

# 2020 MIDSTREAM

## INDUSTRY COMPENSATION SURVEY



**LONGNECKER**  
& ASSOCIATES  
ALL IN.

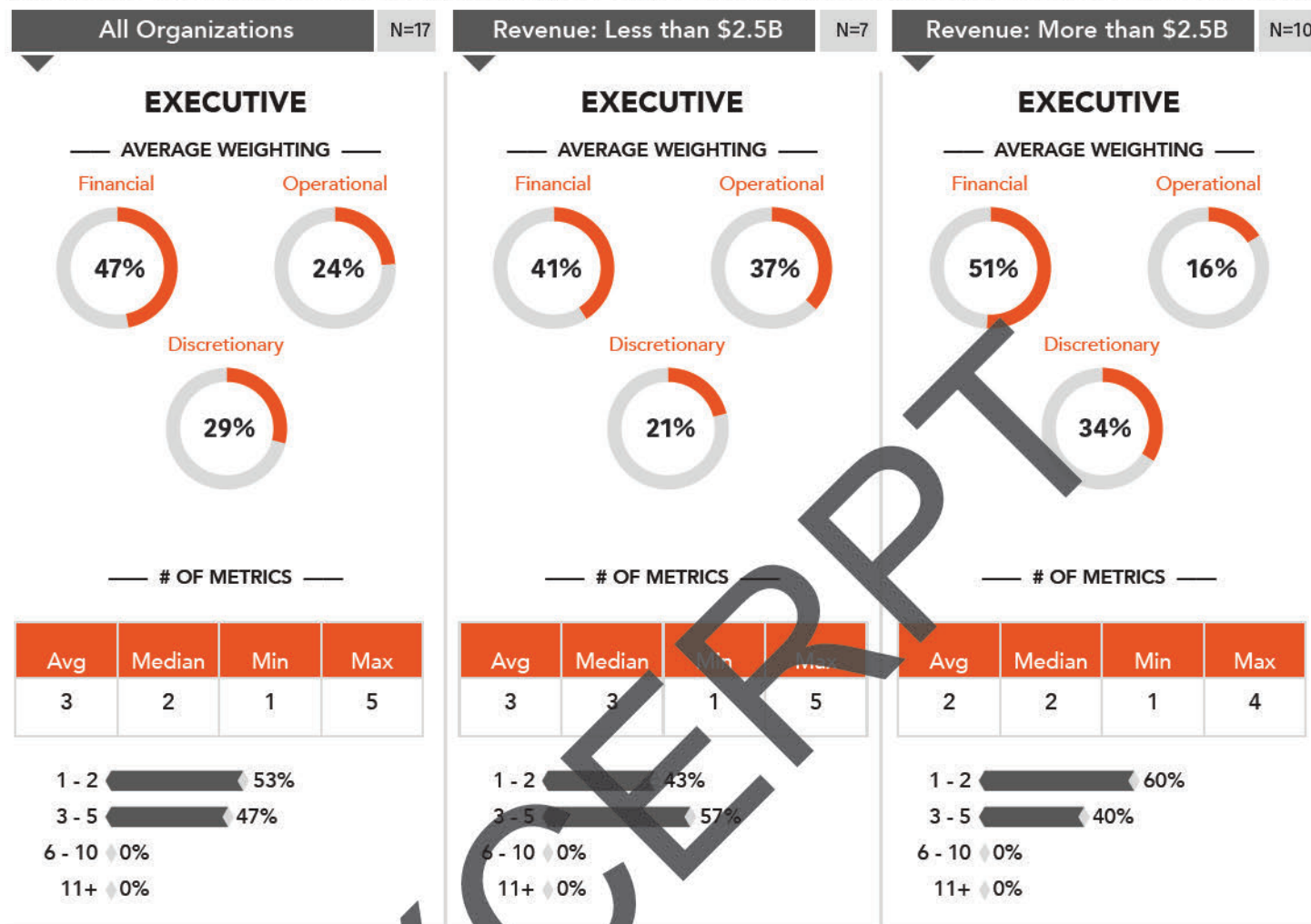
DATA EFFECTIVE 04.01.2020

## Participating Organizations

Aethon Energy Operating  
Altus Midstream  
Archrock  
Buckeye Partners  
Cheniere Energy  
Colonial Pipeline  
EagleClaw Midstream Ventures  
Enable Midstream Partners  
Energy Transfer  
Enterprise Products Partners  
Equitrans Midstream Corporation  
Freeport LNG Development  
Genesis Energy  
Gulf Management Services  
HEP Services  
Hilcorp Energy  
Kinder Morgan  
Magellan Midstream  
Mitsui & CO. Energy Marketing and Services (USA)  
NuStar Energy  
ONEOK  
Plains All American Pipeline  
Semptra Energy  
Semptra LNG  
Targa Resources Corporation  
WhiteWater Midstream  
Zenith Energy Terminals Holdings

## Annual Incentive Metrics

Indicate the annual incentive metric(s) used by your organization and the weighting associated with the metric(s).

