

2021

MIDSTREAM INDUSTRY

COMPENSATION SURVEY



LONGNECKER
& ASSOCIATES
ALL IN.

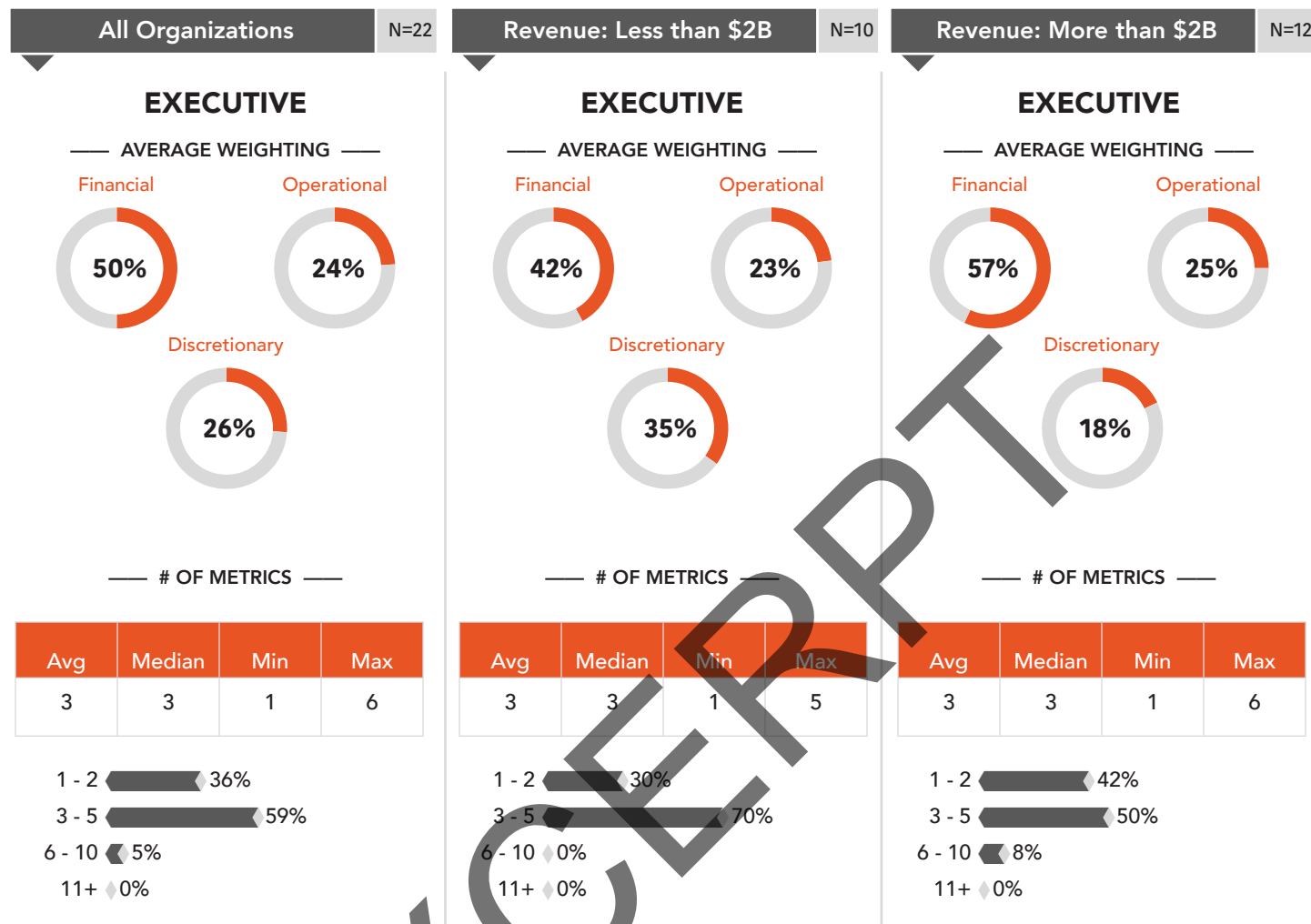
DATA EFFECTIVE 04.01.2021

Participating Organizations

Altus Midstream	Kinder Morgan
Archrock	Magellan Midstream
Blue Racer Midstream	Mitsui & CO. Energy Marketing and Services (USA)
Buckeye Partners	NuStar Energy
Cheniere Energy	ONEOK
Colonial Pipeline Company	Plains All American Pipeline
Crestwood Equity Partners	Sempra Energy
EagleClaw Midstream Ventures	Sempra LNG
Energy Transfer	Summit Midstream Partners
EnLink Midstream	Targa Resources Corporation
EPIC Consolidated Operations	Transmontaigne Partners
