

**EMPLOYEES ALLOWANCES & Benifets 2013 for Foreigner Employees**

Family Medical Insurance	IQAMA FEE	Food Allowance	Exit & Re-entry Visa Max 200 SR	Family brought to KSA	Annual Vacation	Travel ticket		Mobile Allowance SR.	Housing allowance		Level
									Family status in Kingdom, Housing allowance for family	Single Max 500	
Employee and Wife + 1 child ☐	63	350	Yearly	After Official Joining	Yearly After completing the contract	yearly	Employee and Wife + 1 child ☐	Provided or 200	25% of basic Salary	Provided or 20% of basic Salary	6
Employee and Wife	63	350	Yearly	After Official Joining	Yearly After completing the contract	yearly	Employee and wife	Provided or 150	25% of basic Salary	Provided or 20% of basic Salary	5
Employee ☐	63	300	Every 2 years	After Official Joining	Yearly After completing the contract	2 year	Employee	Provided or 100	25% of basic Salary	Provided or 20% of basic Salary	4
Employee	63	300	Every 2 years	-	Yearly After completing the contract	2 year	Employee	75	25% of basic Salary	Provided or 20% of basic Salary	3
Employee	63	250	Every 2 years	-	Yearly After completing the contract	2 year	Employee	50	-	Provided or 20% of basic Salary	2
Employee	63	250	Every 2 years	-	Yearly After completing the contract	2 year	Employee	-	-	Provided or 20% of basic Salary	1

- All privileges – unless otherwise stated – are applicable after completing the first contract period. 1
- Accommodation allowance: It will be not paid during unpaid vacation. All wife-Related privileges require the wife to be living with employee in KSA for application of the privilege. 2
- Travel ticket is privilege in case of travel & no compensation in case no travel. 3
- Travel ticket for employee wife is privilege for whom engaged with company employee sponsorship, And in condition is she staying in Saudi Arabia during her husband annual service. 4
- All the above benefits are considered as privileges not rights & the management has the right to mo modify or cancel them without prior notes. 5
- All Vacation will be approved in condition they are schedule in company annual vacation plan otherwise will be considered as disapproved. 6
- The number of vacation days is the number of due vacation days officially. 7
- This schedule does not eliminate any privileges which the company has agreement with any employee. 8
- Any Misunderstanding on the privileges system, the judgment of manager of admin and Fainance dept. will be 9
- All regular Employees deserve a medical insurance 10
- the employee family insurance only for the boy who his age 17 years old and less, and for who not working and who under his father Kafala, and for the daughter who not Married and not working, and for one wife who not working in KSA and not divorced. 11