



Compensations

Benefits

Recognition

Corporate Culture

Talents Development

Work-Life Effectiveness

SEDCO
Employee Value Proposition



Compensations

- Externally competitive
- Internally equitable
- Merit Increases
- Performance Based Short-Term Incentives
- Performance Based Long-Term Incentives

Recognition

- Multaqa
- SEDCO Group Stars
- Employee of the Month Awards
- Exceeding Performance Awards
- Lunch with the Board
- Lunch with the CEO
- Continuance service award

Talents Development

- Injaz (Performance Planning/Goal Setting Sessions)
- Performance Coaching
- SEDCO Academy (Core Competencies In-House Training)
- SEDCO Group Stars
- Local and Overseas Technical Training, Seminars and Conferences.
- Exposure to Executives and Senior Experts.
- Job Advancement/Promotion
- Career Path & Career Development

Benefits

- Extra Vacation Days
- Competitive Medical Plan
- Life & Long-Term Disability Insurance (Takaful)
- Interest Free Loans
- Scholarship / Student Aid
- Parents Medical Plan
- Retirement Medical Plan
- Ramadan Gift Basket
- Convenient Office Location
- Indoor Parking (Shaded Outdoor)
- Employee Discount Club (Tamayouzy)

Corporate Culture

- Company Vision and Mission
- Company Reputation
- Best Place To Work (Top 10)
- Quality of Management
- Transparency
- Quarterly Outlook
- Socially Responsible
- Open-Door Policy
- Employee Suggestion Program

Work-Life Effectiveness

- Fitness Club Membership
- Green Apple
- Soccer Tournament
- Offsite Team Building
- Wellness Screenings
- Weight Management Program (Ramadan Contest)
- Take the Stairs - Climb a mountain!
- CSR Initiatives
- Financial Planning Services and Education (Riyali)
- Employee Entertainment Room (AlMajlis)



Performance Based Short-Term Incentives



Performance Based Long-Term Incentives



Merit Increases



Externally competitive



Internally equitable



Extra
Vacation Days



Competitive
Medical Plan



Life & Long-Term
Disability Insurance
(Takaful)



Interest
Free Loans



Scholarship /
Student Aid



Parents
Medical Plan



Retirement
Medical Plan



Ramadan
Gift Basket



Convenient
Office Location



Indoor Parking
(Shaded Outdoor)