Equitrans Midstream Corporation	Unit Corporation
Freeport LNG Development	Western Midstream Partners
Genesis Energy	WhiteWater Midstream
Howard Energy Partners	

Annual Incentive Metrics

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

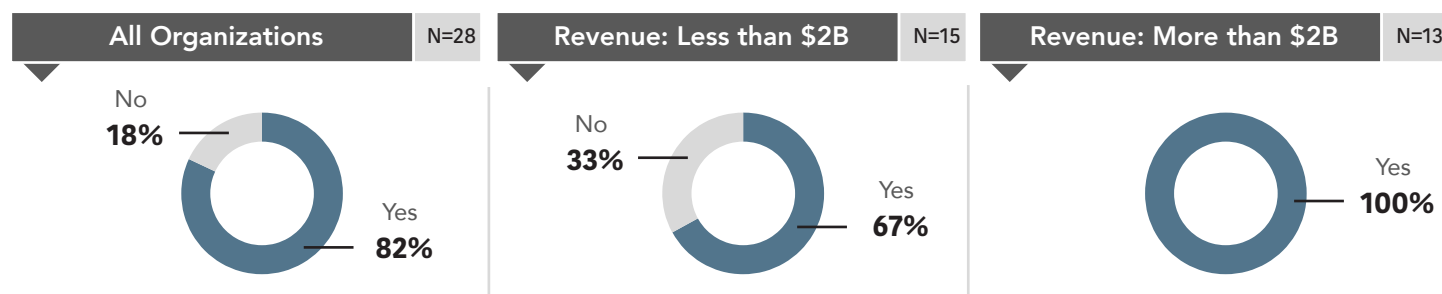


List of Annual Incentive Metrics Provided by Respondents. Sorted by Category and Prevalence:

Prevalence	Financial	Prevalence	Operational
36%	EBITDA	41%	Safety
27%	Profit-Based	27%	EH&S
18%	Strategic	18%	Strategic
14%	Distributable Cash Flow	14%	Expense-Based
14%	Expense-Based		
9%	Free Cash Flow		
9%	G&A Expense		
5%	Leverage Ratio		
5%	Commodities		
5%	ROIC		
5%	Relative TSR		

