

the arabian sun

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a weekly Saudi Aramco publication for employees



time for action, time for My Career

Get the most out of your career with the new one-stop My Career website. In addition to powerful tools and resources to help guide your career, the site also offers news and employee and leader guides. see page 5

center offers solutions for Marine Department

Staffed with experts and equipped with a high-tech information platform, the Marine Department's new Fleet Management and Customer Relations Center in Ras Tanura marks the organization's transformation from being asset-based to service-based. see page 3



911 Emergency Center

inside this issue



generational diversity spurs creativity, productivity

Working in an environment with diverse generations can be difficult, but at Saudi Aramco, we find ways to use the differences to improve productivity. This month's Diversity@Work shares the tale of three Aramcons who have shown how it can work. see page 6

taking a glimpse of the Future of Learning

In its Future of Learning speaker series, Saudi Aramco's Corporate Academy opens the series with the topic "Designing Your Company's Digital Learning and Development Transformation." see page 7

Master Gas System benefits from 'green' concrete



Meeting the demands of a significant Master Gas System pipeline project, Project Management joins forces with the Consulting Services Department to help bring much-needed concrete to remote construction projects. see page 2

as always, your safety is the priority for Saudi Aramco

Dhahran — Safety has long been at the heart of everything Saudi Aramco does. Whether it is at the plant, in the field, in the office, or at home, people are the top concern.

The company's 911 Emergency Center is a natural extension of that core belief. As the eyes and ears of the company's security community, the high-tech integrated system secures all of Saudi Aramco's restricted areas, plants, and gas-oil separation plants,

and so much more.

The center also is the heart of the integrated response apparatus that falls under the phone number 911 — an emergency number known worldwide. Able to receive calls from landlines and mobile phones in the Dhahran area, the 911 Emergency Center can rapidly dispatch Fire Protection, Ambulance, or Industrial Security response teams in a moment's notice.

"The minute that someone calls the cen-

ter with accurate information, it is acted upon quickly," says Aali M. Al Zahrani, general manager of Industrial Security Operations for Saudi Aramco.

The sense of security born from knowing that emergency services are just a call away is crucial for a sense of security to residents in Saudi Aramco communities.

"If people feel secure, they feel happy," Al Zahrani said.

see pages 8 and 9

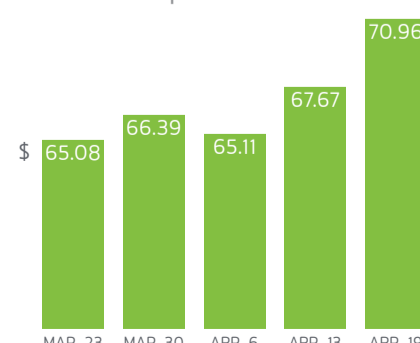
Food for Change: time to give back

More than 1,200 Gardening and Sanitation workers benefit from the generosity of school students and volunteers in the Food for Change foundation, as the groups provide the community-based laborers a hand up in the form of a gift bag featuring healthy food.

see page 11



OPEC basket five-week price trend 2018



Saudi Aramco by the numbers

33%

reduction in travel time has been achieved by our Marine Department by analyzing vessel routings and deployments at the Fleet Management and Customer Relations Center.

new concrete technologies introduced to Master Gas System pipeline project

by Mahmoud A. Younis

The Pipelines Projects Department (PPD) is currently executing the construction of a Master Gas System (MGS) pipeline mega-project along the East/West Pipeline corridor.

The project consists of a 56-inch diameter pipeline that will transfer conventional gas from the eastern to the central and western areas of Saudi Arabia, to be used mainly in power generation. The project requires the use of massive amounts of concrete in remote areas for valve stations, pump station foundations, and pipeline anchor blocks.

volumetric mobile batch plant

The nonavailability of close concrete fixed batch plants to the remote site locations, and the Saudi Aramco Standards restrictions on the conventional concrete method of mixing and transporting con-

crete to remote job locations, posed a problem for the MGS Project (Phase 2) — especially in the Western Region between Pump Stations 7 and 11.

The Saudi Aramco Project Management team, in collaboration with the Consulting Services Department (CSD), proceeded with exploring the use of a mobile concrete batch plant, that it has pioneered to bring this new technology into the Kingdom.

An arrangement was coordinated with a mobile batch plant supplier, as well as a contractor company, to use this new concrete batching method on the project.

'green' concrete

Additionally, in collaboration with a local batch plant, the use of "green" concrete on a Saudi Aramco MGS project was introduced for the first time. This concrete constitutes the use of crete, which is a natural

concrete additive to replace the conventional fly-ash or micro-silica additives. The crete proved to be effective and provided multiple benefits such as temperature control, workability, and strength.

Several benefits are expected from the use of these two new concrete technologies:

- Continuous availability of fresh concrete at the site
- Ease of switching between different concrete mix designs
- Ease of moving to different locations in remote areas
- Eliminating concrete waste and environmental impact
- Less cementitious material required for mixes, which result in a reduction of carbon dioxide emissions to the atmosphere
- Cost savings due to less cement required Kingdomwide
- Cost savings achieved due to the difference between mobile and fixed batch plants for remote areas.

Downstream Project Management and PPD management have recently challenged the project team to raise the bar for exploring and implementing new cost saving and innovative technologies on all ongoing and upcoming projects.

With the introduction of concrete and other future technologies, PPD is expecting to reduce construction costs and the environmental impact on all future projects.

This mobile concrete batch plant, which the Consulting Services Department helped bring into the Kingdom, has helped significantly at remote site locations on the Master Gas System Project (Phase 2).



your voice

try out these five tips for a happy employment experience



by Husin Sitepu
Dhahran
sitepuhx@aramco.com

When it comes to securing happiness in your daily tasks for your betterment, the five tips below have always worked for me.

- **Stop your desire to always be right.** When you were hired, you met the job description for a specific position and were the best candidate in the view of management. To make yourself happy and people around you happy in collaborating with you, remember that other people are also competent in conducting their jobs, just like you. Focus on providing the best possible solutions to get work done accurately for the benefit of the company, and not just to be right. Your relationships with your boss, colleagues, and customers will be in greater harmony and will reduce your stress.

- **Stop your resistance to change.** American author Neale Donald Walsh said life begins outside of your comfort zone. The only way to grow is to continuously build your capabilities that are aligned with the company's needs. You should strive to work smart and work hard to reach your full potential by stepping outside of your

comfort zone and accepting new positive changes in the right direction. One should be open-minded and willing and adaptable to changes when things happen unexpectedly.

- **Don't complain, criticize, or blame.** Nothing productive can come out of complaining, criticizing, or blaming. By not blaming, complaining, and dwelling on the past, one establishes a positive thought pattern toward others and helps achieve a peaceful — even happy — state of mind.

- **Prevent negative thoughts about what you are capable of doing.** Writer Eckhart Tolle said the mind is a superb instrument if used correctly. However, if used incorrectly, it can become destructive. Therefore, to be happy at work and at home, you should:

- Inspire yourself by trying to do your tasks well and deliver accurate results to proponents in a reasonable time for the benefit of the company.

- Stop negative thoughts about other people and yourself. For example, when I write an article for *The Arabian Sun*, it

may be initially rejected. However, if I choose to revise it and it is then accepted for publication, it is a good reminder about how the power of being positive can affect my daily life.

- **Stop trying to impress others.** Generally speaking, most people spend too much time worrying about themselves. So if you work smart and work hard to deliver the expected results, you don't need to worry about what other people think about you. This will free you from many burdens. For example, I drive an ordinary 8-year-old SUV, because I save money to support my children's college tuition fees and living expenses. It is possible that no one is ever impressed with my car, but I don't care. What matters to me is being happy at work by delivering accurate results to my customers on time for the benefit of the company, publishing one or two papers in peer-reviewed journals and/or in *The Arabian Sun* every year, and being happy at home by taking care of my family.

