



2022

Midstream Industry
Compensation Survey

EXCERPT

Participating Organizations

Archrock

Buckeye Partners

Cheniere Energy

Cureton Midstream

EnLink Midstream

Equitrans Midstream Corporation

Genesis Energy

Gulf Management Services

Harvest Midstream

Howard Energy Partners

KinderMorgan

Kinetik Holdings

Magellan Midstream Partners

Midstream Energy Partners

Mitsui & Co. Energy Marketing and Services

NGL Energy Partners

NuStar Energy

ONEOK

Outrigger Energy

Plains All American Pipeline

SaltCreek Midstream

Summit Midstream Partners

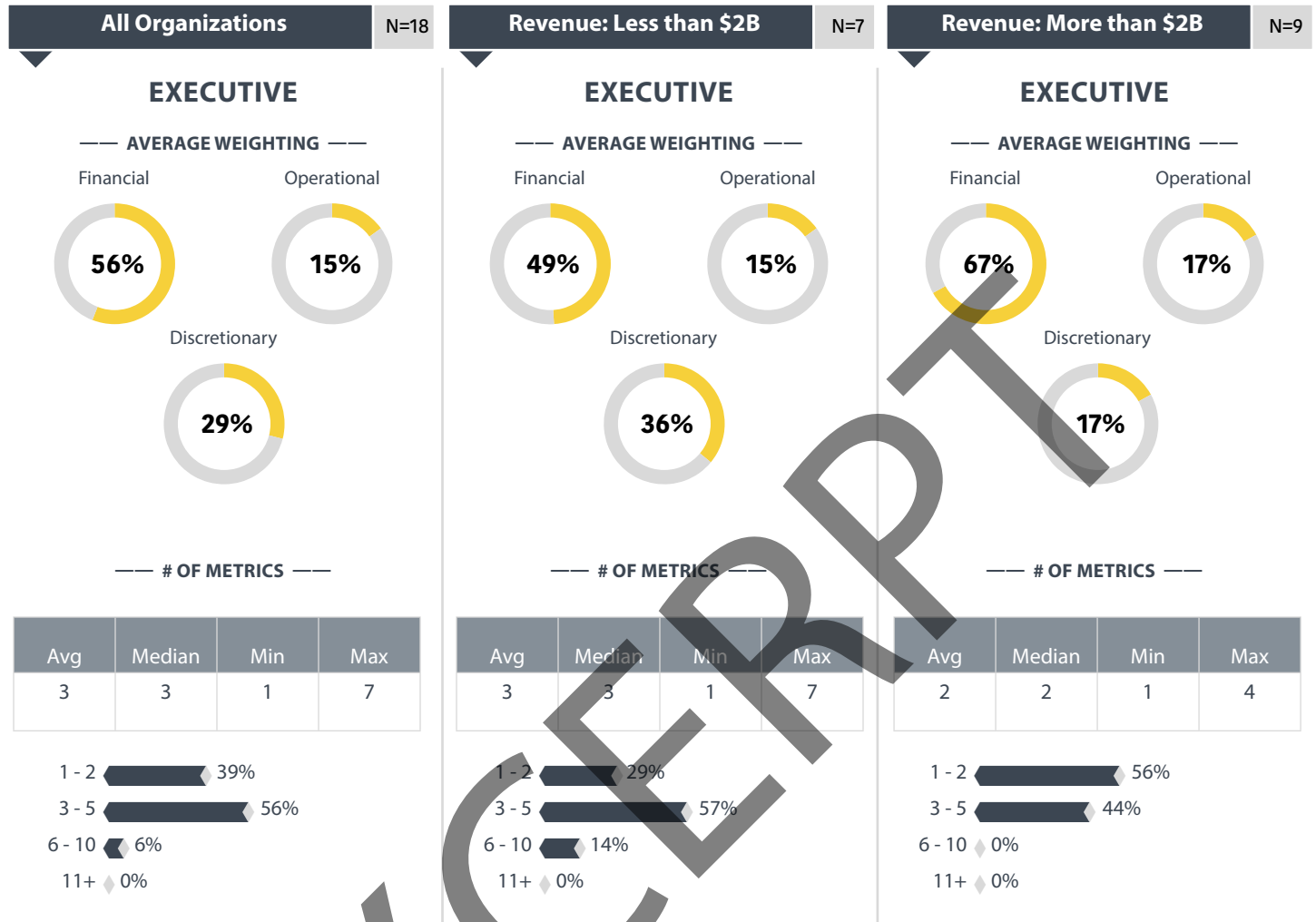
TransMontaigne Partners

WhiteWater Midstream

EXCERPT

Annual Incentive Metrics

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



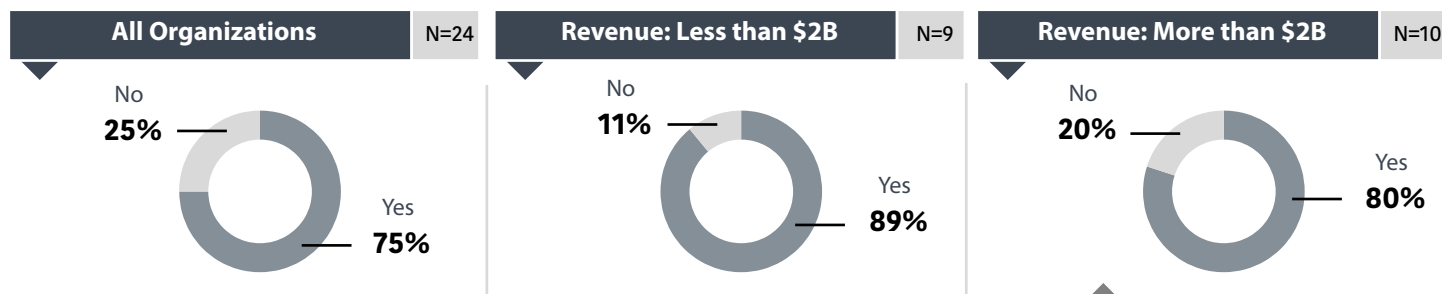
List of Annual Incentive Metrics Provided by Respondents. Sorted by Category and Prevalence:

Prevalence	Financial
67%	EBITDA-related
17%	Cash Flow
17%	Operating Expense
6%	CapEx
6%	EPS
6%	G&A
6%	Other
6%	ROCE/ROIC
6%	Revenue

