

SAUDI ARABIAN OIL COMPANY (Saudi Aramco)
GENERAL INSTRUCTION MANUAL

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SUBJECT

PROCEDURE FOR HANDLING SAUDI ARAB AND
FOREIGN CONTRACT EMPLOYEES' RETIREMENT AND
POST-RETIREMENT DEATH BENEFITS

APPROVAL

SAD

PAGE NO.

1 of 9

Content:

This General Instruction outlines the procedures for handling retirement and post-retirement death benefits of Saudi Arab and eligible Foreign Contract Employees and the benefits provided under the respective Supplemental Retirement Income Plans. The text includes:

1. Objective
2. Eligibility
3. Retirement Benefits
4. Post-Retirement Death Benefits
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1.0 Objective:

The objective of the Supplemental Retirement Income Plan (SRIP) is to provide Saudi Arab and eligible Foreign Contract employees, after a full career with the Company, a level of retirement income from all sources, which is equivalent to 2% of their last 24 months average wages, including 13th month pay and Annual Ramadan Payment for Saudi Arab employees only, for each year of continuous service. (The sources of income for this purpose are GOSI annuity for Saudi Arabs, Annuity Value of Severance for Foreign Contract employees, and Supplemental Retirement Income Plan annuity.)

2.0 Eligibility:

- 2.1 Employees become eligible for early retirement benefits upon reaching age 50 years Gregorian, if they have at least fifteen (15) years of continuous service, or normal retirement benefit at age 60 years Gregorian, regardless of the length of service.
- 2.2 In case of a break in service, the actual benefits are calculated on the basis of the new service after the break(s), if any.

3.0 Retirement Benefits:

3.1 Saudi Arab Employees:

- 3.1.1. Employees who retire at **normal retirement** age will receive a supplemental monthly annuity, which when added to the primary Social Insurance old age annuity attributable to the Company's service, will be equal to **2% of their final average monthly pay** times total continuous Gregorian years of service. (Partial year of service is prorated.)
- 3.1.2. The **final average monthly pay** is determined by multiplying the average of the highest twenty-four months base salary during the last 120 months of continuous service by 1.16667 to include the monthly equivalent of the 13th month pay and Annual Ramadan Payment, and to add the applicable Incentive Compensation Payment (ICP) portion pertaining to the same period, if any.

Saudi Aramco General Instruction

**United States. Congress. Senate.
Committee on Foreign Relations.
Subcommittee on Technical Assistance
Programs**

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The KM Cookbook Chris J Collison, Paul J Corney, Patricia Lee Eng, 2019-08-09 The KM Cookbook serves up a menu of success stories and strategies for organizations wanting to know more about Knowledge Management Standard ISO30401 whether they intend to pursue certification or simply seek to use it as a framework to review their existing programme and strategy The arrival of an internationally agreed standard and vocabulary imbues fresh professional credibility to the field of Knowledge Management Moving it on from a street food market of disparate approaches it provides knowledge managers with a brand new kitchen and a moment during which they can pause and consider the service that they provide to their organisations The KM Cookbook uses the metaphor of the restaurant its cuisine owner chef staff ingredients menu planners customers and a restaurant critic to serve up ISO 30401 on a plate for the readers The second half of the book illustrates aspects of the standard by exploring sixteen different examples of KM in practice around the world through the reflections of their own KM chefs Case studies include General Electric World Bank USAID Schlumberger PROCERGS M decins Sans Fronti res Transport for London International Olympic Committee TechnipFMC Linklaters Syngenta Defence Science Technology Laboratory Financial Conduct Authority Petroleum Development Oman Saudi Aramco and MAPNA This book will be invaluable for CKOs CIOs CEOs and knowledge and information managers seeking to gain professional recognition for their function and to review their approach within a new framework **Safety Fundamentals and Best Practices in**