By following these simple steps, a new world of happiness can be awaiting you. Are you ready to give it a try?

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

Marine Department inaugurates Fleet Management and Customer Relations Center

Ras Tanura — Saudi Aramco’s Marine Department recently inaugurated its new Fleet Management and Customer Relations Center in Ras Tanura.

The new center — a clear sign of the department’s transformation from being an asset-based organization to a service-based one — facilitates real-time monitoring and analysis of the Marine Department’s fleet performance and provides a platform for generating solutions that enhance the efficiency and reliability of Marine services.

Staffed with experts of many disciplines and equipped with a newly developed information technology (IT) platform, the center features several monitoring screens and a dashboard to monitor real-time performance measures.

Improving performance and enhancing efficiency are key building blocks of the company’s strategic objective to become a global leader in the energy and petrochemicals sector, and a sign of the company’s determination to generate value in a rapidly changing marketplace.



Fleet management and Customer Relations members monitor Marine fleet performance through a real-time dashboard. From left are Salem H. Al-Enzi, Mohammed H. Kashghari, Ahmed Al-Otaibi, Edgardo Sy, and Randy Mercado.



Muhammad M. Al Saggaf

Muhammad M. Al Saggaf, senior vice president of Operations and Business Services, noted that using key performance indicators (KPIs) to manage the operation of the Marine fleet has made us more successful in meeting customer expectations while increasing our productivity and further reducing the company’s cost footprint.

Abdulkhalek A. Al-Gouhi, vice president of Industrial Services, toured the center and highlighted the impressiveness of the new center’s capabilities and outcomes of the services delivered to Marine’s management and its customers.

rapid rewards

Soon after the launch of the fleet management function, our business started to reap the benefits of this strategic, enabling initiative in terms of operations efficiency, reduced costs, and value creation, said Marine Department manager Mohammad A. Al Sultan.

Ahmed Al-Otaibi, the center’s group leader, said: “Careful analysis of vessel routings and deployment plans has resulted in a 33% reduction in travel time and a 10% increase in operational engagement time. This reduction in travel time translates into an equivalent of 23 vessel available hours annually.”



Ahmed Al-Otaibi

In addition, the port’s turnaround time for vessels was reduced by 30%, and the port’s serving capacity was increased from 30 vessels to 50 vessels a day.

Greater efficiency also reduces the company’s emission of greenhouse gases, Al-Sultan said. In 2017, Marine achieved a 17% reduction in fuel consumption compared to 2016 — all because of its ability to optimize the routing of vessels. This reduction in fuel consumption also resulted in a significant cost savings.

“Our service desk is designed for quality. We want to make sure that none of our customers’ issues get lost in the shuffle and that they receive timely updates on their requirements.”

— Mohammad A. Al Sultan

objectives

To understand how the Marine Department achieved such dramatic results in a short time, it’s useful to look at some of the key objectives the department set for the new center. These include:

- Establishing synergy between customer needs and available resources
- Proactively addressing performance gaps and improving services’ quality
- Administering contractor performance
- Better managing fleet efficiency
- Monitoring customer demands and expectations.

data mining

There is a saying that necessity is the mother of invention. For the Marine Department, that necessity for creating the Fleet Management and Customer Relations Center sprang from the need to meet the unprecedented growth in demand for Marine’s activities in its evolving expansion of operating areas along the Arabian Gulf and the Red Sea.

To make the center effective in meeting customer needs, Al-Sultan said Marine developed an IT application — the Fleet Management Dashboard — that provides a proper data mining tool with a bird’s-eye view of all Marine operations and a user-friendly way to navigate the fleet’s KPIs with targets compared to actuals at one glance.

Daily reports from the dashboard are sent to all operational position holders and can be seen in three views — Marine, contractor, and customer. “The dashboard started as a basic application and later expanded to become a more advanced and smarter enabler tool for Marine decision makers,” said Al-Otaibi.

Spreading this information to position holders fosters better decisions and a greater connection at the unit level for KPIs. “What used to be a department KPI is now becoming a unit and even vessel KPI,” Al-Sultan said. “Our unit heads become more engaged and accountable in improving vessel performance through day-to-day monitoring of their KPIs.”

the Help Desk

Among the more recent of the center’s services is the Help Desk, a service that is designed to enhance customer satisfaction and improve services.

The Help Desk is a web-based system that provides a ticket-based process for all communications made to Marine’s Customer Relations Team. The tickets can then be tracked and managed by a dedicated support team, and the customer is notified of responses and status changes to tickets by email within three business days.

“Our service desk is designed for quality,” Al Sultan said. “We want to make sure

that none of our customers’ issues get lost in the shuffle and that they receive timely updates on their requirements.”

teamwork

As with any major transformation, Marine’s success relies as much on the development of its human capital as it does on the deployment of technology. Al Sultan said, “Without investing in our human resources, the launching of the new center in RT-Najmah II could not have been accomplished.”

Al-Otaibi is a marine engineer with 20 years of experience. He said the fleet management and customer relations function has helped the Marine Department to look beyond the short- to mid-range operational horizon and to influence the longer range procurement and chartering strategies.

“Parameters such as waiting on weather and general fitness to work indicators from the Marine’s fleet portfolio are being used as reference points in the technical evaluation phase of any new procurement,” he said.

Mohammed H. Kashghari, a 22-year-old system analyst who joined the fleet management team in 2017, explained the role and challenges often faced in terms of developing and maintaining the data daily.



Mohammed H. Kashghari

“My duties are to update the dashboard and to maintain data integrity to ensure that we are always giving the department’s chief position holders and technical teams the most accurate data of their fleet performance status,” he said.

Salem H. Al-Enzi, a vessel master with 20 years of offshore experience, recently



Salem H. Al-Enzi

joined the team as a subject matter expert. “The new center has brought various expertise in one place to mine fleet data, monitor and analyze each vessel’s performance to better manage and optimize services,” said Al-Enzi.

Randy Mercado, a programmer with 15 years of experience, said: “I feel that my customer care skills have improved a lot, and I have developed a lot in other areas. My experience and development has accelerated since I have joined the new center.”

Edgardo Sy, a marine engineer specialist with 28 years of experience, said, “The use of real-time data of vessel activities helps us to promptly capture ‘bad actor’ vessels and flag asset areas of improvement.”



Randy Mercado



Edgardo Sy

Abqaiq traffic safety campaign: time to get on the bus



Abdulaziz U. Al Saleh presents Faisal Hamdan of the Transportation Equipment Services Division with a recognition certificate during the recent traffic safety and mass transportation campaign held in Abqaiq.



Hussain Abdulmohsin from the Quality Assurance group delivers a presentation highlighting traffic safety statistics of the North Ghawar Producing Department. Abdulmohsin and his team spearheaded the campaign.

by Genesis Monterde

Abqaiq — In line with the company's commitment toward safety, the North Ghawar Producing Department (NGPD) recently conducted its annual Traffic Safety and Mass Transportation Campaign.

"The reason why we are conducting this campaign today is to remind us all that traffic safety is not only the No. 1 priority in our lives, but it should be part of our values planted in our hearts," said Samer Al Uma-

irin, superintendent of oil operations in the Shedgum Producing Division.

hop on the bus

In a presentation to employees, it was emphasized how NGPD traffic violations and private notifications have decreased by 31% compared with 2016. Among the major factors in the decline of traffic violations has been the department's effort to encourage its employees to use bus transportation when commuting to and from work.

