubic metres (106 cm x 73 cm x 61 cm).

SC 3-10 Single/Bachelor new hires are eligible for a maximum of one (1) E Box

SC11+ Single/Bachelor new hires are eligible for a maximum of two (2) E Boxes

Family Status new hires are eligible for a maximum of two (2) E Boxes per adult plus one (1) E Box per child (maximum of six (6) E Boxes per family).

Combining E Box and Surface Shipments

For added flexibility and convenience, you have the option to adjust your E Box and surface entitlements to suit your personal needs and send more/less E Boxes in your surface shipment. If you elect a different combination (E Box/surface shipment) from the allowance outlined above, the weight allowances for both are adjusted accordingly to ensure that you remain within the total maximum weight allowance.

The "conversion" allowance formula is 1 E Box = 200 kg of surface shipment entitlement.

For example, an SC11+ Single/Bachelor new hire is eligible for 2 E Boxes and 2,000 kg surface shipment. The employee decides to convert 400 kg of surface shipment for two (2) additional E Boxes in order to bring a larger quantity of items in the airfreight (E Box) shipment. The Surface shipment entitlement is then adjusted down by 400 kg as shown in the table below.

The term "bachelor status" refers to an employee GC11+ who is married but does not have Saudi Aramco approved family members residing with him on a permanent basis in Saudi Arabia.

E Boxes	Surface	Shipment
Entitlement	2	2000 (kg)
Conversion	4	1600 (kg)

Shipments from work locations outside country of origin

If you are being recruited outside your home country, you may use your shipment entitlement to send personal effects from your present employment location and/or your home country. When combined, your shipment cannot exceed your total weight entitlement.

At the time of termination, you are entitled to one shipment to your

country of origin or optional cash in lieu. Note that you can make a shipment home even though you may not have made a shipment at the time of hire.

Information for Employees on Family Status

Due to Government visa regulations, some employees on family status will travel in advance of their family. These employees may defer their surface shipment and combine it with the family shipment when they join the employee in Saudi Arabia. Deferral of a surface shipment, in this instance, cannot exceed one (1) year.

General Information for all New Hires

We would like to emphasise that your surface shipment and air freight E Box will undergo a complete and thorough inspection at Customs in Saudi Arabia. Everything is opened and inspected. Books, videos, tapes, compact discs, computer discs, etc may be removed and taken to the Ministry of Information for review.

Any item that is considered offensive will be removed. It is important that you label each individual item with your name and Saudi Aramco employee number.

Due to the possibility of items being misplaced or confiscated, we recommend that you do not pack items that are of a sentimental nature (including music cds) or of high value in your surface shipment. These items should be hand carried or left in your home country with a possibility of bringing them to Saudi Arabia at a later date.

Cash in Lieu Option

To provide increased flexibility with shipping options, Saudi Aramco provides a cash in lieu option if you decide not to make an actual air freight or surface shipment. This is often an attractive option for employees, particularly if the employee does not have a large

amount of personal effects to ship. Contact us for details on a cash in lieu calculation.

You cannot request cash in lieu for your E Box allowance and also request a surface shipment. You must select cash in lieu for both the air and surface shipments or select to make an air/surface shipment.

Employees choosing the cash in lieu option may use any service provider for the shipment of their personal effects. Employees who choose the cash in lieu option are responsible for coordinating and paying for their shipments, interim storage, insurance, customs duties and settling claims for damaged or lost items, if any.

You can consider using the cash payment to purchase items in Saudi Arabia or use the money for any other purpose.