Construction Industry Pedro P. Marfa, 2016-06-09 This book intends to help safety practitioners project managers construction managers and craftsmen who are determined and self motivated persons to strengthen their knowledge in safety which is a prime importance of a construction company in the protection of well being and company assets during the execution of the project It provides guidelines to develop company Occupational Health and Safety Program OHSP in preparation to become a contractor in government projects in private sectors and in oil and gas producing facility It gives a wide understanding for both safety practitioners and company site management the required occupational health and safety documentations mainly for the companys safety program and best safety practices accepted by the client and align with international safety regulations as prescribed in Occupational Safety and Health Administration OSHA for the construction industry The contents of this book describes specific steps in developing effective organizational structure occupational health and safety program lesson learned management responsibilities hazard identification plan HIP job safety analysis JSA method statement performance measurement and recommendations on the best safety practices that can be applied in any government project private sectors and oil and gas producing facility projects With the vast knowledge and experiences in safety acquired from training seminars from international and local organizations the author will bring you into the real world in the construction field *Saudi Aramco and Its People* Thomas A. Pledge, 1998 [Lloyd's Register OneOcean's Guide to Port Entry 1989-90 Nations M-Z](#) Lloyd's Register Foundation, 1989-01-01 First published in 1971 these Guides

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Labor Law and Practice in the Kingdom of Saudi Arabia United States. Bureau of Labor Statistics,1973 Monograph on labour law and practice in Saudi Arabia comments on labour legislation public administration labour administration and labour relations employment working conditions hours of work wages occupational health occupational safety social security etc Bibliography pp 101 to 103 flow chart graphs and statistical tables

Foreign Relations of the United States, 1949: The Near East, South Asia, Africa ,1976

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whose years of global maritime experience allows them to provide expert and innovative solutions that enhance efficiency sustainability and overall industry success The Guides cover a significant geographical breadth and the most recent volume includes information on over 12 500 ports harbours and terminals worldwide These are fully indexed and contain detailed port plans and mooring diagrams Saudi Aramco Journal of Technology ,2005 **Foreign Relations of the United States** United States. Department of State,1986 *China-Gulf Oil Cooperation Under the Belt and Road Initiative* Tingting Zhang,Dehua Wang,2020-11-24 This book not only discusses how to further deepen the oil cooperation relations between China and the Gulf Council Countries in the context of the Belt and Road Initiative but also investigates how to ensure the security of the entire oil supply chain including oil supply oil transportation channels oil demand and petroleum reserves in China Further it examines a novel win win oil cooperation between China and the GCC countries known as joint oil stockpiling The results presented offer guidance for similar energy cooperation between China and other energy producing countries and also provide a new perspective on how to improve the research on and understanding of China s energy security issues and multi lateral energy cooperation issues making the book of particular interest to engineers and scientists in the field of energy international relations and oil stockpiling enterprises **Lloyd's Register OneOcean's Guide to Port Entry 1981-1982 Port Information** Lloyd's Register Foundation,1981-01-01 First published in 1971 these Guides provide invaluable information on thousands of commercial ports and terminals across the globe They are compiled and published annually by LR OneOcean whose years of global maritime experience allows them to provide expert and innovative solutions that enhance efficiency sustainability and overall industry success The Guides cover a significant geographical breadth and the most recent volume includes information on over 12 500 ports harbours and terminals worldwide These are fully indexed and contain detailed port plans and mooring diagrams **Technical Assistance Programs ...** United States. Congress. Senate. Committee on Foreign Relations,1955 Lloyd's Register OneOcean's Guide to Port Entry 1985-1986 Lloyd's Register Foundation,1985-01-01 First published in 1971 these Guides provide invaluable information on thousands of commercial ports and terminals across the globe They are compiled and published annually by LR OneOcean whose years of global maritime experience allows them to provide expert and innovative solutions that enhance efficiency sustainability and overall industry success The Guides cover a significant geographical breadth and the most recent volume includes information on over 12 500 ports harbours and terminals worldwide These are fully indexed and contain detailed port plans and mooring diagrams *Technical Assistance Programs* United States. Congress. Senate. Committee on Foreign Relations. Subcommittee on Technical Assistance Programs,1955 **Hearings, Reports and Prints of the Senate Committee on Foreign Relations** United States. Congress. Senate. Committee on Foreign Relations,1955 *BLS Report* ,1973

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