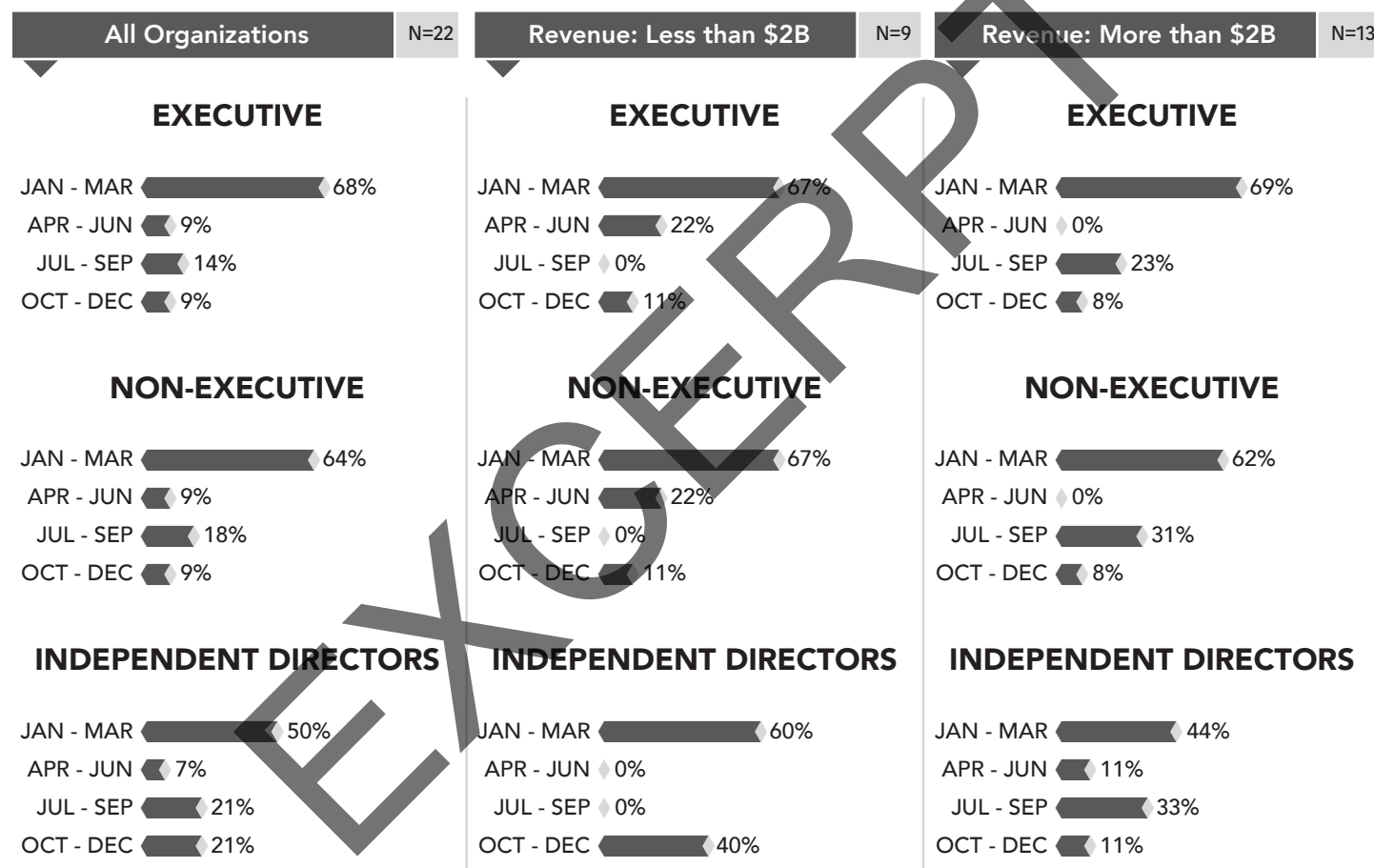
Long-term Incentive Plan Prevalence

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



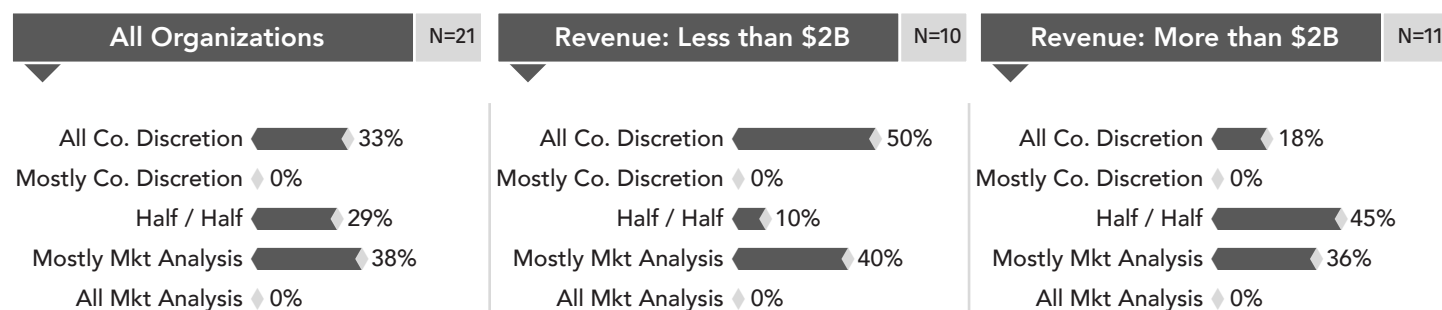