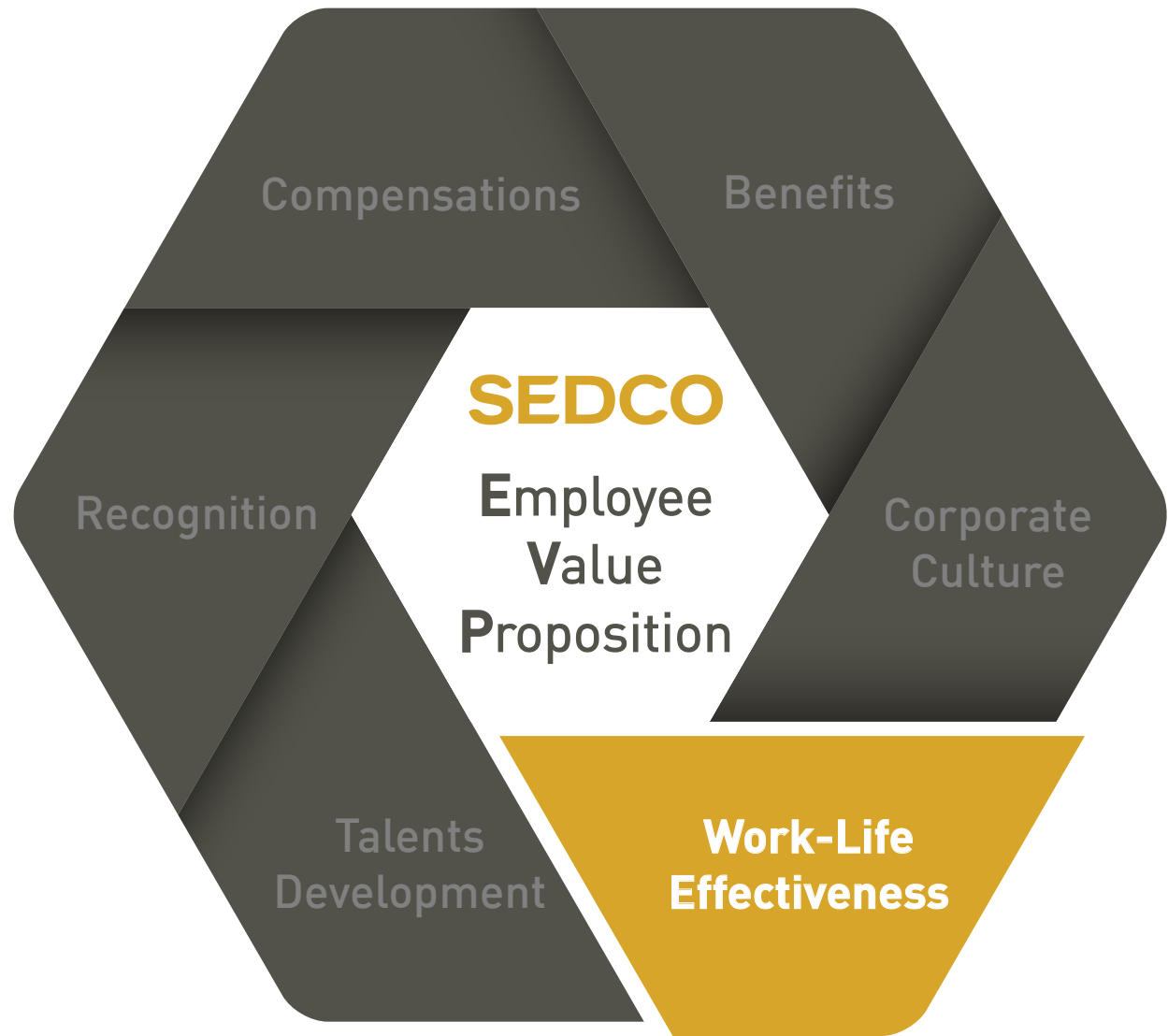
Employee
Discount Club
(Tamayouzy)

-  Company Vision and Mission
-  Company Reputation
-  Best Place To Work (Top 10)
-  Quality of Management
-  Employee Suggestion Program



-  Transparency
-  Quarterly Outlook
-  Socially Responsible
-  Open-Door Policy

-  Fitness Club Membership
-  Green Apple
-  Soccer Tournament
-  Offsite Team Building
-  Financial Planning Services and Education (Riyali)



-  Wellness Screenings
-  Weight Management Program (Ramadan Contest)
-  Take the Stairs - Climb a mountain!
-  CSR Initiatives
-  Employee Entertainment Room (AlMajlis)



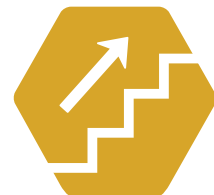
Local and Overseas Technical Training, Seminars & Conferences.



Performance Coaching



SEDCO Academy (Core Competencies In-House Training)



Career Path & Career Development



Injaz (Performance Planning/ Goal Setting Sessions)



Exposure to Executives and Senior Experts.