Prevalence	Operational
39%	Subjective
22%	ESG
17%	TRIR
6%	Other

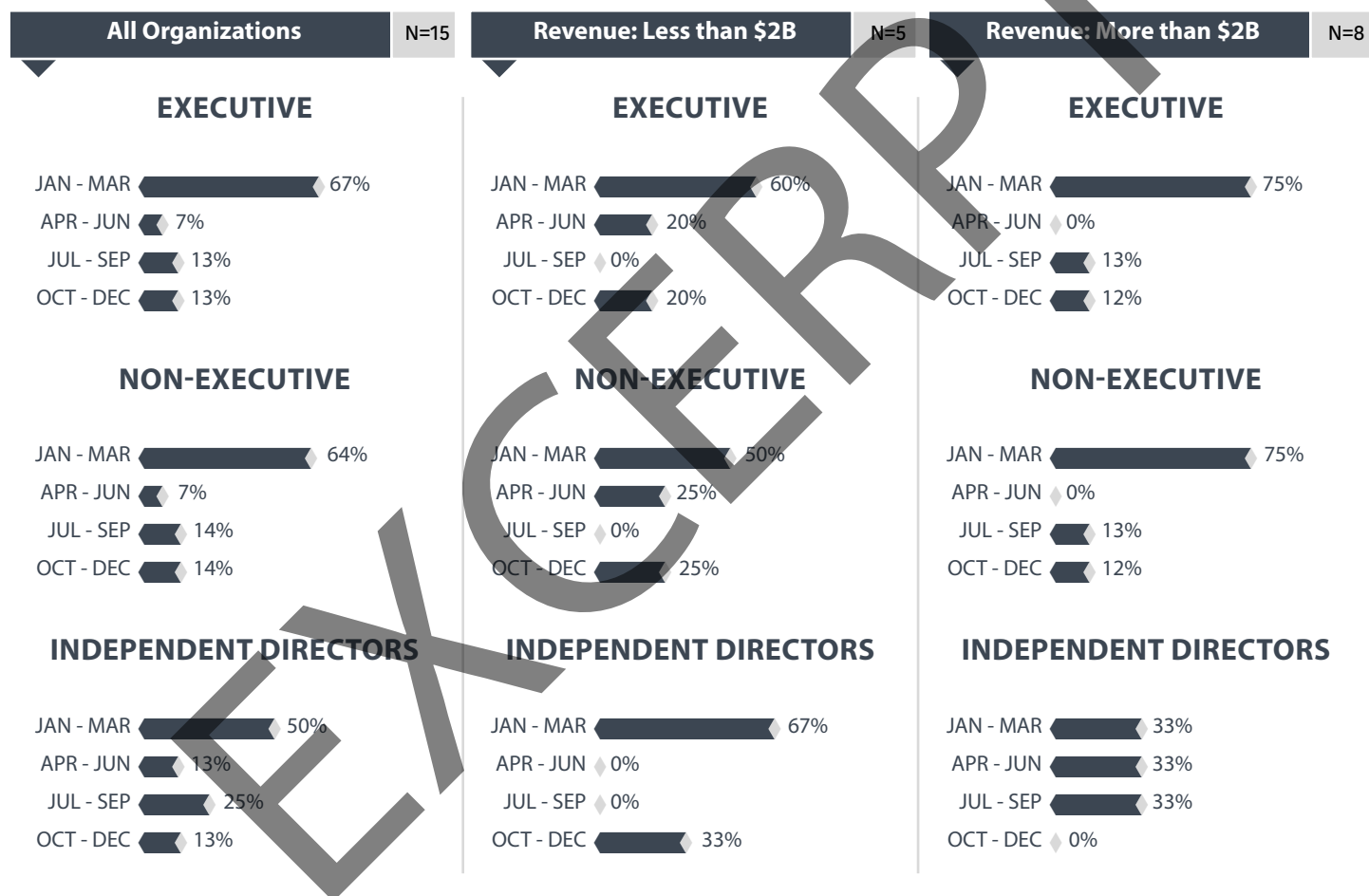
Long-term Incentive Plan Prevalence

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



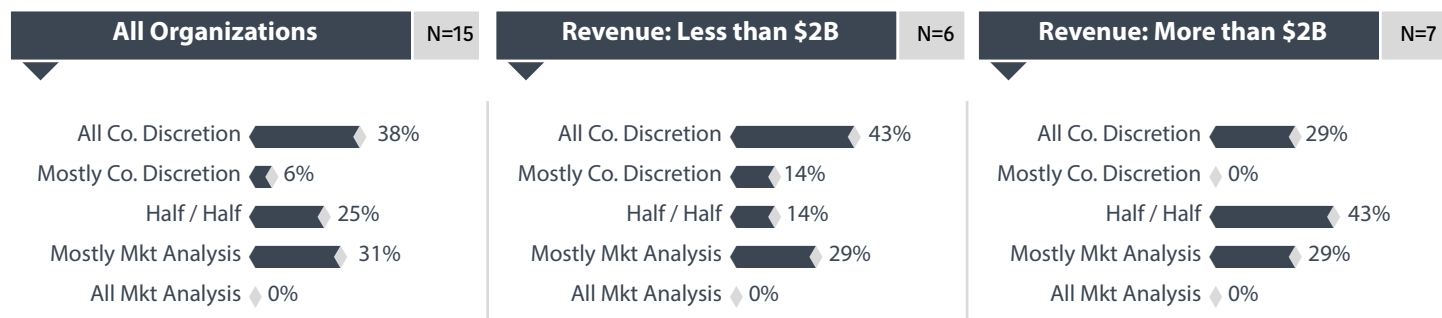
