

2017 UPSTREAM INDUSTRY COMPENSATION SURVEY

Need **PETROTECHNICAL** data?

Participate in Longnecker & Associates' 2017 Upstream Industry Compensation Survey to find out what competitive compensation programs you need to attract, motivate and retain your petrotechnical teams.

Who is eligible to participate?

Organizations whose direct or indirect operations include the exploration, exploitation, and/or production of underground or underwater crude oil or natural gas in the United States.

What data will be provided?

POLICY DATA

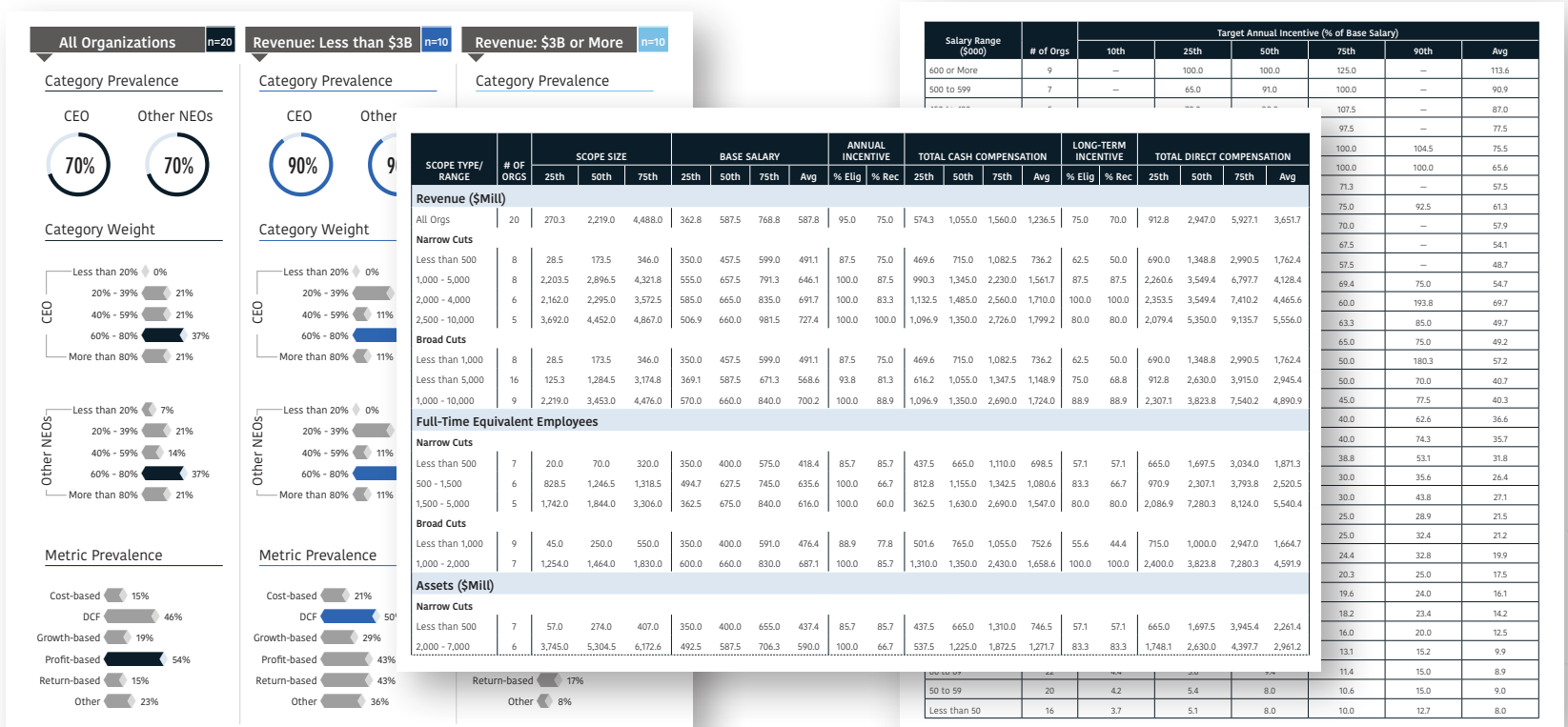
Compensation-related pay practices, policies and decisions:

- Base salary increases
- Annual incentive measures and metrics
- Long-term incentive eligibility and vehicles
- New-hire bonuses and grants
- Retention bonuses and grants
- Severance and Change-in-Control

POSITION DATA

Position-based compensation data over various departments and functions broken out by size and geography:

- Base salary
- Annual Incentives (Target and Actual)
- Total Cash (Target and Actual)
- Long-term Incentives (Target and Actual)
- Total Direct Compensation (Target and Actual)



How much will it cost?

IMPORTANT: Results will only be available to participating organizations.

Report Type	Policy Data	Position Data	Price
Standard Report	✓	Limited*	FREE
Detailed Report	✓	✓	\$1,500

*Data will not be broken out by size or geography

What dates will I need to be aware of?

OPEN DATE: April 1, 2017

CLOSE DATE: May 31, 2017

RESULTS AVAILABLE: September 2017



HOW DO I PARTICIPATE?

To sign up or request more information about the survey, please contact

Josh Whittaker | 281.378.1368 or

email us at surveys@longnecker.com