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

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	D n=10 Dev		. 600 .	or More	2-10	- 10							Salary Ra	2000					т	larget Anni	ual Incentiv	e (% of Base Sala	ry)	
All Organizations 11-20	Revenue: Less than \$3	B II-IU Rev	/enue	:: \$3B 0	or more	11-10	- 11							(\$000)	# of Org	s	10th		25th	5	oth	75th	90th	Avg
Category Prevalence	Category Prevalence	Cat	eann	/ Preva	lonco								600	or More		9		-		100.0	_	0.0	125.0	-	113.6
category revalence	category rrevatence		egory	rieva	tence									to 599		7	_	-	_	65.0	_	1.0	100.0	-	90.9
CEO Other NEOs	CEO Other																			** *			107.5	-	87.0
\cap	\sim																						97.5	-	77.5
700/ 700/					SCOPE SIZ	E		BASE S	ALARY		ANN INCE		TOTAL	L CASH CO	OMPENS	TION	LONG- INCEN		TOTAL	DIRECT	COMPENS	ATION	100.0	104.5	75.5
(70%) (70%)	(90%) (9	SCOPE TYPE/ RANGE	# OF ORGS	25th	50th	75th	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	100.0	100.0	65.6
\bigcirc \bigcirc		Revenue (\$Mil	D																				71.3	-	57.5
		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	1560.0	1236.5	75.0	70.0	912.8	2 947 0	5,927.1	3.651.7	75.0	92.5	61.3
Category Weight	Category Weight	Narrow Cuts														.,						-,	70.0	-	57.9
		Less than 500	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	736.2	62.5	50.0	690.0	1.348.8	2.990.5	1.762.4	67.5	-	54.1
Less than 20% 🔶 0%	Less than 20% 🔶 0%	1,000 - 5,000	8	2,203.5	2.896.5	4,321.8	555.0	657.5	791.3	646.1	100.0	87.5		1,345.0			87.5	87.5		3,549,4		4,128.4	57.5	-	48.7
20% - 39% 21%	20% - 39%	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	100.0				4,465.6	69.4	75.0	69.7
H 40% - 59% 21%	40% - 59% 💽 11%	2,500 - 10,000	5	3.692.0	4,452.0	4.867.0	506.9	660.0	981.5	727.4	100.0	100.0		1.350.0			80.0	80.0		5.350.0		5.556.0	63.3	85.0	49.7
60% - 80%	60% - 80%	Broad Cuts																1					65.0	75.0	49.2
More than 80% 21%	More than 80% 🜒 11%	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	736.2	62.5	50.0	690.0	1.348.8	2.990.5	1.762.4	50.0	180.3	57.2
		Less than 5.000	16	125.3	1.284.5	3.174.8	369.1	587.5	671.3	568.6	93.8	81.3	616.2	1.055.0	1.347.5	1,148.9	75.0	68.8	912.8	2.630.0	3.915.0	2.945.4	50.0	70.0	40.7
_		1.000 - 10.000	9	2.219.0	3.453.0	4.476.0	570.0	660.0	840.0	700.2		88.9	1.096.9	1,350.0	2.690.0	1.724.0	88.9	88.9	2,307.1	3.823.8	7.540.2	4.890.9	45.0	77.5	40.3
Less than 20% 🌑 7%	Less than 20% 🔶 0%	Full-Time Equi	valent	Employ	lees																		40.0	62.6	36.6
20% - 39% 21%	20% - 39%	Narrow Cuts	ratem																				40.0	74.3	35.7
20% - 39% 21% 40% - 59% 21% 60% - 80% 21% 37%	20% - 39% 40% - 59% 11% 60% - 80%	Less than 500	7	20.0	70.0	320.0	350.0	400.0	575.0	418.4	85.7	85.7	437.5	665.0	1.110.0	698.5	57.1	57.1	665.0	1 607 5	3.034.0	1 871 3	38.8	53.1	31.8
4 60% - 80% 4 3 7%		500 - 1,500	6	828.5	1,246.5	1,318.5	494.7	627.5	745.0	635.6	100.0	66.7		1,155.0			83.3	66.7	970.9			2,520.5	30.0	35.6	26.4
More than 80% (21%	🖵 More than 80% 【 11%	1.500 - 5.000	5	1.742.0	1.844.0	3.306.0	362.5	675.0	840.0	616.0	100.0	60.0		1.630.0			80.0	80.0			8.124.0		30.0	43.8	27.1
		Broad Cuts	-	.,	.,	-,								.,	-,	.,			-,	.,	-,	-,	25.0	28.9	21.5
Metric Prevalence	Metric Prevalence	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	10550	752.6	55.6	44.4	715.0	1 000 0	2.947.0	16647	25.0	32.4	21.2
		1,000 - 2,000	7	1,254.0	1.464.0	1.830.0			830.0	687.1	100.0					1,658.6							24.4	32.8	19.9
		Assets (\$Mill)																					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	66E 0	1.310.0	746.5	57.1	57.1	665.0	1 607 E	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			437.4 590.0	100.0	66.7		1,225.0			83.3	83.3		2.630.0			16.0	20.0	12.5
Profit-based	Profit-based 43%	2,000 - 1,000	l	3,145.0	5,504.5	0,172.0	1	301.3	100.5	370.0	1	00.7		0.223.	.,012.5	.,211.1	0.00	0.00	1,790.1	2,030.0	4,271.1	2,701.2	13.1	15.2	9.9
Return-based 💽 15%	Return-based 43%	Retur	n-based	i 🚺 17	%									10 09		22	_	4.4	-	5.0		7.4	11.4	15.0	8.9
Other 23%	Other 36%		Othe	r 🚫 8%										to 59		20		4.2	-	5.4	_	B.0	10.6	15.0	9.0
				_			- 11						Les	s than 50		16		3.7		5.1	8	8.0	10.0	12.7	8.0

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

DATA EFFECTIVE DATE: April 1, 2017 CLOSE DATE: June 9, 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

281.378.1350 | LONGNECKER.COM • Houston: 11011 Jones Road, Suite 200 | Houston, Texas 77070 Dallas: 13155 Noel Road, Suite 900 | Dallas, Texas 75240 • Denver: 1873 South Bellaire Street | Denver, Colorado 80222