

2018 UPSTREAM INDUSTRY COMPENSATION SURVEY

Keep your compensation programs competitive with Longnecker & Associates' 2018 Upstream 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 and vehicles
- New-hire bonuses and grants
- Retention bonuses and grants

III.3: AIP Financial-based Metrics

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)

/hat financial performance m	ietrics are	measur	ed in y	our ani	nual in	centive	plan?													
All Organizations	N=25	Revenu	ie: Less	than \$2	2b	N=16	Reven	ue: Mor	e than	\$2b	N=9				Tan		I Incentiv	ve (% of Ba		
•						- 17	-					3	1	25th		50th		75th	90th	Avg
ategory Prevalence	Cate	egory P	revale	nce		C	ategory	Prevale	nce			10	5	95.0		100.0		125.0	142.0	102.1
			-					-					>	75.0		90.0		112.5	170.0	100.0
												LC		60.0		75.0		100.0	165.0	91.5
64%		- (56%	5)				78%	6					60.0		73.0		79.8	100.0	69.1
			-										5	40.0		50.0		75.0	100.0	59.0
	_					_								40.0		50.0		65.0	78.0	53.1
otal Category Weight		I Categ	lory M	eight			otal Cate	gory W	leight					38.8		49.5		80.0	100.0	77.1
ess than 20% + 0%		than 209					ss than 2							24.0		35.0		40.0	61.0	39.3
20 - 39.9% (13%)		than 209 20 - 39.99		25%		Le	20 - 39.							26.0		35.0		50.0	65.0	39.
40 - 59.9%		20 - 39.97		23%			20-39.	76 0 0 76											65.0	37.
60 - 79.9%		Sci (Me)	ope dian)	Count			ase Salary (Soco)				Compensati 200)			Incentive (% of Base)			rm Incenti (% of Base		58.6	32
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ss than 20% + 0%	M4	810.1	652.0	6	7 193	.8 220	0 250.0	217.0	216.3	220.0	370.4	278.5	25.0	40.0	45.0	22.5	66.5	77.5	35.0	21.
20 - 39.9% 20%	M2	595.0	415.0	12 :	26 16	1.1 212	.0 257.1	204.6	160.1	295.8	442.0	296.7	30.0	35.0	45.0	30.0	50.0	70.0	36.4	20.
40 - 59.9% (33%	M	485.4	224.0	7	14 12	14 150	2 195.0	167.0	168.9	211.0	270.5	222.7	23.0	25.0	32.5	22.0	27.0	45.0	30.0	19.
60 - 79.9% 27%	PS	1,257.3	853.0	9	21 135	1.5 209	9 228.7	203.5	225.4	273.6	291.6	265.5	20.0	25.0	35.0	41.0	45.0	49.5		17.2
80% or More 🚛 20%	P4	380.0	202.0	19	14 12	2.7 150	0 100.3	153.0	137.0	102.5	240.2	109.2	20.0	25.0	35.0	34.0	40.0	58.0	30.0	
ROFESSIONAL	P2	595.0	349.0	14 :	76 110	14 125	1 159.4	133.2	129.3	168.1	226.8	178.D	20.0	25.0	30.0	30.0	35.0	41.0	30.0	17.1
ss than 20% + 0%	P2	952.3	583.0	12	53 91	.0 99.	6 109.5	102.0	101.0	119.3	138.5	124.7	6.0	20.0	20.0	18.5	30.0	32.0	30.0	16
20 - 39.9%	P1	1,257.3	853.0	۰ : ۱	25 84	0 88.	0 94.0	00.0	97.5	103.3	112.0	107.2	12.0	15.0	10.0	20.0	20.0	20.0	25.0	12.9
40 - 59.9%	T4	380.0	215.0	11 :	20 74	.0 85.	5 92.7	05.4	86.1	94.5	108.1	94.0	12.0	15.0	20.0	15.0	18.0	25.0	16.0	10.
60 - 79.9%	13	1,257.3	853.0	5	6 69	£ 74.	4 86.3	77.2	79.2	09.3	99.0	89.7	-	-	-	-	-	-	12.0	8.1
30% or More 🚛 20%			_											0.0		1.00		10.0	10.0	7.3
												0		6.0		8.0		10.0	10.0	8.0
ECHNICAL/FIELD		INICAL/FIE					ECHNICAL/					2		6.0		8.0		10.0	10.0	7.5
ss than 20% 🗲 7% 20 - 39.9% 🗺 27%		Less than 20% (13% 20 - 39.9% (50%				Le	Less than 20% 0% 20 - 39.9% 0%					- 1		-						
20 - 39.9% (27%) 40 - 59.9% (27%)		20 - 39.99 10 - 59.99			90.90				20%											
60 - 79.9%		60 - 79.9% 0%					40 - 59.9%													

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

Abraxas Petroleum Corporation Apache Corporation Atlas Energy Group Centennial Resource Development Chaparral Energy Cimarex Energy Company Contango Oil & Gas Company Continental Resources

WHO HAS PARTICIPATED IN THIS SURVEY?

- EnerVest Goodrich Petroleum Corporation Halcón Resources Corporation HKN Energy Murchison Oil & Gas Newfield Exploration Company Oasis Petroleum Penn Virginia Corporation
- PetroQuest Energy QEP Resources Resolute Energy Corporation Sanchez Energy Corporation Talos Energy Vine Oil & Gas

HOW DO I PARTICIPATE?

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