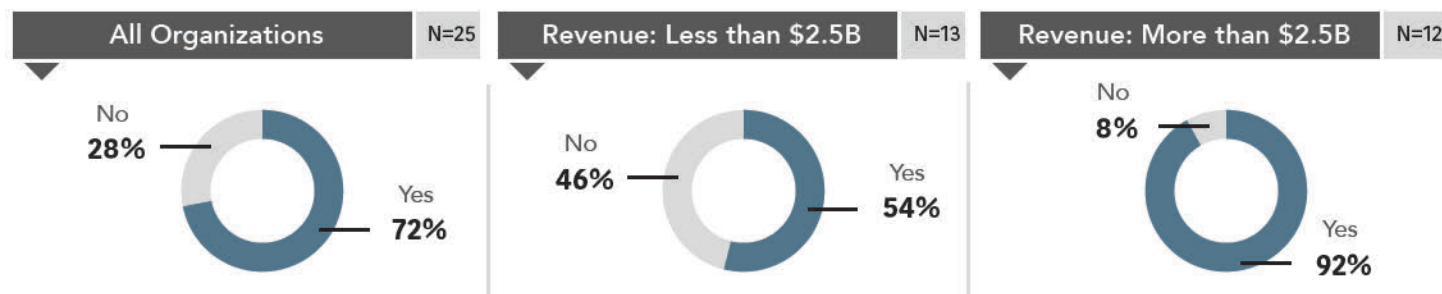


List of Annual Incentive Metrics Provided by Respondents. Sorted by Category and Prevalence:

Prevalence	Financial	Prevalence	Operational
29%	EBITDA	35%	Safety
24%	Distributable Cash Flow	29%	EH&S
12%	G&A Expense	6%	Commodities
12%	Profit-Based	6%	Deliver Liquefaction Project Objectives
6%	Cost Efficiency	6%	Departmental Goals
6%	ROIC	6%	Grow the Company
6%	Expense-Based	6%	Operating Efficiency
6%	Financial Goals	6%	Production
6%	Manage Our Business		

