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)

													_												
All Organizations n=20	Revenue: Less than \$3	B n=10 Rev	enue	e: \$3B c	r More	n=10								Salary Ra	ange					т	-ī	-	e (% of Base Sala	ry)	
			enac	950 0			- 81							(\$000) -	# of Org	IS	10th		25th		oth	75th	90th	Avg
Category Prevalence	Category Prevalence	Cat	egon	y Preva	ence		- 11							00 or More		9	_	-	-	65.0		91.0	125.0	-	90.9
													50	JU to 599				-	_	65.0	-	71.0	100.0	-	90.9
CEO Other NEOs	CEO Other																						97.5	_	77.5
\cap	\cap										ANN						LONG	TERM					100.0	104.5	75.5
(70%) (70%)	(90%) (9	SCOPE TYPE/	# 0F	<u> </u>	SCOPE SIZ			BASE S			INCE		-	AL CASH C			INCE				COMPENS/	<u> </u>	100.0	100.0	65.6
		RANGE	ORGS	25th	50th	75th	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	71.3	-	57.5
		Revenue (\$Mil	í –	1			1									1							75.0	92.5	61.3
Category Weight	Category Weight	All Orgs	20	270.3	2,219.0	4,488.0	362.8	587.5	768.8	587.8	95.0	75.0	574.3	1,055.0	1,560.0	1,236.5	75.0	70.0	912.8	2,947.0	5,927.1	3,651.7	70.0	-	57.9
		Narrow Cuts		1			1									1		1					67.5	-	54.1
Less than 20% 🔷 0%	Less than 20% 🔶 0%	Less than 500	8	28.5	173.5	346.0	350.0	457.5	599.0	491.1	87.5	75.0	469.6		1,082.5		62.5	50.0		1,348.8			57.5	-	48.7
20% - 39%	20% - 39%	1,000 - 5,000	8	2,203.5	2,896.5	4,321.8	555.0		791.3	646.1	100.0	87.5		1,345.0			87.5			3,549.4		4,128.4	69.4	75.0	54.7
40% - 59% 21%	40% - 59% 💽 11%	2,000 - 4,000	6	2,162.0	2,295.0	3,572.5	585.0	665.0	835.0	691.7	100.0	83.3		1,485.0			100.0			3,549.4	7,410.2	4,465.6	60.0	193.8	69.7
60% - 80%	60% - 80%	2,500 - 10,000 Broad Cuts	5	3,692.0	4,452.0	4,867.0	506.9	660.0	981.5	727.4	100.0	100.0	1,096.9	1,350.0	2,/26.0	1,799.2	80.0	80.0	2,079.4	5,350.0	9,135.7	5,556.0	63.3	85.0	49.7
More than 80% 21%		Less than 1.000	8	28.5	173.5	346.0	350.0	457.5	599.0	491.1	87.5	75.0	469.6	715.0	1.082.5	724.2	62.5	50.0	690.0	1 240 0	2.990.5	1.762.4	65.0	75.0	49.2
		Less than 5.000	16	125.3	1,284.5	3.174.8	369.1	407.0	671.3	568.6	93.8	81.3	616.2				75.0	68.8		2.630.0		2.945.4	50.0	180.3	57.2
		1.000 - 10.000	9	2.219.0	3,453.0	4.476.0				700.2				1,055.0	.,		88.9						45.0	70.0	40.7
Less than 20% 🌑 7%	Less than 20% 0% 20% - 39% (1%) 40% - 59% (11%) 60% - 80% (1%)			1		4,470.0	570.0	000.0	640.0	700.2	100.0	00.9	1,098.9	1,350.0	2,090.0	1,724.0	00.9	00.9	2,307.1	3,023.0	7,540.2	4,090.9	40.0	62.6	36.6
20% - 39% 21%		Narrow Cuts	Full-Time Equivalent Employees												40.0	74.3	35.7								
20% - 39% (21% 40% - 59% (14%) 40% - 80% (37%)	کے 40% - 59% 💽 11%	Less than 500	7	20.0	70.0	320.0	350.0	400.0	575.0	418.4	85.7	85.7	437.5		1.110.0	(00 F	57.1	57.1	665.0	4 (07 5	3.034.0	4.074.0	38.8	53.1	31.8
£ 60% - 80% 4 37%	- 80% - 80%	500 - 1.500	6	828.5	1,246.5	1,318.5	494.7		745.0	635.6	100.0	66.7		1,155.0			83.3	66.7					30.0	35.6	26.4
More than 80% (21%	More than 80% 🌒 11%	1,500 - 5,000	5	1.742.0	1,240.5	3.306.0	362.5	675.0	840.0	616.0	100.0	60.0		1,630.0			80.0				8,124.0		30.0	43.8	27.1
		Broad Cuts		1,742.0	1,044.0	3,300.0	502.5	0/ 3.0	040.0	010.0	100.0	00.0	502.5	1,050.0	2,070.0	1,347.0	00.0	00.0	2,000.9	7,200.5	0,124.0	3,340.4	25.0	28.9	21.5
		Less than 1.000	9	45.0	250.0	550.0	350.0	400.0	591.0	476.4	88.9	77.8	501.6	765.0	1.055.0	752.6	55.6	44.4	715.0	1 000 0	2.947.0	16647	25.0	32.4	21.2
Metric Prevalence	Metric Prevalence	1,000 - 2,000	7	1.254.0	1.464.0	1.830.0	600.0		830.0	687.1				1,350.0									24.4	32.8	19.9
		Assets (\$Mill)					1									.,						.,	20.3	25.0	17.5
Cost-based 💽 15%	Cost-based 🚺 21%	Narrow Cuts																					19.6	24.0	16.1
DCF 46%	DCF 50'	Less than 500	7	57.0	274.0	407.0	350.0	400.0	655.0	437.4	85.7	85.7	437.5	665.0	1.310.0	746.5	57.1	57.1	665.0	1 697 5	3.945.4	2.261.4	18.2	23.4	14.2
Growth-based 🔙 19%	Growth-based 29%	2.000 - 7.000	6	3.745.0	5.304.5	6.172.6	492.5	587.5		590.0	100.0	66.7		1,225.0			83.3			2.630.0			16.0	20.0	12.5
Profit-based 54%	Profit-based 43%			1	2,204.0	-,	1			2	I				.,								13.1	15.2	9.9
Return-based 💽 15%	Return-based 43%	Retur	n-based	d 🚺 17	%) to 59		22	_	4.4		5.4	_	8.0	11.4	15.0	8.9
Other 23%	Other 36%		Othe	r 🌒 8%										o to 59 ess than 50		20	-	4.2	_	5.4		8.0	10.6	15.0	9.0
													Le	:55 UIdII 50		10		3.7		2.1	1	0.0	10.0	12.7	8.U

How much will it cost?

What dates will I need to be aware of?

IMPORTANT: Results will only be available to participating organizations.

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

*Data will not be broken out by size or geography

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

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