Final Notes on Shipments

- Please remember that the Saudi Aramco needs time to process your air freight E Box or surface shipment. In addition, Saudi Aramco's designated shipper in your home country needs as much notice as possible to make arrangements to pack your items. Therefore, you should make a decision on whether or not you want to send a shipment as early as possible following job offer acceptance.*
- You should be aware that Saudi Aramco will not authorise the shipper to pack your goods until you have cleared all contingencies of employment. This means that the shipper will not arrive until after your visa has been approved. While you can prepare in advance by keeping all of your goods to be shipped in one location and prepare your inventory forms, you need to be aware that the shipper may not arrive to pack your goods until just before your final departure to Saudi Arabia. Therefore, be prepared to act on short notice regarding your shipment just prior to departure. Please also be prepared to designate someone to act on your behalf in the unlikely event your shipment is not collected prior to your departure.*
- Please remember that you are entitled to a surface shipment, E Box or cash in lieu payment. The surface shipment is appropriate for sending larger items such as furniture, beds, sofas, tables, floor rugs, bicycles etc. The E Box is suitable for shipping smaller items such as extra bed linen and a duvet, towels, cooking utensils, books, golf clubs, pictures to hang on your wall and extra clothes etc. The E Box is generally quicker than the surface shipment; however both shipments take time. You can always purchase these items locally in Saudi Arabia by using the cash in lieu option instead of the shipment.*
- Note that if you do not make a decision regarding your shipping options at the time of hire, you have up to one (1) year following your hire date to either make a shipment or claim the cash in lieu payment. If you do not make a decision within this time period, your entitlement is forfeited.*
- You should note that fines may be levied if items are considered objectionable and are confiscated. For example, a \$133 fine may be levied if a DVD is confiscated.*
- If Saudi Aramco housing assignment is deemed insufficient by Saudi Aramco to accommodate your surface shipment (a housing unit with a floor space of less than 700 square feet), you may elect to store your surface shipment at Saudi Aramco's expense. If you take up this option, you will be allowed access to your shipment prior to it being placed in storage in order to select those items immediately required by you. This access is allowed on a one-time basis to remove required furniture and/or full boxes of personal effects. A box may not be opened to remove part of its contents. The balance of the shipment will be stored at Saudi Aramco expense until such time as you acquire (or could have acquired) accommodation deemed large enough by Saudi Aramco to accept the personal effects. Please also note that Saudi Aramco will not store items for you that do not fit in your house (with the exception of housing with a floor space of less than 700 square feet as noted above).*
- Surface shipments and E Boxes must be handled by a Saudi Aramco designated agent. Charges for weights in excess of your authorised allowance will be charged to your personal account.*

Settling-in Allowance

Employees receive a settling-in allowance in their first or second pay check.

Family status employees receive one month base pay.

Single/Bachelor employees receive 60% of one month base pay.

Saudi Aramco Compensation

Saudi Aramco offers a highly competitive compensation package for international expatriate employees working in Saudi Arabia on the Global payroll. Compensation, which employees receive on a monthly basis, consists of:

Base Salary

The base salary is designed to provide international employees with a salary comparable to that earned for similar positions in the oil industry. Saudi Aramco periodically participates in salary surveys to assure that its salary structures are competitive with other leading energy companies.

There is also a system of currency protection to safeguard expatriate employees against fluctuations in exchange rates against their home country currency.

Standard Overbase

The objective of the overbase is to provide a pay incentive to accept and remain in overseas employment.

Monthly Benefits Supplement

This is an monthly cash payment equal to 15-20% of monthly base salary provided to finance individual insurance and retirement/savings arrangements in addition to the benefits provided by Saudi Aramco. The employee is free to choose how they spend this payment.

Saudi Aramco Incentive Plan (SAIP)

This is a company wide variable plan. Employees will participate in this rewarding program, with individual incentive payouts varying based on a combination of corporate and individual performance.

Additional Compensation

In addition to the three basic compensation components described above, an employee's annual compensation may also include:

Repatriation Allowance - All employees are paid on an annual basis, the cost of a round-trip fare from Saudi Arabia to their point-of-origin.

Educational Assistance - Since Saudi Aramco Schools only run through Year 9, the company reimburses employees up to established limits to enrol their eligible dependents in private schools and to cover the cost of a specified number of trips from Saudi Arabia to the school location.

Specified Location Allowance - Saudi Aramco operates in various locations throughout Saudi Arabia. Should an employee be assigned to a work location that the Company specifies as a remote location, the employee will receive an allowance that will be paid on a monthly basis.

Overtime/Shift Premium - Should an employee be assigned to a location or function that requires scheduled overtime or non-standard work hours, additional compensation will be paid on a monthly basis.