Long-term Incentive Grant Dates

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



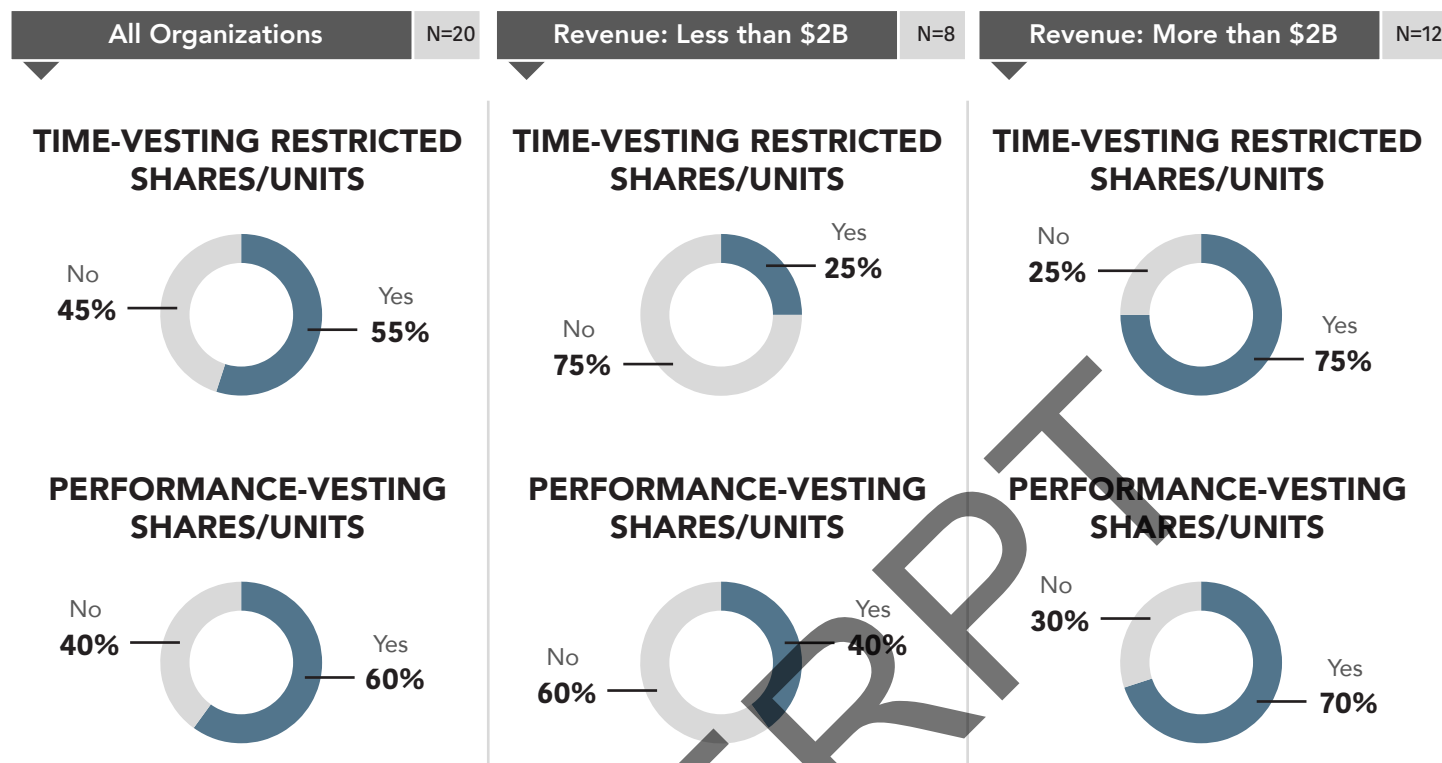
Long-term Incentive Award Value Methodology