Bus transportation has many benefits, including:

- **It's safer.** Company bus shuttle travel remains one of the safest forms of travel, with fewer accidents and injuries than other means.
- **It saves costs.** Riding the bus not only saves at the fuel pump but also on vehicle expenses such as repairs, maintenance, and tire replacement.
- **It benefits the environment.** This is best demonstrated through the reduced fuel consumption per person and a reduction in the carbon dioxide footprint.

• **It reduces stress.** When one doesn't have to take the wheel and instead rides the bus, it guarantees a more relaxing commute.

In 2017, 373 NGPD employees were eligible for mass transportation routes. By January of this year, NGPD added another 226 eligible employees. A total of 599 employ-

ees in the department are now eligible for mass transportation.

appreciating safety efforts

Representatives from the Traffic Safety Signature Program (TSSP) were present at the event to deliver information on how to avoid and eliminate traffic violations. Faisal Hamdan, acting head of the Transportation and Equipment Services Division, also attended the event, sharing his appreciation of the department's efforts to encourage commuters to make use of the bus transportation program.

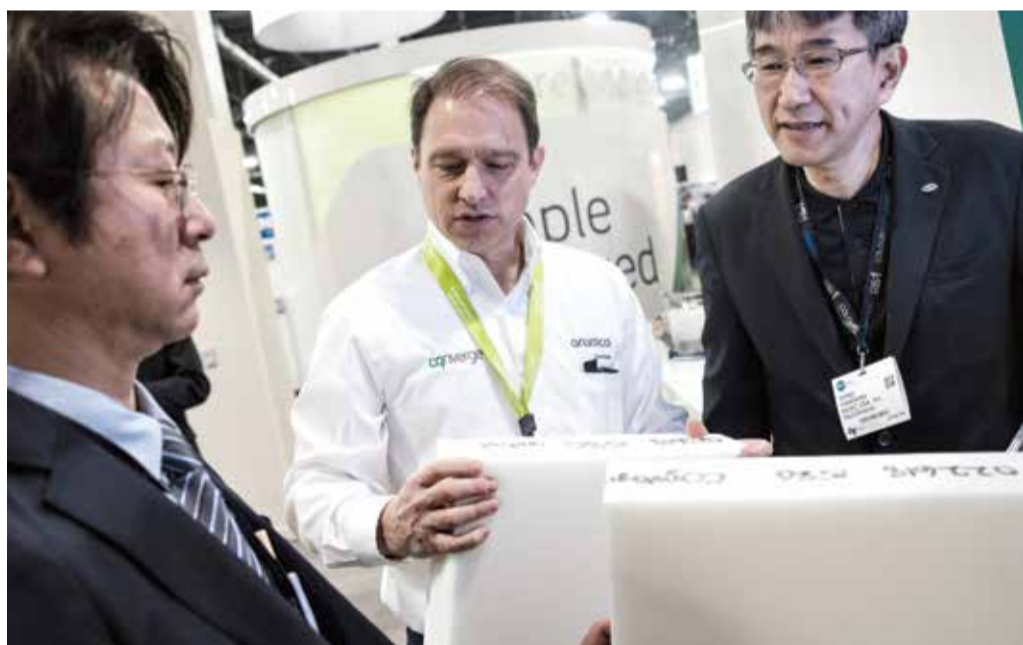
"I truly appreciate the effort made by NGPD to encourage everyone to utilize the bus transportation program," Hamdan reiterated.

About 100 employees from NGPD were invited to attend the event to embrace the importance of traffic safety and the use of mass transportation.

Abdulaziz U. Al Saleh, NGPD manager, thanked all the participants who attended, in particular TSSP representatives and the employees who have supported and taken advantage of the mass transportation programs.

"My main responsibility as a department head is to ensure that my people (employees) are safe and that we have initiated this program for your ultimate safety," Al-Saleh said.

Aramco's market-ready Converge® polyols answer consumer demand



Michael Nagridge discusses the advantages of using foam samples made with Converge® polyols during the North America Foam Expo in Novi, Michigan.

by Susan V. Gonzalez

Novi, Michigan — Aramco Performance Materials (APM) returned this year to North America's Foam Expo in March with market-ready carbon dioxide (CO₂) polyols.

Since its public debut last year, APM has attracted significant interest from major U.S. and global polyurethane manufacturers, as well as fabricators and end-users looking for strong product performance with improved sustainability features.

a new kind of polyols

Polyols are not new. However, these are not conventional polyols. APM has been able to differentiate itself in the marketplace by creating them in an entirely new way.

APM uses a proprietary catalyst that takes waste CO₂ as a main feedstock and combines it with propylene oxide to create a poly(propylene carbonate) polyol — a high performance polyurethane building block with a reduced carbon footprint.

During the opening day of the conference, APM president Peter Shepard updated attendees on Converge® technology and product advances in a panel discussion titled "Evaluating Developments in the Polycarbonate (CO₂) Polyols Market for the

Polyurethane Industry." Shepard said CO₂ feedstock is a trend that will become common practice.

"Consumers are demanding that sustainable materials be incorporated into end-products," said Shepard. "Industry is responding by turning waste CO₂ into profitable, commercially viable opportunities — not only in polymers and polyols, but in chemicals, as well as other sectors such as fuels."

showcasing Converge® technology

Panelists discussed topics such as market trends and the impact on the polyurethane foam industry, how regulations can promote the adoption of this technology, and the next steps in innovations incorporating sustainable CO₂-based polyols.

Abdullah AlYahya, APM Commercial director, described Foam Expo as a great platform to showcase Converge® technology.

"We had steady traffic from current and potential customers in a variety of market segments such as automotive and furniture, and they all had one common goal — enhanced performance," said AlYahya.

A dinner event with potential customers highlighted the performance advantages of Converge® products in flexible and rigid foams. The event provided a great opportunity to hear directly from customers and understand the limitations they face today when using conventional polyols.

AlYahya said customers are searching for solutions to their unmet needs and are viewing Converge® technology as a unique solution and a way to differentiate their products in the future.

about APM

Exhibition visitors learned about advances APM has made in furthering product performance characteristics such as load bearing strength, reduced noise vibration, and harshness in a number of different foam applications. In the past year, APM has also been supporting new specialized applications for customers and refining its Con-



Peter Shepard participates in a panel discussion on the opening day of Foam Expo looking at developments in the polycarbonate polyols market for the polyurethane industry.

verge® manufacturing processes.

Michael Nagridge, the APM Global Technical Services manager who focuses on bringing the technology to many applications and assisting customers developing new Converge® applications, brought foam samples recently produced in commercial scale customer trials. These samples demonstrated the durability, cushioning, and/or isolation from noise and vibration benefits Converge® technology brings to end-products in the foam industry.

APM has made advances in validating its products with customers in a number of applications, including flexible foam, rigid insulation foam for construction, industrial use, and appliances, as well as for coatings, adhesives, sealants, and elastomers.

This second year of the conference doubled in size, with more than 3,000 people attending and Aramco generating more than 150 new customer leads. Aramco served as one of the conference sponsors, heightening its visibility in the conference program and mobile app.

Converge® illustrates Aramco's continued commitment to chemicals innovation and expanding beyond commodity-based chemicals to value-added products and chemistry.



never settle for routine

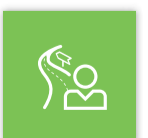
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diversity@work

generations working together, diversity increasing productivity

by Lisa Stephens

One of Saudi Aramco's strengths is our diversity in generations.

Working in an environment with diverse generations can be difficult. However, many people have found ways to utilize these differences to improve productivity through diversity.

Faisal N. Al-Nughaimish, manager of the Gas Drilling Engineering Department, has found a way for these unique differences to be seen as advantages.

Al-Nughaimish (an elder millennial) and his fellow employees, Shaji P. Thomas (a baby boomer) and Abdulaziz Alluhaydan (a young millennial), use their generational differences to support the company's needs by providing various ideas and values to the Upstream business line.