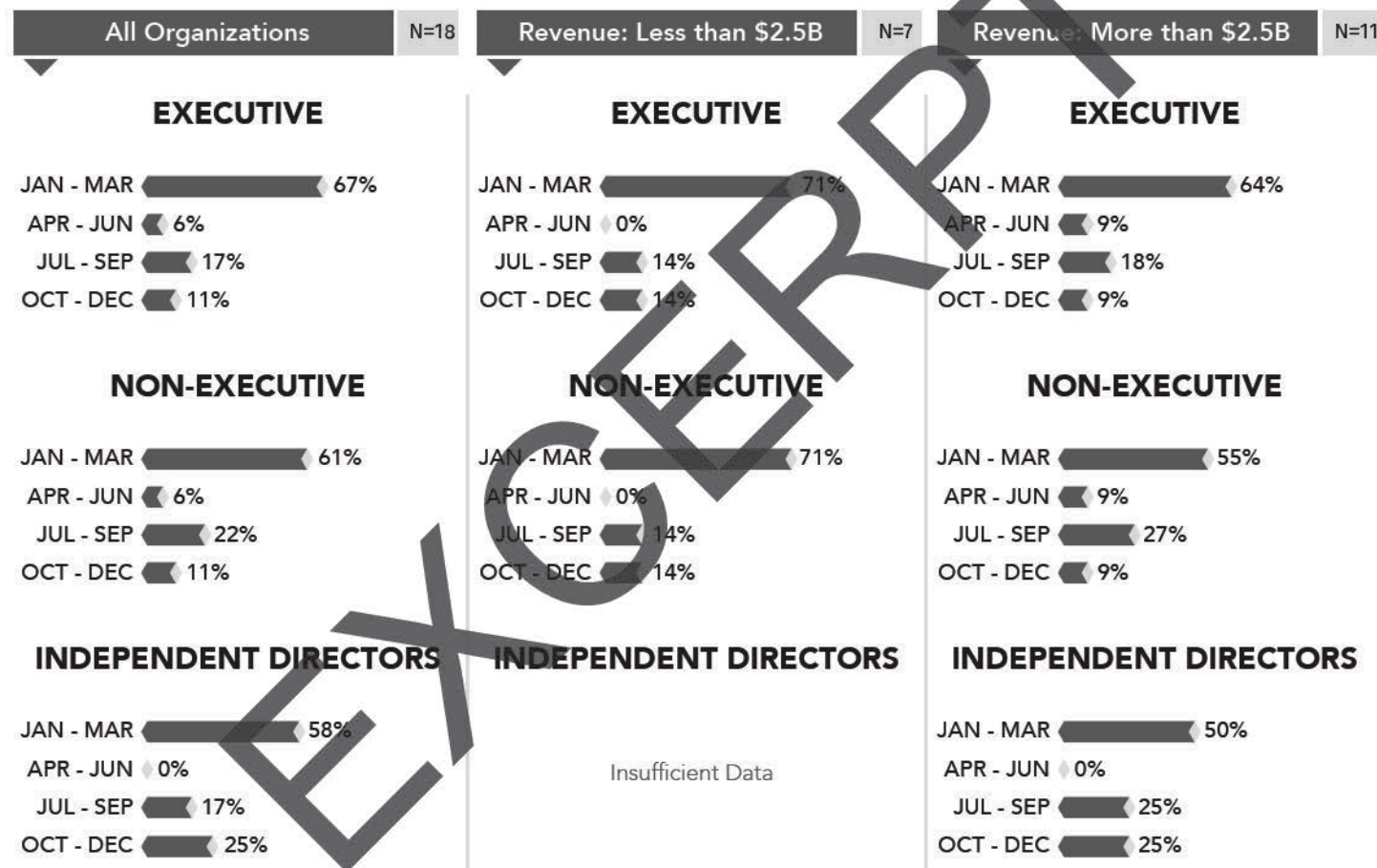
## Long-term Incentive Plan Prevalence

Does your organization have a long-term incentive plan (LTIP)?



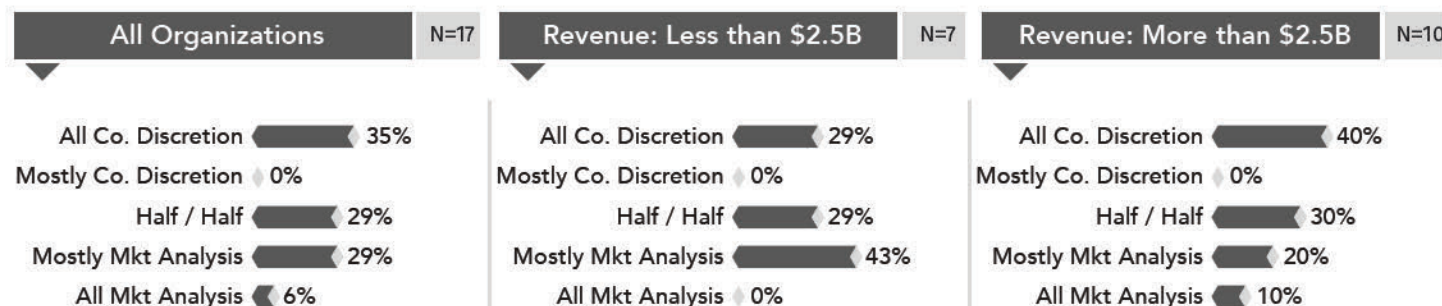
## Long-term Incentive Grant Dates

When are LTI awards typically granted to participants (more than one period may apply per employee group)?



