

# 2017 ENERGY PAY PULSE SURVEY

Dear Future Participant,

## Heard enough about projections for 2017?

Let's find out what's really happening to executive pay in the energy industry.

L&A's participant-only 2017 Energy Pay Pulse Survey is set to open for participation on December 1. The survey will gather highly sought-after information on 2017 incentive pay practices of energy companies.

### Specific questions will cover:

- Salary increases
- Employee turnover
- Anticipated bonus payouts
- Long-term incentive vehicles
- Retention-related practices
- New-hire awards

Results will only be available to participants and will be free of charge, so you don't want to let the opportunity to obtain this valuable information pass you by.

Keep your eyes peeled for a follow-up email containing participation instructions and a link to the survey on December 1.

Happy Thanksgiving!

Sincerely,



Brent Longnecker  
Chairman and CEO  
Longnecker & Associates



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