Generation is defined by Webster's dictionary as "a group of individuals born and living, existing, occurring, or originating during the same time." Generation trends are typically defined by the era of parenting, economics, and technology. It is important to note that generation tendencies can be impacted by geography and different events that happen in various regions around the world.

synopsis of generations

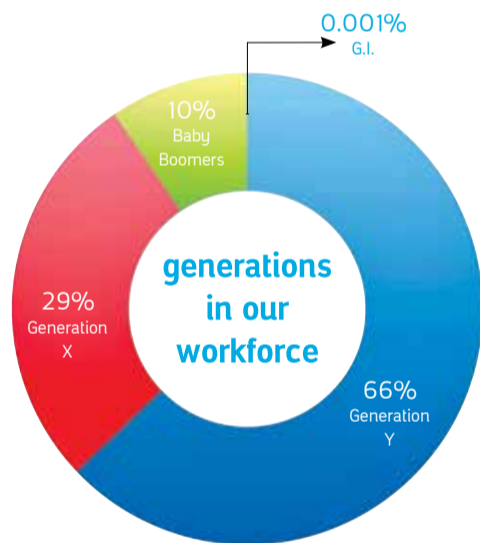
Four generations currently dominate discussions. They include:

- **G.I.** — Also known as the Traditional, Conservative, Silent, or Mature Generation, it covers people born between 1925 and 1945. Their values are seen as conformism, thrift, and maturity, and their work-related values are obedience, loyalty, obligation, and security. Their generation was shaped by the Great Depression and World War II.
- **Baby Boom** — Also known as Boomers or the "Me Generation," it covers people born between 1946 and 1964. Their values are seen as idealism, creativity, tolerance, and freedom, and their work-related values are shaped by hard work, criticism, and innovation.
- **Generation X** — Also known as Xers or the "13th Generation," they were born between 1965 and 1980 and are known for their individualism, skepticism, and flexibility. Their work-related values are learning, entrepreneurial spirit, and materialism. Generation X was shaped by the Cold War and oral contraceptives.
- **Generation Y** — Also known as mil-



Faisal N. Al-Nughaimish (center), Shaji P. Thomas (left), and Abdulaziz Alluhaydan use their generational differences to support the company's needs by sharing various ideas and values to the Upstream business line.

lennials or "Generation Next," this generation spans from 1981 to the present. Their values are seen as moralism, confidence, positivity, and environmental consciousness, and their work-related values are passion, balance, leisure, and security. Generation Y has been shaped by MTV, the fall of the Eastern Bloc, and the internet.



three Aramcons, three generations

Al-Nughaimish is a member of the middle generation currently working with Saudi Aramco. He leads by example, respecting the learnings from the past while also envisioning a brighter future and appreciating the younger genera-

tions.

"I was fortunate to start in the company working for a great organization under exceptional leaders," he says. "The Drilling and Workover culture revolves around empowering its employees in general, and young talent more specifically."

Al-Nughaimish credits "transformational superiors" who managed to identify skills early in his career that could be used to add value to the company and who supported him in areas in which he needed to improve.

"They were persistent that I complete my development plan, rotating through several departments doing different jobs, sometimes with smaller positions and responsibilities — all part of the unending learning journey," he says.

Thomas, 22 years Al-Nughaimish's elder, also enjoys a medley of ages and perspectives in the workplace. "Faisal respects people with experience and supports their views," he says. "In spite of his young age, he has matured gracefully and continues to stand by decisions that are made by the people he has confidence in."

Thomas finds it easy to work for Al-Nughaimish because of his respect for others. "Faisal never worries about failure. This makes life easier for his subordinates to take up any challenging task. He is not an authoritarian, which helps elder employees to work with respect and free-

dom. In his team, any failure is seen as opportunity to learn and find solutions," says Thomas.

Alluhaydan is nine years Al-Nughaimish's junior and is considered a young millennial. He admires Al-Nughaimish's leadership style, saying: "He leads by example. He pushes people to get the best out of them."

Al-Nughaimish acknowledges that all generations have valuable skills to offer. "Experience is priceless, and you can only get it from older generations, while tech savvy younger generations can use their skills and talent to transform the way we conduct business to be more efficient," he says.

He goes on to recommend that individuals, "Alter your management style to get the best out of your team, minding the different motivational drivers for each generation."

harnessing diversity

To harness generational diversity in your workplace, consider trying the following ideas suggested by *Forbes* magazine:

1. Appreciate the positive aspects of having diverse outlooks from employees and leaders of varied ages
2. Research and learn ways that will help you better understand and demystify the myths about different generations
3. Harness your skills and understanding by participating in cross-generational mentoring. Consider the Women Development and Diversity's Mentoring Program that pairs men and women of diverse age groups across business lines.
4. Consider reaching out to discuss and learn new technology. Technology provides a great way to bridge the generation gap and skill gap simultaneously.
5. Take courses in communication. This will help all generations work better together.

The Management and Professional Development Department's Women Development and Diversity Division encourages our workforce to celebrate and utilize the variety of generations Saudi Aramco has to offer. To better understand the diverse workforce we in which work, consider taking Diversity Awareness, Walking with Inclusion, or Leading with Inclusion. For more information, email DiversityPrograms@Exchange.Aramco.com.sa.

take the quiz

After taking the quiz, reflect on the answers you chose and why you chose them. How can you work toward seeing the positive attributes in each generation? Take a moment to discuss this article with someone you work with that is from a different generation.

1. Can you guess which of the following generation categories claims the following strengths?
 - a. Open mindedness
 - b. Values loyalty and integrity, respects elders, and works unconditionally with little thought of getting any returns.
 - c. We are quick, and I believe this comes from growing up as technology was evolving, being the technology savvy

- we are. However, this can be a double-edged sword, as you will see in the following question.
2. Can you guess which generation claims the following weaknesses?
 - a. We are impatient if we do not manage expectations right.
 - b. Impatience. We want everything now.
 - c. We aren't technology savvy. Because of years of experience, intuitive and logical decisions take precedence over technical analytical tools (simulations). We have difficulty in accepting abrupt changes without seeing any substantial benefits.
 3. Can you guess which participant gave the following advice on working with various generations?
 - a. "Having differences in generation, culture, or gender, etc., usually causes problems and challenges. What we gain from these differences are diverse perspectives on things. This is most likely to help us be more creative in problem solving and in thinking out of the box."
 - b. "Older generations have experience, and some of the tasks can only be learned with time. If the younger generation believe in their older peers, the gap can be bridged. At the same time, older generations need to be patient with their younger peers, as these young ones are full of new ideas. They should be receptive to their ideas."
 - c. "Be open-minded, and listen to differ-

ent viewpoints, even if you don't agree with them."

* Strengths, weaknesses, and suggestions are opinions of the following interviewed personnel: Faisal N. Al-Nughaimish, Shaji P. Thomas, and Abdulaziz Alluhaydan.

Answers
 1. a. Alluhaydan (b. 1987) – Millennials (older)
 (younger); b. Thomas (b. 1956) – Baby Boomer; c. Al-Nughaimish (b. 1978) – Millennials (older)
 2. a. Alluhaydan (b. 1987) – Millennials (older); b. Alluhaydan (b. 1987) – Millennials (older); c. Thomas (b. 1956) – Baby Boomer
 3. a. Alluhaydan (b. 1987) – Millennials (older); b. Thomas (b. 1956) – Baby Boomer; c. Al-Nughaimish (b. 1978) – Millennials (older)

Industrial Security Operations workshop examines importance of managing expectations

by Raneem Ismail

Jiddah — As part of Saudi Aramco's Four Critical Behaviors (4CBs) — and in a quest to promote people engagement — the Western Region Industrial Security Operations Department (WRISOD) recently held a "Managing Expectations Workshop" in Jiddah.