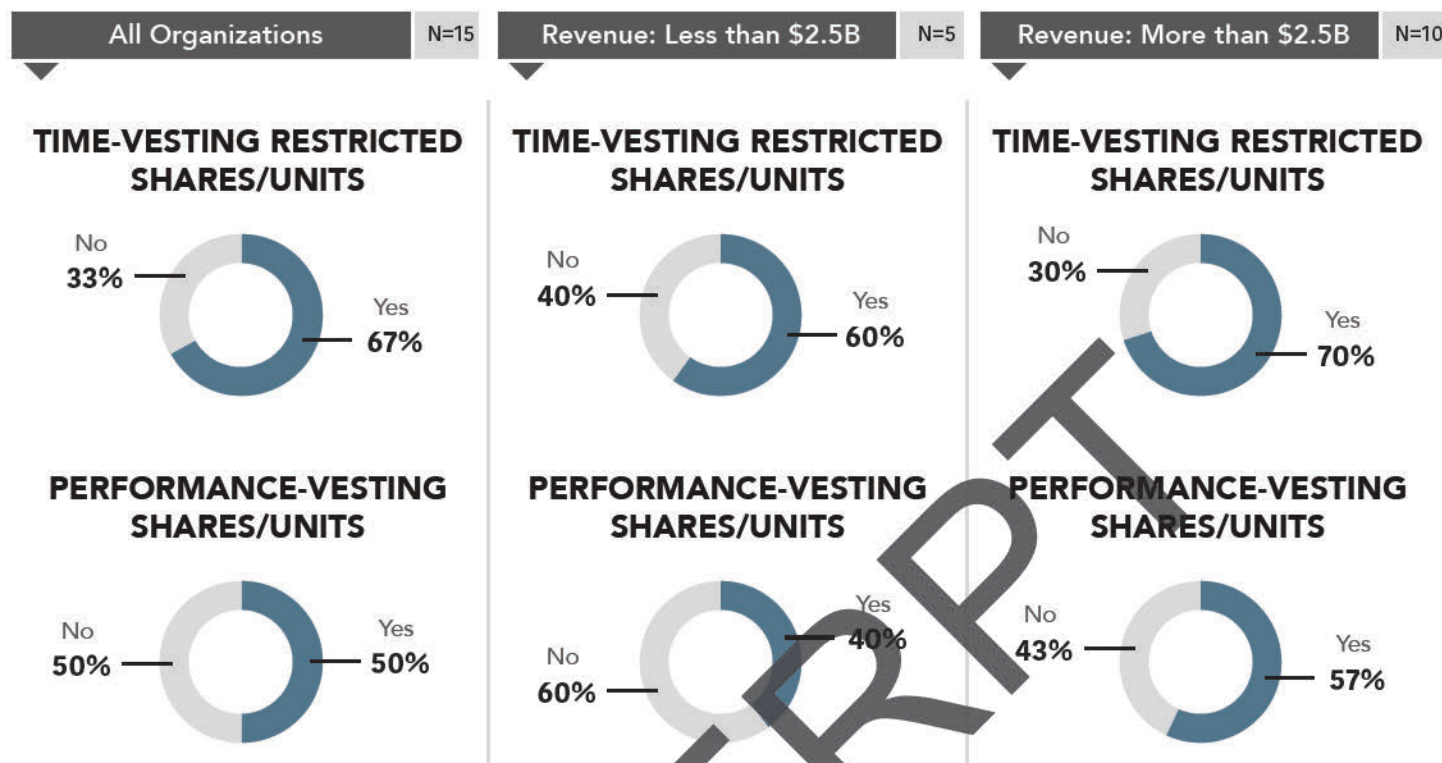
## Long-term Incentive Award Value Methodology

What methodology determines the value of LTI awards distributed to the participants?



