

# **2019 MIDSTREAM INDUSTRY COMPENSATION SURVEY**

Keep your compensation programs competitive with Longnecker & Associates' 2019 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
- Retirement
- 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=25	Revenu	e: Less	than	\$2b	N=1	6	Revenu	ie: Mor	e than s	\$2b	N=9				Targ		al incenti	ve (% of Bas		
•	-						-						3		25th		50th		75th	90th	Aug 102 1
ategory Prevalence	Cate	egory P	revale	nce			Cate	gory P	revale	nce				•	95.0		100.0		125.0	142.0	
									-					>	75.0		90.0		112.5	170.0	100.0
										<u> </u>				>	60.0		75.0		100.0	165.0	91.5
64%		- (	56%					- (	78%	6				>	60.0		73.0		79.8	100.0	69.1
			-											>	40.0		50.0		75.0	100.0	59.0
	_														40.0		50.0		65.0	78.0	53.3
otal Category Weight		al Categ	ory W	eight				l Categ	gory W	eight				5	38.8		49.5		80.0	100.0	77.8
EXECUTIVE ess than 20% + 0%		CUTIVE than 20%						UTIVE						,	24.0		35.0		40.0	61.0	39.5
20 - 39.9% (13%)		20 - 39.9%		25%				than 201							26.0		35.0		50.0	65.0	39.7
40 - 59.9%		:0 - 39.9%		23%				0 - 39.91	10 10 10											65.0	37.4
60 - 79.9%		Sco	pe lian)	Cor			Base (\$4	Salary		To	tal Cash C (\$4	ompensati Iron)		Annu	Incentive (% of Base)		Long Te	rm incent (% of Bas	ive Target	58.6	32.4
80% or More (27%	Band/ Career	Revenue	FTES						1						Í						28.4
	Level	(\$Mil) 223.7	(0)	Orgs 12	12	25th 208.1	50th 240.0	75th 276.5	Avg 297.4	25th 239.6	205.0	75th 4345	Aug 402.7	25th	50th 50.0	75th 60.0	25th	50th	758h 165.0	50.0	
MANAGEMENT	M	8001	652.0	4	7	107.6	240.0	2/6.5	217.0	216.3	220.0	4345	278.5	35.0	40.0	45.0	22.5	100.0	77.5	33.0	24.2
ess than 20% () 0%	M2	595.0	415.0	12	26	160.1	212.0	257.1	204.6	160.1	295.0	442.0	296.7	30.0	35.0	45.0	20.0	50.0	70.0	35.0	21.8
20 - 39.9% 20%	M	405.4	224.0	7	14	121.4	168.2	195.0	157.0	168.9	211.0	270.5	222.7	22.0	25.0	32.5	22.0	27.0	45.0	36.4	20.8
40 - 79 9% 27%	PS	1,257.3	853.0	,	21	175.5	209.9	228.7	203.5	225.4	273.6	201.5	265.5	20.0	25.0	25.0	41.0	45.0	49.5	30.0	19.9
80% or More 20%	Pi	200.0	202.0	19	44	132.7	150.0	100.3	152.0	127.0	102.5	240.2	109.2	20.0	25.0	25.0	24.0	40.0	58.8	30.0	17.3
	P3	595.0	249.0	14	76	110.4	125.1	158.4	123.2	129.3	168.1	226.0	178.0	20.0	25.0	20.0	20.0	25.0	41.0	30.0	17.8
PROFESSIONAL	P2	952.5	583.0	12	53	91.0	00.4	109.5	102.0	101.0	119.3	130.5	174.7	4.0	20.0	20.0	10.5	10.0	11.0	30.0	16.4
ess than 20% 🕂 0%	P1	1,257,3	853.0		25	84.0	88.0	94.0	00.0	97.5	102.3	112.0	107.2	12.0	15.0	10.0	20.0	20.0	20.0	25.0	12.9
20 - 39.9% 27%	T4	380.0	215.0	11	20	74.0	85.5	92.7	85.4	86.1	94.5	108.1	94.0	12.0	15.0	20.0	15.0	18.0	25.0	16.0	10.6
40 - 59.9% 27%		1,257,3	853.0	5		69.6	74.4	86.3	77.2	79.2	82.3	99.0	09.7	-	-	-	-	_	-	12.0	8.3
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TECHNICAL/FIELD	TEO	HNICAL/FIE	LD				TECH	INICAL/FI	ELD				p		6.0		8.0		10.0	10.0	
ess than 20% 🕊 7%	Less	Less than 20% 🚾 13%				Less	Less than 20% + 0%							6.0	_	8.0	_	10.0	10.0	7.5	
20 - 39.9%		20 - 39.9%			f sole		1 3	0 - 39.91	6 0 0%												

## 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, 2019 Close Date | May 1, 2019 Results Available | August 2019

## WHO HAS PARTICIPATED IN THIS SURVEY?

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

Energy TransferIroquois PipelineEnLink Midstream, LPKinder Morgan, IEnterprise Products Partners, LPMagellan MidstreamEQT CorporationMartin MidstreamFairway Energy Partners, LLCMeritage MidstreamFlatirons Field Services, LLCMarkWest LogistFreeport LNGNavitas MidstreamGenesis Energy, LPNuStar Energy, LGulf OilNuStar Energy, LHoward Midstream Energy Partners, LLCOasis Midstream

# How do I participate? >>>

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 Operin Midstream

#### ONEOK, Inc

Plains All American Pipeline, LP Southcross Energy Partners, LP Sprague Resources, LP Summit Midstream Partners, LLC Targa Resources Partners, LP Transmontaigne 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 surveys@longnecker.com