The success of kickoff meetings conducted in January in Jiddah and Yanbu' prompted WRISOD to continue conducting the event.

The meeting covered various awareness sessions delivered by WRISOD management, Corporate Security, and representatives of the Traffic Safety Signature Program. The event concluded with an engagement open discussion with Industrial Security Operations (ISO) general manager Aali M. Al-Zahrani and WRISOD manager Albadr M. Jannah.

Throughout the event, participants were

encouraged to make an effective contribution and be transparent. They were also motivated to share their expectations, discuss issues, and suggest improvement opportunities.

managing expectations

Two WRISOD management employees — Special Service Unit supervisor Mohammed Ageel and Mohammed Al-Ghamdi, a fire chief with the Western Region Security Control Center Unit — delivered a presentation on how employees can manage their expectations.

Ageel and Al-Ghamdi began by highlighting how we manage expectations in our regular daily routine. Then they elaborated on the company's expectations, focusing on the company's five core values and 4CBs. Subsequently, they concentrated on ISO expectations in regard to its vision and mission, strategies, and GIs and stan-



Aali M. Al-Zahrani and Albadr M. Jannah answer questions during an open and transparent discussion session that was part of the Managing Expectations Workshop held recently in Jiddah.

dard operating procedures. They concluded by highlighting employees' major concerns.

'think before you click send'

Guest speaker Amin H. Al-Qasim, an internal service specialist from Corporate Security Services, demonstrated the impact of negative gossip on individuals and businesses. Al-Qasim also indicated the causes of gossip and how to react from a corporate security perspective.

"Think before you click send," said Al-Qasim, emphasizing the importance of individual's efforts to put gossip to an end and not be passive. He explained how spreading gossip can lead to termination, and the logic and fairness behind such a severe penalty.

Khamis Al-Zahrani, a Relations representative with the Traffic Safety Signature Program, covered the impacts of gossip from a religious perspective. He highlighted the impact of positive thinking and the way

perceptions can differ from one person to another.

Al-Zahrani, from the source of information, encouraged people to verify before they share and seek answers. He spoke about the harmful impact of communicating gossip on an individual's reputation with regard to workplace productivity and performance. "Great minds discuss ideas. Average minds discuss events. Small minds discuss people," said Al-Zahrani.

The workshop provided ample time for questions and inquiries from the attendees through an open and transparent discussion session with the ISO management.

Since the beginning of the program, more than 300 employees from divisions across the department have attended the workshops. The most recent workshop ended with everyone in agreement to continue to improve the two-way communication between management and employees.

Mohammed Ageel and Mohammed Al-Ghamdi interactively present on how an employee can manage expectations. The workshop included a number of awareness sessions delivered by members of management from the Western Region Industrial Security Operations Department, Corporate Security, and representatives of the Traffic Safety Signature Program.



'The Future of Learning' — going digital to learn and develop effectively

by Ibrahim AlRajhi

Dhahran — The Corporate Academy recently conducted the first session of its new Future of Learning speaker series.

The goal of the speaker series is to inspire and give guests the chance to enjoy the experience in a candid and relaxed setting. Through lively discussions relating to various thought-provoking topics, many insights will be exchanged and holistic learning achieved in this series. Challenges within the learning and development (L&D) field, along with innovation opportunities in our robust business world, are the main issues sought to be discussed throughout these sessions.

engagement and growth

In his opening remarks, Awadh O. Al-Oadah, head of the Corporate Academy Development Division, said: "The main purpose of this speaker series is to engage professionals and management at different levels to bring their best of knowledge and experience to grow and power business under the Corporate Academy umbrella. This pilot session reflects our learning from global best practices adopted by major corporate universities where leaders are key in-campus lecturers."

Steefan van Hooydonk from the Corporate Academy took the floor to discuss "Designing Your Company's Digital L&D Transformation."

"The objective of the presentation is to show people how to design their digital L&D, what customers ask for, and some options with practical examples of how others have applied these to real models," he said.

Van Hooydonk focused on the importance of self-organized personal learning where a person chooses his or her interests and development track in a social and collaborative setting in comparison to organized learning where a push is needed for a person to participate. His reference to the 70:20:10 model for workplace learning explains this dynamic, as it suggests that 10%



of what you learn is in a class or through e-Learning, 20% you learn from others through social learning, and 70% you learn on-the-job doing your tasks and duties. Technology also plays a big role in capturing interest and supporting the ease of knowledge transfer as people are prepared for the future where learning is given "just in time and not just in case."

According to the Center for Learning and Performance Technologies, the top 10 platforms people used for workplace learning in 2017 were YouTube, Google search, PowerPoint, Google Docs/Drive, Twitter, Word, LinkedIn, Facebook, WordPress, and Wikipedia. Moving into 2018, the top trends in digital L&D are personalization based on interests and needs, two-way dialogue for collaboration, using video to capture attention, offering freedom and variety, and creating a culture of coaching.

"Thinking about customers, what are the trends in the market, what our potential is, and practical examples of how we can implement some of these small elements in our own learning architecture will support a strong digital learning and development structure."

going digital

Van Hooydonk conveyed the opportunities of digitization in L&D that starts with

creating a digital learning strategy, which builds upon the technology and social habits of employees. By doing so, the necessary skills can be built with a mindset of growth and innovation.

Mohammad Mian, coordinator of the speaker series, emphasized the need for professionals to innovate L&D business processes for greater impact on the bottom line, and to be more lean and agile.

The audience appreciated the event and provided excellent recommendations for future sessions. Some of the suggestions included more sharing of global best practices, what the Saudi Aramco employee of the future needs to be, the impact of digitization on the bottom line, gamification best practices, measuring digital effectiveness, and knowledge management.

In conclusion, Al-Oadah emphasized that there is a need to have an L&D Community of Practice to document and share the knowledge learned in these sessions. He also advised the young professionals in the audience to make sure to take the lead in their own L&D, as the company provides the tools necessary and should not wait for assignments to benefit from these opportunities.

For any comments or suggestions on the Future of Learning Speaker Series, email Mian at mohammad.mian.1@aramco.com.



In describing the Corporate Academy's "Future of Learning" session, Awadh Al-Oadah explains that the primary purpose of the speaker series is to "engage professionals and management at different levels to bring their best of knowledge and experience to grow and power business under the Corporate Academy umbrella."

Top left: Steefan van Hooydonk from the Corporate Academy shares his views on a digitalized learning and development environment, noting that the opportunities of digitization start with creating a specific strategy that builds upon the technology and social habits of employees. (Photos: Musleh Khathamli/MPD)

Emergency 911 Center where you

Being safe and secure at work and at home is one of Saudi Aramco's top concerns for our people. Behind the scenes and around the clock, teams of Industrial Security Operations employees are delivering safe environments and security across the company's critical facilities and communities. Their diligence and sense of duty mark the signature of their everyday work.



“Maintaining security and safety across Saudi Aramco's communities and facilities is a collective responsibility involving employees, contractors, and everyone living in the company's communities.”

— Aali M. Al Zahrani

by Eamonn J. Houston

Dhahran — In an inconspicuous building in Saudi Aramco's Dhahran community, the 911 Emergency Center serves as the eyes and the ears of the company's security community.

Within the walls, emergency 911 calls are taken by shift teams, and first responders from the company's security, fire, and medical organizations are dispatched to incidents in the quickest possible times.

It's a high-tech setup, which also closely monitors the boundaries of the company's remote facilities using an impressive array of detection equipment.

Saudi Aramco's integrated emergency response apparatus now falls under the phone number 911 — an emergency number that is familiar worldwide.

