



2019 UPSTREAM INDUSTRY COMPENSATION SURVEY

Keep your compensation programs competitive with Longnecker & Associates' 2019 Upstream Industry Compensation Survey and find out what it takes to attract, motivate and retain your teams.

WHAT DATA WILL BE PROVIDED?

POLICY DATA

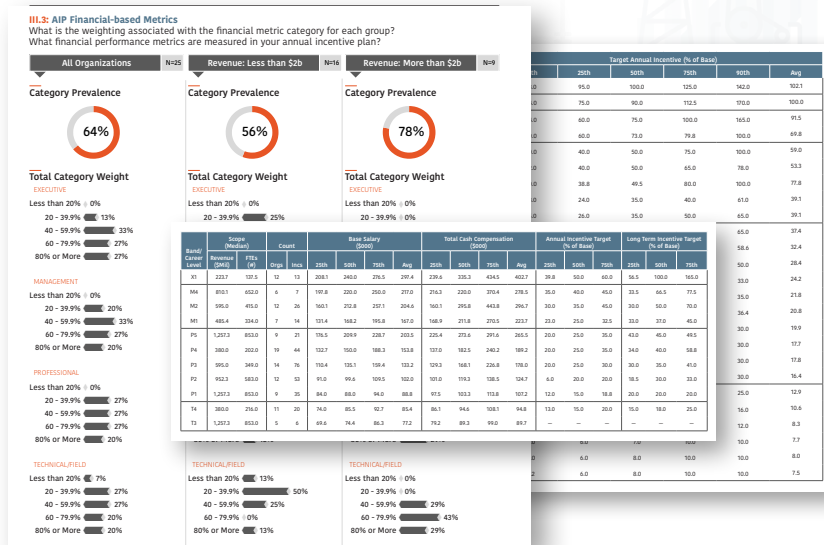
Compensation-related pay practices, policies and decisions:

- Base salary increases
- Annual incentive measures and metrics
- Long-term incentive eligibility and vehicles
- 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)



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?

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

EdgeMarc Energy Holdings
 Encana Services Company
 Energy XXI Gulf Coast
 EnerVest
 EQT Corporation
 Evolution Petroleum Corporation
 Fieldwood Energy
 Freeport-McMoRan Oil & Gas
 Gastar Exploration
 Goodrich Petroleum Corporation

Gulfport Energy Corporation
 Halcón Resources Corporation
 HKN Energy
 Midstates Petroleum Company
 Murchison Oil & Gas
 Newfield Exploration Company
 Oasis Petroleum
 Penn Virginia Corporation
 PetroQuest Energy
 QEP Resources

Range Resources Corporation
 Resolute Energy Corporation
 Rosehill Resources
 Sanchez Energy Corporation
 Talos Energy
 Vanguard Natural Resources
 Vine Oil & Gas
 Whiting Petroleum Corporation

How do I participate? >>>

To sign up or request more information please contact
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