

2018 MIDSTREAM INDUSTRY COMPENSATION SURVEY

Keep your compensation programs competitive with Longnecker & Associates' 2018 Midstream Industry Compensation Survey and find out what it takes to attract, motivate and retain your teams.

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, vehicles and distributions
- New-hire bonuses and grants
- Retention bonuses and grants

III.3: AIP Financial-based Metrics

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)

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20 - 39.9%	M	485.4	415.0	7	14	121.4	158.2	195.0	157.0	160.1	211.0	270.5	222.7	22.0	25.0	45.0	22.0	27.0	45.0	36.4	20.
40 - 59.9%	PS	1257.3	853.0	· •	21	175.5	209.9	228.7	203.5	225.4	273.6	291.6	245.5	20.0	25.0	12.5	41.0	45.0	49.0	30.0	19.9
80% or More 20%	PS IN	1,257.3	202.0	19		105.5	150.0	100.3	152.0	127.0	102.5	240.2	109.2	20.0	25.0	35.0	34.0	40.0	48.5	30.0	17.
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ss than 20% + 0%		1,257.3	853.0	0	25	94.0	88.0	94.0	102.0	97.5			107.2	12.0	15.0	18.0	20.0	20.0	20.0	25.0	12.1
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HOW MUCH WILL IT COST?

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

IMPORTANT: Results will only be available to participating organizations.

IMPORTANT DATES:

Data Effective Date | April 1, 2018 Close Date | May 1, 2018 Results Available | August 2018

WHO HAS PARTICIPATED IN THIS SURVEY?

American Midstream Partners, LP Apache Corporation Blue Racer Midstream, LLC Boardwalk Pipeline Partners, LP Buckeye Partners, LP Cheniere Energy, Inc Colonial Pipeline Company Crestwood Equity Partners, LP Enbridge Energy Partners, LP

HOW DO I PARTICIPATE?

Energy Transfer Partners, LP EnLink Midstream, LP Enterprise Products Partners, LP EQT Corporation Fairway Energy Partners, LLC Flatirons Field Services, LLC Genesis Energy, LP Howard Midstream Energy Partners, LLC Iroquois Pipeline Operating Company Kinder Morgan, Inc Magellan Midstream Partners, LP Martin Midstream Partners, LP Meritage Midstream Services, LLC MarkWest Logistics Services Navitas Midstream Partners, LLC NGL Energy Partners, LP NuStar Energy, LP Oasis Midstream

ONEOK, Inc

Plains All American Pipeline, LP Southcross Energy Partners, LP Spectra Energy Corporation Sprague Resources, LP Summit Midstream Partners, LLC Targa Resources Partners, LP USA Compression Partners, LP Williams Companies, Inc

To sign up or request more information please contact Josh Whittaker | 281.378.1368 or email us at surveys@longnecker.com