An awareness campaign is currently underway to familiarize employees and their families living in Saudi Aramco communities with the new universal 911 service.

rapid response

Once an emergency call is made, the center triggers the most rapid and appropriate response. When a call comes in, operators from Saudi Aramco's Fire Protection Department, Johns Hopkins Aramco Healthcare medical responders, and Industrial

Yousef M. Al-Seni, who has been a Security dispatcher for more than two years, handles emergency calls coming into the 911 Emergency Center. "I like to help people. I like to solve their issues and try to help them in the community. I am satisfied because I am always trying to save people," said Al-Seni.



Security Operations (ISO) are listening and assessing the emergency and how best to respond.

Security patrol vehicles on the ground can be located on a huge map that dominates a wall in the emergency center.

The mission of the center is to provide holistic support and response to all of Saudi Aramco's operations — industrial and non-industrial, security and nonsecurity.

The 911 service has the capacity to receive calls from any Dhahran area landline or mobile phone. In addition, hotline telephones connect with all security posts, various support organizations, and government agencies — adding further layers of communication and security.

state-of-the-art systems

Fixed and pan-tilt zoom cameras cover all of Saudi Aramco's roads, traffic lights, and buildings while gates are monitored around the clock.

A plate recognition system reads the plate numbers of every vehicle entering or leaving Saudi Aramco through the main security gates and raises an alarm when a suspect vehicle is identified.

All of the support systems are on display in real-time on the sweeping video wall in the Dhahran 911 Emergency Center.

Combined, all of these systems contribute to the high levels of safety and security delivered by ISO in conjunction with the other agencies on a daily basis.

the people manning the 911 emergency frontline

Speaking to the young Saudi operators and dispatchers at the Dhahran 911 Emergency Center, there is one recurring theme — when it comes to what they like most about their jobs, the uniform reply is “helping people.”

Saadon Alshamri Security Control operator

“I work for the security control center in the Dhahran area. I work as a security control operator, and there are six of us in the team and one senior operator.

“Our supervisor oversees the shift, and then there is the chief. Basically, my work is protecting Saudi Aramco assets and the

company's employees — both inside and around.

“I like the fact that in my job, I get the opportunity to help people. People call us every day asking for help. Some are emergency calls, and others are inquiries.

“That's what I like about my job, that I have the opportunity to help people.

“There is much for me to learn, about the security systems and the different places that we monitor.”

Mohammad Al Ghamdi Security dispatcher

“My job is to receive the calls and dispatch the appropriate response on the ground.

“We receive a lot of different types of calls, with people requiring medical assistance, motor vehicle accidents, etc. We have a very varied range of scenarios.

“Every day is a new day, and every day is different. This is what I like — I learn something new every single day. It makes me feel good to help others as an emergency dispatcher. The 911 Emergency Center team helps each other, and we all learn a lot each day.”

Yousef Al-Seni Security dispatcher

“My job is to handle the emergency calls — the 911 calls — that we're seeing come

in here on a daily basis. Sometimes, a call may be a security issue; sometimes, it's a medical scenario; and sometimes we get calls because of fire alarms.

“In the latter scenario, we ask first if it was a false alarm or a fire and smoke incident. We have to have a full view on what's going on to dispatch and to react to the incident in a proper way.

“911 and intrusions are my main priority, and I do have other jobs as well — making sure security gates are applying the safety rules. I also provide cover for the senior operator. I like to help people, and I like to solve their issues and try to help them in the community. I am satisfied because I am always trying to save people.”

our safety is the priority



A WATCHFUL EYE: Dhahran's 911 Emergency Center boasts the latest in real-time surveillance technology and acts as a central master center in the event of a crisis. There are other centers located at key Saudi Aramco areas of operations across the Kingdom. See additional photo on page 10. (Photos: Ding/IMP)

facilities

As a leading global energy company, Saudi Aramco has a vast array of facilities and areas of operation that reach into every corner of Saudi Arabia.

With operations utilizing state-of-the-art industry equipment and operated by tens of thousands of employees, security is one of Saudi Aramco's top priorities.

ISO employees work around the clock to sustain employee safety and the integrity of company operations.

They are Saudi Aramco's unsung heroes working tirelessly behind the scenes.

ISO employees across its divisions are often the first company ambassadors that



Abdulaziz Al Qahtani says alert and agile security teams, in tandem with technology, make Saudi Aramco an extremely safe company for employees.



Mohammed Al-Ghamdi says the "extraordinary job" done by the 911 Emergency Centers is a credit to the employees.

visitors to Saudi Aramco encounter.

And ISO views it as a responsibility to be assertive yet respectful, firm yet polite. Above all, its employees must deliver the safety of everyone in the company.

The 911 service is just the latest development in an ever-evolving organization that has to be agile and on alert 24/7.

collaborative effort

Aali M. Al Zahrani, general manager of ISO at Saudi Aramco, sees the maintenance of effective security at facilities and within communities as a "collaborative effort."

It takes the buy-in of employees and contractors — in short, everyone who enters Saudi Aramco or lives and works in the

company's areas of operations.

"A lot of people come forward and share information with us to help us to do our job. Every single Saudi Aramco employee, the contractors, and the communities are a part of this effort for security in general," says Al Zahrani.

"We are a law enforcement agency and safety is a collective responsibility. The people working behind the scenes 24/7 are there to preserve Aramcons, and our goal is to always provide a first-class service.

"Security is essential. People like to feel safe and secure. There is no economic improvement in the world without security," Al Zahrani says.

Al Zahrani explains that ISO employees continually challenge themselves by trying to cut response times — seconds are vital in an emergency.

"The minute that someone calls the center with accurate information, it is acted upon within a very quick timescale.

"The response time is very important, and we measure this all of the time," he adds. We continue to challenge ourselves, whether in the development and training of our people or our operations. The adjustments that we make help to reduce the response time."

For Al Zahrani, effective security is one of the primary keys to happiness within Saudi Aramco communities.

"If people feel secure, they feel happy," he says. "We always tell our security employees that when people come through a gate, they are the first visible faces of the company. There is a responsibility to present the right image."

Saudi Aramco's security apparatus involves the efforts of highly trained people and high-end technology.

relationships

But it is the relationship with employees in the facilities, the communities in which they live, and in the wider communities outside Saudi Aramco that provides the glue that binds all security operations.

Abdulaziz Al Qahtani is chief of the Dhahran 911 Emergency Center and says that alert and agile teams, in tandem with technology, make Saudi Aramco an extremely safe company for employees and their families.

"This center is answering 911 emergency calls. In addition to this, we have a range of security systems and detection systems for remote areas like the facilities in Shaybah and the communities," Al Qahtani says.

"We have a remote control and intelligence system and a system named the Corporate Emergency Response Team and we can pinpoint where our vehicles are on the map.

"We are also tapping into some existing resources within the company. If an incident occurs anywhere, we can identify who is in the closest proximity to effectively respond," he adds.

Saudi Aramco's Industrial Security also has an extensive network of closed circuit television cameras placed at strategic sites. There are more than 500 units, and they are continuously monitored.

According to Al Qahtani, "Our mission at the control center is to support the security operations and make Saudi Aramco the most secure place to work. We are here to sustain the company's business and operations, and make sure that we can respond quickly to any incidents.

"We have a control and intelligence system that includes fiber optic fences that are positioned in protective layers. There are also long-range cameras that can monitor everything outside of the fence," he adds.

In the 911 Emergency Center, a shift supervisor oversees a team of eight on each shift. The supervisor has an assistant in the form of a senior operator.

master center

The Dhahran 911 Emergency Center is the "master center" and can assume control of all other centers dotted at strategic points across the Kingdom.

They are located in the Western Region, Central Region, Southern Area, and the Northern Area. Each center serves the people there and the surrounding area.