Job Advancement / Promotion



SEDCO Group Stars



Multaqa



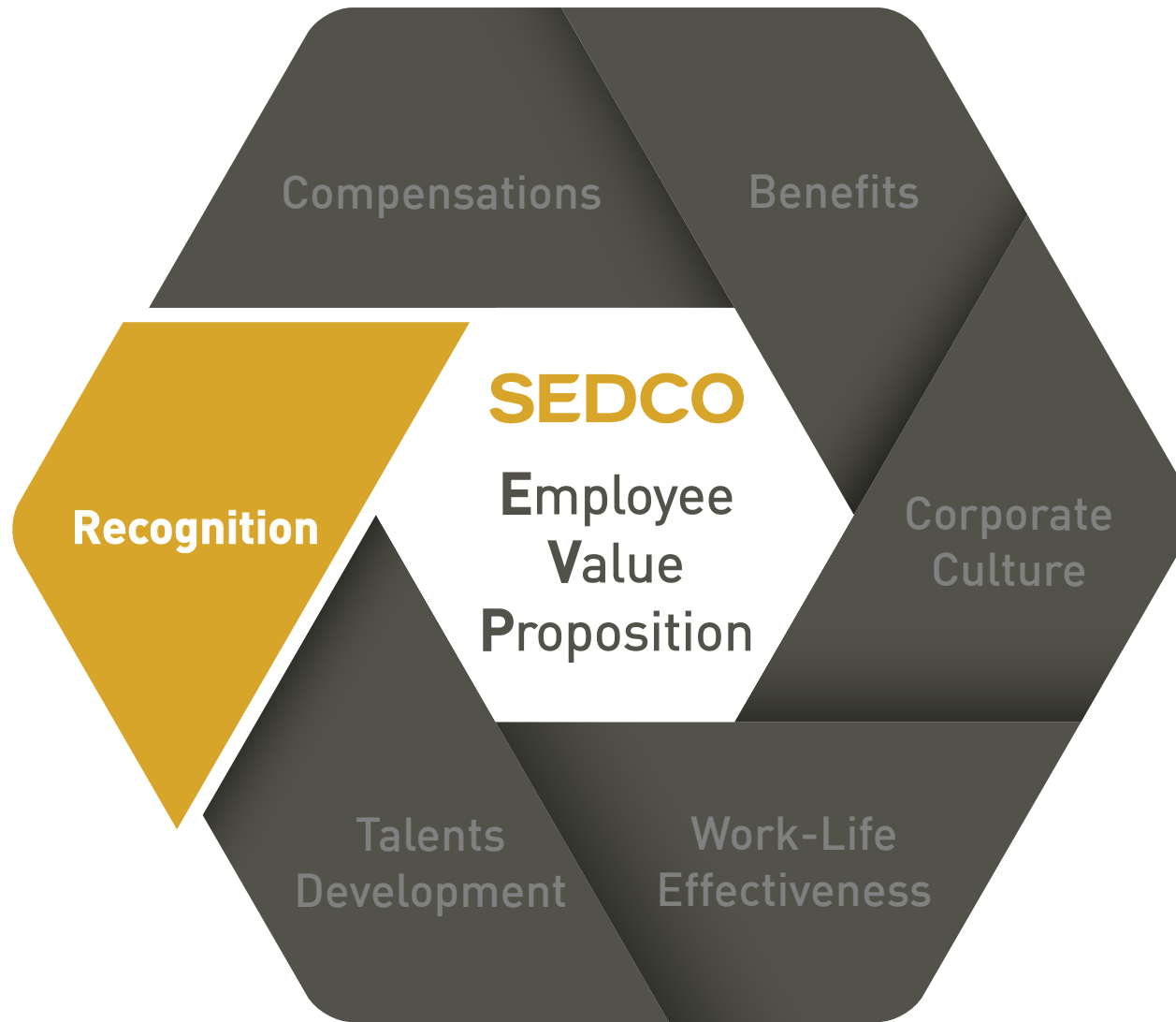
SEDCO
Group Stars



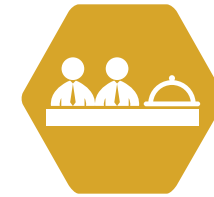
Employee of the
Month Awards



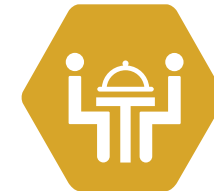
Continuance
Service Award



Exceeding
Performance
Awards



Lunch with
the Board



Lunch with
the CEO