Saudi Aramco Communities

Saudi Aramco communities are comprised of housing similar to parts of Australia, tree-lined streets, grass lawns, schools, grocery stores and golf courses, swimming pools and a host of other athletic and community facilities. Residents can walk,

ride bicycles or take a bus almost anywhere they want to go.

The company has designed, developed and continues to operate these communities specifically for its employees.

Most of the community and residential services are provided at no charge. Buses, schools, maintenance and use of athletic facilities are free. Even electricity, water and local telephone service are free.

Saudi Aramco employees generally live in one of four main family communities.

In-camp company housing will be based on availability – nearest to the work location within a commuting distance. If in-camp housing is not available, the candidate will have to live off-camp and get the rental allowance.



Dhahran

This is the largest community with a total population of about 11,000, including approximately 6,200 Expatriates (employees, spouses and children). It derives its identity from the Administrative Office Complex, the Medical Centre and its proximity to the King Fahd University of Petroleum and Minerals. It is located close to the cities of Dammam and al-Khobar.

Ras Tanura

This community is located on the Arabian Gulf, about an hour's drive

north of Dhahran. It has about 2,500 residents, including about 1,900 Expatriates. Ras Tanura is also a terminal and refinery location.

Abqaiq

This community is also about an hour from Dhahran, with a population of approximately 1,250, about half of whom are Expatriates. It is the site of the company's main crude processing facilities.

Udhailiyah

It is the smallest community, is about another hour from Abqaiq. With a population of 1,200 residents including 500 expatriates, it is close to the oasis city of Hofuf and takes its character from the numerous rocky hills or outcroppings, called jebels, that surround it.

Each company community has the same basic standard of amenities. Each community also has a commissary, which is like an Australian supermarket, a dining hall and a snack bar. Elementary and junior high schools are also provided in each community, as well as a medical clinic. Also there are other facilities - a library, youth centre, theatre, bank or cash office, barber shop, beauty parlour and dry cleaner.

Saudi Aramco Education

Saudi Aramco operates its own school system for the children of eligible expatriate employees. The majority of teachers are American, with more than half holding master's degrees, and some with doctorates.

Saudi Aramco schools follow an American-style curriculum. Schools start at the kindergarten level and run through to Year 9. Classes are small, so more individual attention is possible. Teaching aids and materials are first rate, and the facilities are modern, attractive and fully air-conditioned. Since the communities are relatively small, children can usually walk to school. But for those who aren't within walking distance,

the company provides comfortable, air-conditioned bus service.

The schools operate on a trimester system. Each three-month school session is followed by a four-to six-week break, during which a wide variety of enrichment programs and special tutoring sessions are offered.

After students complete Year 9, they may attend one of many excellent accredited schools throughout the world. Since the company pays a substantial portion of high school costs, you may be able to send your children to a much finer school than they might ordinarily attend. And, for children attending college, Saudi Aramco will pay for some visits to Saudi Arabia.

Extracurricular Activities

Extracurricular activities include all kinds of sports, as well as music and drama productions. Many people are surprised at the extensive athletic facilities available for the kids – often more than you would find in the schools back home. Every school has a well-equipped, air-conditioned gymnasium. Outside, there are full-size athletic fields, and students can use community swimming pools and tennis courts.

Saudi Aramco Housing

Saudi Aramco makes every effort to house its employees in comfortable, efficient homes that are built, managed and maintained by the company. Employees are charged a reasonable rent for housing, but the company absorbs the costs of utilities and maintenance.

Each company community has the same basic standard of housing. The homes in the central parts of these communities were mostly built in the 1940s and 1950s. Many have been renovated. They're neat, comfortable homes on tree-lined streets.

As these communities grew, mainly in the late 1970s and early 1980s, more homes were built. There are a variety

of housing types, from multi-story apartment units, to townhouses, to freestanding homes.

Types of Housing

The kind of housing you have depends on your family status: Single men and women generally live in units that range between 500 and 1,000 square feet. These may be in apartment-type structures or attached townhouses with private patios.

Family-status employees live in townhouses or freestanding units. The sizes of these units will vary, but range between 1,500 and 2,200 square feet. Most units have attached garages and small yards or garden area