Mohammed Al-Ghamdi, who is chief of the Western Area center, says the behind the scenes work is vital to ISO's success.

"We work at the 911 Emergency Center around the clock to ensure that everyone inside Saudi Aramco's premises is secure," he said. "Our vital role is to respond to emergency calls and dispatch support services immediately and to reach the location of the incident in a very short time.

"We also monitor the company facilities through cutting-edge technology systems to protect the company's assets. The extraordinary job that's done inside the 911 Emergency Center is reflected in the peaceful environment at Saudi Aramco," Al-Ghamdi adds.

how did 911 become an emergency number?

The universal 911 emergency number has its origins in the U.S. where, before the 1960s, emergency agencies had myriad contact numbers — including differing numbers for departments of the same agencies in big cities.

This, of course, increased response times and wasn't efficient.

To help solve this problem, the National Fire Chiefs Association suggested a national emergency phone number in 1957. But it wasn't until 1967 that president Lyndon B. Johnson helped get the ball rolling.

A report to president Johnson's Commission on Law Enforcement and Administration of Justice suggested that a single telephone number should be designated for callers to

use in emergencies nationwide — or at least in major cities. The report also recommended that police departments have two phone lines: one for emergencies and another for regular business calls.

To make this universal emergency number a reality, the Federal Communications Commission partnered with the American Telephone and Telegraph (AT&T) Company in late 1967 to figure out what the number should be. After mulling it over, AT&T proposed in 1968 that the numbers 9-1-1, chosen due to being short and easy to remember, should make up the new universal emergency phone number.

Now, 911 is in use as a universal emergency number in several countries worldwide, including Canada and Brazil.

Ma'aden road to success highlighted at DGS dinner



by Abdulaziz Al-Mansour

Al-Khobar — The history of the Saudi Arabian Mining Company (Ma'aden) and its role as a world-class minerals enterprise were the focus of a recent meeting of the Dhahran Geoscience Society (DGS) in al-Khobar.

Khalid S. Almudaifer, president and CEO of Ma'aden, presented on "Ma'aden's Journey: Building a World-Class Mining and Minerals Sector in Saudi Arabia." He was joined by Emad Al-Saadawi, Ma'aden vice president of Exploration.

Local and world-renowned scientists and professionals are regularly invited to present their work and share their experiences at DGS dinner meetings and technical luncheons as part of the society's mission to expand the knowledge of its members in the oil and gas industry.

about Ma'aden

In his talk, Almudaifer, who has been president and CEO of Ma'aden since 2011, walked the audience through the company's achievements during the past decade and its journey to be a world-class miner-

als enterprise. Ma'aden has adopted the "Ma'aden 2022" strategy, which includes three strategic directions:

- To be a world-class minerals enterprise that sets ambitions for growth and profitability
- To have a diversified portfolio that initially focuses on precious metals, phosphate, and aluminum, while considering expansion into other minerals in the Kingdom
- To focus on acquiring best-in-class capabilities and talent through developing world-class people, processes, and expertise with more than 50% Saudization.

Al-Saadawi discussed some of Ma'aden's best practices for exploring minerals, challenges faced in its exploration program, and how the company is addressing those challenges.

The dinner meeting concluded with a panel session where questions from the audience were addressed by Almudaifer, Al-Saadawi, and other Ma'aden officials.

about DGS

DGS, a nonprofit organization based in Dhahran, was founded in 1987 by a group

of enthusiastic geoscientists who anticipated the need for a platform to share technical ideas and promote professional development within the local oil and gas exploration community.

Today, the DGS has approximately 3,000 members, with more than half currently active. In addition to the regular talks, DGS also organizes a number of field trips every year both inside and outside of Saudi Arabia.

DGS places an emphasis on young professional and student members by designing special events and programs to fulfill their aspirations. It also co-sponsors a quarterly peer-reviewed journal, *GeoArabia*, and publishes *The Oil Drop*, a quarterly newsletter providing technical information on geology and geophysics, upcoming events, and field trips.

DGS membership is open to all Eastern Province geoscientists. DGS is an affiliated society of the Society of Exploration Geophysicists (SEG), the American Association of Petroleum Geologists (AAPG), and the European Association of Geoscientists and Engineers (EAGE).

Khalid S. Almudaifer presents on "Ma'aden's Journey: Building a World-Class Mining and Minerals Sector in Saudi Arabia" during a recent meeting of the Dhahran Geoscience Society in al-Khobar. Almudaifer explained the "Ma'aden 2022" strategy and its goal to diversify its portfolio, acquire top-level talent that is increasingly tapped from within the Kingdom, and to be a world-class minerals enterprise. See additional photo below.

spotlight

Ibraheem M. Assa'adan, Saudi Aramco vice president of Exploration, presents a gift of appreciation to Khalid S. Almudaifer, president and CEO of Ma'aden, who spoke on the history of the Saudi Arabian Mining Company (Ma'aden) and its role as a world-class minerals enterprise during a recent meeting of the Dhahran Geoscience Society (DGS) in al-Khobar. Founded in 1987, the DGS has about 3,000 members today.



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The team at the Dhahran 911 Emergency Center give the thumbs up to the changeover to a new emergency response number Kingdomwide. The Dhahran center — considered the "master center" that can assume control of all other centers located in the Western Region, Central Region, Southern Area, and Northern Area — is like all the centers in that it works around the clock to ensure everyone inside Saudi Aramco's premises is secure.



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Dhahran Hills and Middle School students and staff pose for a photo with Food for Change volunteers during a "Thank You Workers" campaign held this past week in the Dhahran community. The workers were given gift bags by the volunteers for all of the hard work that they do. (Photo: Hasan AlMubarak/MPD)

Food for Change, students give hand up to workers

by Alison Hooker

Dhahran — “Thank You Workers” read the multi-colored banner strung across the largest shade area at the Saudi Aramco Gardening Nursery on April 19. The area itself was filled with nearly 1,200 gardening and sanitation workers and their supervisors, those who serve the Saudi Aramco communities and work tirelessly to keep our local environments pleasant and clean.

This gathering was initiated and facilitated by the Food for Change foundation with the purpose of honoring the workers and showing them appreciation for the daily work they do.

students, volunteers lend hands and hearts

Food for Change is led by Saudi women with the mission of positively influencing change within the Kingdom’s food industry. Championed by local philanthropist Rania Moualla, its tenets include nourishment, culture, and philanthropy. The foundation seeks to address issues such as healthy nutrition, food waste, and breaking the cycle of poverty through motivational education, training, and welfare initiatives. It strives to partner with schools, businesses, and community groups for maximum impact.

Food for Change was pleased to engage the help of Saudi Aramco Expatriate Schools (SAES) staff and students from both the Dhahran Hills and Dhahran Middle schools to enable this project. From sourcing healthy food items for the gift bags to thoughtfully preparing and packing them, many school students and staff generously gave of time from their week-

ends, coordinating with Mike Potoczak and Maisoun Kamal. Art teacher Maura Lentz worked with one group to create the “Thank You” banner, adding poignant personal messages of gratitude.

Another enthusiastic group of sixth-, seventh-, and eighth-graders handed out the gift bags to the workers at the event and stayed to help clean up the area afterward. Some students were especially excited to present gifts to the workers assigned to their home neighborhoods, and one young lady observed that working in the heat for even a short time had made her better understand the conditions the workers cope with daily.

Mike Smith, SAES superintendent, welcomed the opportunity to support this project. He indicated that SAES leadership is “keen to increase volunteering opportunities for students within their own communities.”

“We hope to raise student awareness of the needs of people who live in the wider Dhahran community and help them understand how they can make a difference by volunteering,” he added.