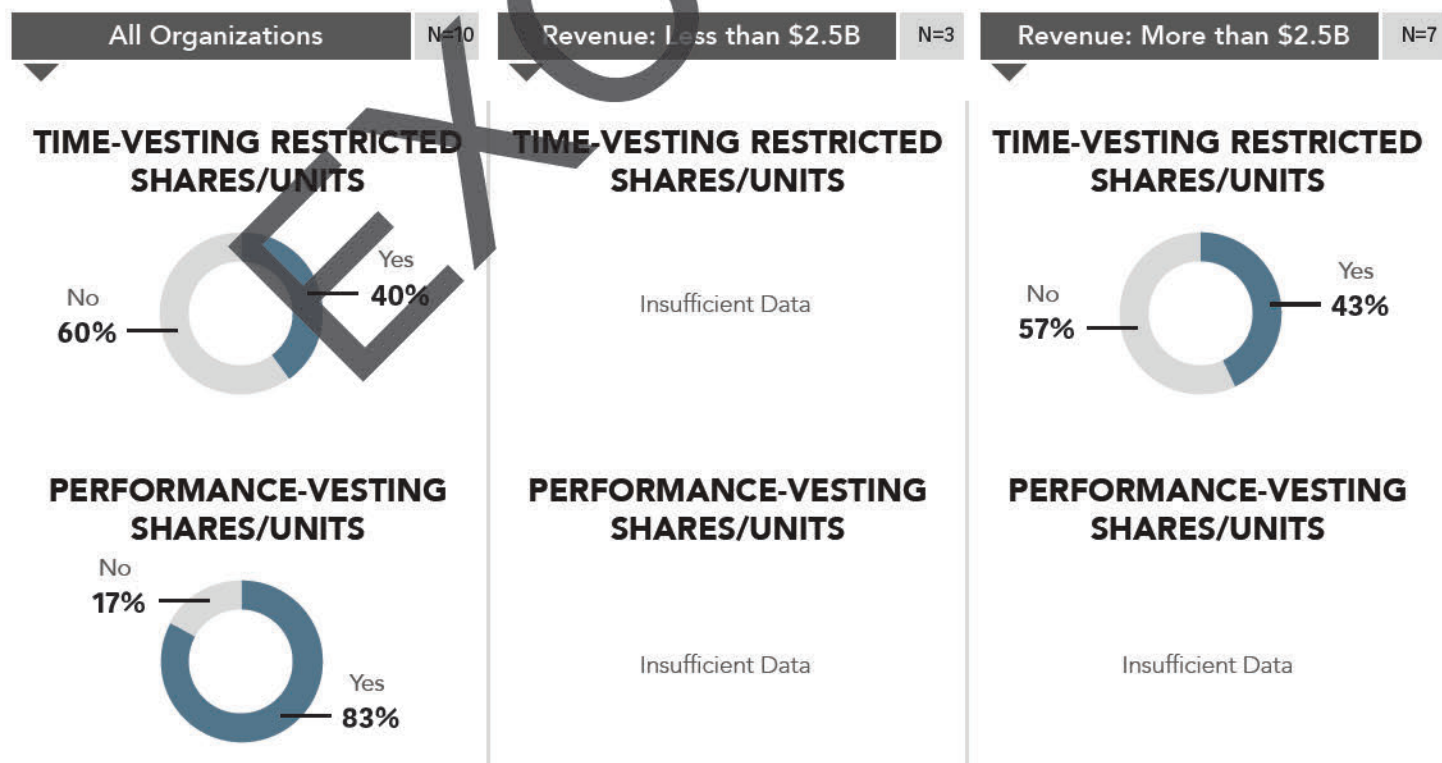
## Unvested Equity Dividends/Distributions

Does your organization pay dividends/distributions on unvested equity?



## Accrued Payments

If Yes, do you accrue payments of dividends/distributions until vesting?



## HUM | HUMAN RESOURCES

## HUM.04 | HR Generalist

Band / Career Level		Scope Type	Scope Size (Median)		Count		Base Salary (\$000)			Total Cash Compensation (\$000)			Total Direct Compensation (\$000)		
			Revenue (\$Mil)	FTEs (#)	Orgs	Incs	25th	50th	75th	25th	50th	75th	25th	50th	75th
X2-C	CHRO / Top Human Resources Exec.	All Orgs	2,936.4	1,762.5	10	10	248.4	299.5	367.1	365.9	515.8	740.5	445.1	636.6	1,143.5
M4	M4 - Director	All Orgs	2,000.0	1,358.0	13	27	155.0	166.9	180.5	190.3	206.3	237.8	230.3	247.0	284.8
M2	M2 - Manager / Superintendent	All Orgs	2,844.0	1,762.5	14	23	118.5	126.6	133.0	134.4	148.1	158.4	134.4	163.2	190.9
P4	P4 - Advanced	All Orgs	2,113.0	1,660.5	6	8	85.2	103.7	114.6	95.8	120.7	132.4	99.6	121.4	138.5
P3	P3 - Career	All Orgs	10,164.4	2,649.0	7	24	84.4	97.5	107.3	99.8	111.3	119.8	105.1	116.0	143.9
P2	P2 - Intermediate	All Orgs	2,229.0	1,477.0	6	11	68.6	70.6	84.0	73.7	82.4	91.1	76.8	82.4	91.1

**X3-C/S/D | X2-C/S/D | CHRO / Top Human Resources Executive**

Directs, plans, develops, establishes, implements, and administers organization-wide policies and programs encompassing all, or nearly all, aspects of human resource management including employment, employee/labor relations, employee benefits, compensation, training, placement, safety, security, drug control, ADA and EEO/Employment Equity Act compliance, and employee assistance

**M1 - M2 - M3 - M4**

Designs and maintains the organization's human resource programs and ensures their communication to employees | Performs advisory and administrative tasks related to recruitment, training and development, compensation and benefits, employee relations, and other HR programs | Collects and analyzes relevant HR data and reports findings and recommendations

**P1 - P2 - P3 - P4 - P5**

Coordinates and administers HR programs and policies for multiple HR activities | May facilitate human resource programs and policies, including compensation, benefits, recruitment, employee development, performance management, equal opportunity and diversity

**U1 - U2 - U3 - U4**

Records and maintains employee information | Analyze and prepare employee-related reports | Respond to inquiries and/or requests regarding individual or company-wide human resources information