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



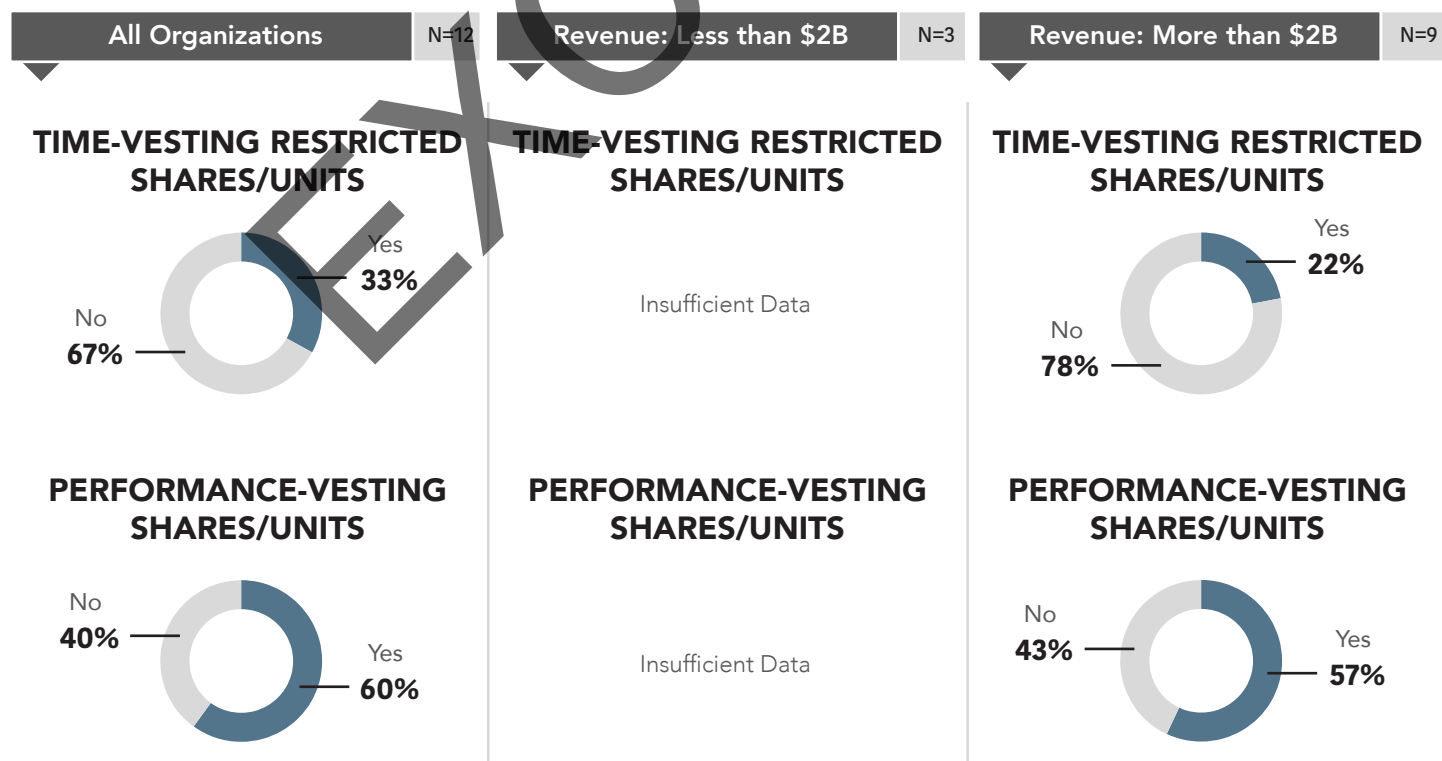
Unvested Equity Dividends/Distributions

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 (Meidan)		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	2,030.2	828.0	10	10	221.3	235.0	272.5	274.5	306.6	349.3	289.9	439.4	799.0
M4	M4 - Director	All Orgs	9,739.0	1,500.0	9	24	155.7	168.4	200.5	181.0	201.3	257.8	226.1	245.9	310.8
M2	M2 - Manager / Superintendent	All Orgs	821.0	935.0	17	24	108.5	123.5	133.8	117.2	137.2	160.4	118.1	139.7	174.2
P4	P4 - Advanced	All Orgs	2,254.3	1,052.0	7	11	92.7	108.0	127.9	104.4	116.8	151.9	104.4	116.8	151.9
P3	P3 - Career	All Orgs	2,377.2	828.0	12	17	77.5	88.0	91.1	84.4	99.5	106.8	84.4	99.5	113.6
P2	P2 - Intermediate	All Orgs	838.0	379.5	6	8	64.9	73.6	78.0	67.4	88.3	90.5	67.4	88.3	90.5

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