To ensure that all the Gardening and Sanitation workers would receive the same gift of appreciation, community minded Lulu Hypermarkets generously donated necessary items. Abdul Basheer, Salam Sulaiman, Muhammed Rizwan, and Hussain Katawala from Lulu were present at the event to be acknowledged by Food for Change for their contributions.

The foundation also extended gratitude to Community Services for the catering provided to all the workers on that day, and to the Gardening Division for its cooperation and help.



looking forward, giving back

Food for Change hopes that the worker recognition will become an annual event and that other community groups will join with them in the future to acknowledge the important service of all the workers within our communities.

For student Faisal Nasser, who also helped with the gift distribution, there is a good feeling to be gained in knowing you have helped someone.

Currently completing his senior year in-Kingdom, he likes to involve his friends in helping with care projects, too. “Doing one thing for someone else can make you aware of their lives and how different they are to your own,” Faisal said. “There is a sense of returning something back when you do a good thing and see how happy you make others feel.”

Dhahran school students distribute gift bags to Gardening and Sanitation workers during an event sponsored by Food for Change. Distributing the bags, which included healthy food items and other useful gifts for the workers, provided a valuable experience both for those distributing them and those receiving them. See additional photo on page 10. (Photo: Hasan AlMubarak/IMPD)

families flock to Dhahran Mystery Hunt challenge

by Shaistha Khan

Dhahran — Everyone loves a festival, and everyone loves a challenge. The fun of taking the whole family out to a fun festival can only be topped by the thrill of facing difficult challenges and tackling them head-on to emerge victorious.

The Dhahran Geoscience Society (DGS)-Young Professionals Section recently organized a community family festival and a mystery hunt competition at Dhahran Hills Park as part of the society’s efforts to introduce family members to DGS.

Families and their children enjoyed themselves as the DGS provided 15 carnival games, including puzzles, coordination games, bowling, target games, and two inflatable castles for younger guests. Three food trucks were provided along with some grilled food by another local vendor.

the hunt a hit

The DGS Mystery Hunt competition that accompanied the festival was also a huge hit with attendees. Inspired by MIT’s popular Mystery Hunt, the DGS version had 80 people in 20 team challenges such as crossword puzzles, 2-D and 3-D mazes, and Sudoku. It also featured physical activities such as hopscotch, giant Jenga blocks, and “How Do Old Things Work?”

Twenty teams engaged in a fierce competition for the chance to reach the final stage and hunt for the hidden coin.

“We simplified the format to appeal to families who came out to have a fun weekend with their children,” said event coordinator Hussam H. Banaja. “To inter-



est and engage the children, the theme of DGS’ first-ever Mystery Hunt was cartoon characters and other popular characters.”

For Aisha Nadir and family, the event provided an opportunity to learn more about geosciences and the DGS. The children found the puzzles challenging, particularly matching terms to their equivalent acronyms. At the end of the day, they attested to learning more about geology and geophysics.

Adults, too, found the hunt to be challenging. “The series of puzzles were fun, yet challenging and definitely not solely for children,” said competitor Sonata Hait. “A lot of adults were also competing for the hidden coin. We had a great time!”

After completing all of the challenges, the teams were presented a riddle that would help lead them to the location of the hidden treasure. The team of Michael Jones, Azlan Moahideen, Shamsul Anuar, and Ferry Firmansyah were the first to find the coin. The second-place team consisted of Saftar Kuliev, Basma Orri, Meshal Al-hazmi, and Rail Kuliev, and the third-place team included Rahul Jain, Neha Gupta, Sauvik Das, and Sonata Hait.

a big success

Overall, the DGS family festival and mystery hunt competition were huge successes. The DGS family festival and mystery hunt recorded its highest registration this

Families flocked to Dhahran for the Dhahran Geoscience Society-Young Professionals Section’s family festival and mystery hunt competition. More than 1,200 people pre-registered for the event, and even more showed up on the day of the competition. (Photo: Ding/IMPD)

year with over 1,220 preregistered guests, and more than 100% attending on the day. Moreover, the DGS festival snapchat filter was viewed over 8,000 times. The organizing team received outstanding feedback from guests and members who requested to have this event annually.

Founded in 1987, the DGS is a nonprofit organization based in Dhahran. Its mission is to provide technical and professional development of its members in the domain of exploration for, and development of, petroleum and mineral resources within Saudi Arabia.

The DGS claims approximately 2,900 members, with more than half of them currently active.

green matters

celebrate Earth, recycle plastic



by Haifa Harthi

Every year on April 22, people around the planet observe Earth Day, which strives to increase awareness about the need to promote and practice environmental protection.

The first Earth Day took place in 1970, and it has since been celebrated around the globe in 193 countries.

As the United Nations describes it, Earth Day recognizes a collective responsibility to promote harmony with nature and the Earth to achieve a just balance among the economic, social, and environmental needs of present and future generations.

ending plastic pollution

Each Earth Day carries a theme, and this year's was to "End Plastic Pollution."

According to Earth Day Network (a non-profit that organizes Earth Day themes and events), ending plastic pollution means cre-

ating support for a global effort to eliminate single-use plastics and to promote uniform regulation for the disposal of plastics.

Everyone must play a role in addressing the health and other risks associated with the excessive use of disposable plastics, including the pollution of our oceans, water, and wilderness.

Earth Day's 2018 goals included ending single-use plastics and encourage recycling, and there are still many ways to celebrate Earth Day this year. They include:

- Recycle and reuse wherever possible
- Avoid using disposable cups, plates, or utensils
- Recycle plastic bags, especially floating plastic bags, which can kill marine animals who mistake them for food, and plastic bags buried in landfills, which can take up to 700 years to decompose.

Daily habits here and elsewhere, such as conserving water at all times, recycling paper, planting trees, walking instead of driving, and picking up waste in the street — plastics, in particular — can make a difference.

environmental values

Saudi Aramco is doing its part. Company employees and community volunteers have come together in numerous beach cleanup campaigns to remove and properly dispose of volumes of plastic that would have otherwise threatened marine and terrestrial ecosystems.

Along Abu Ali Island, beach cleanups in the past have not only removed tons of trash — including plastics — but have also protected the habitat of the golden jackal, which still resides in the area.

Birds, plants, and marine species also have benefited from these and other activities that have properly disposed of dis-

carded plastics. Similar campaigns have removed rubbish off our highways and other public areas.

Off the beach and in the classroom, Saudi Aramco has worked hard to instill environmental values in children.

Our Environmental Protection Department, in collaboration with the Ministry of Education, has expanded the Saudi Aramco Environmental Education Program across the Kingdom in recent years — most recently into Taif in 2017. The program raises environmental awareness among elementary school teachers through its Train the Trainer programs in which teachers receive environmental training via workshops and then disseminate their knowledge in schools by distributing materials and through activities, including recycling.

Now a decade old, the program reflects Saudi Aramco's corporate social responsibility by emphasizing the importance of citizenship and stewardship. To date, the program has been introduced to 1,836 elementary school students and has established 1,293 environmental clubs in Saudi Arabia.

awareness, education into action

Awareness, education, and actions are fundamental components to environmental protection.

Recycle plastic when possible. Pick up trash blowing in the wind, even if it's not yours, and deposit it in the appropriate receptacles — especially the recycling bins all over Saudi Aramco premises.

Turn off lights, take care of leaks, toss paper plates, and take green matters into your own hands daily.

Small steps, when taken on a mass scale, can make a massive difference. So take those small steps. It's the right thing to do.



accomplishments



Fifty years ago, long before the advent of modern computing and associated communications, crude oil orders were routed to the Abqaiq oil dispatching office, hub of the operation that directed oil from more than 390 producing wells into a 1,400-mile pipeline system. However, even then, reliability was of paramount importance, as it is today. Here, oil dispatcher Ali Hamed is flanked by a bank of telephones used to contact facilities in the production network.



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