Long-term Incentive Grant Dates

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



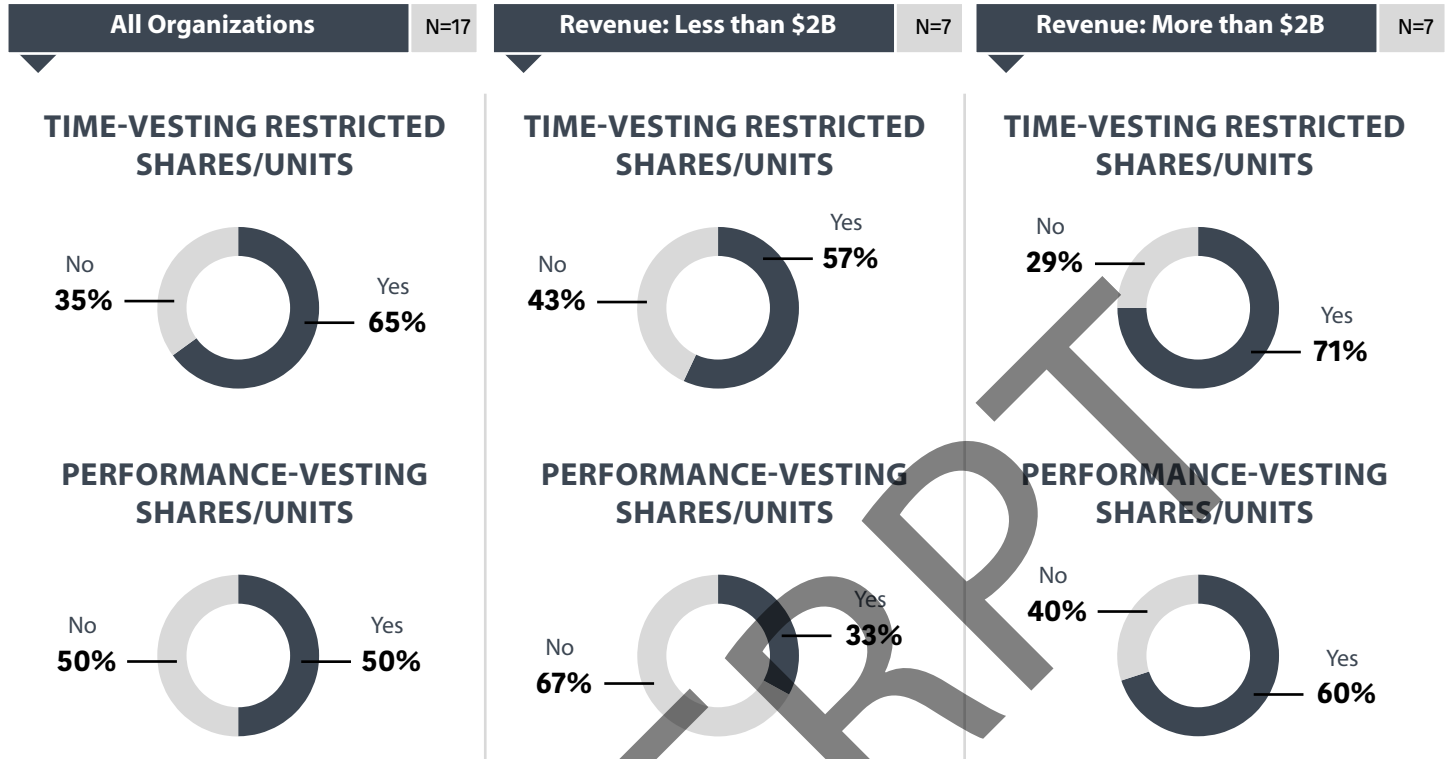
Long-term Incentive Award Value Methodology

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



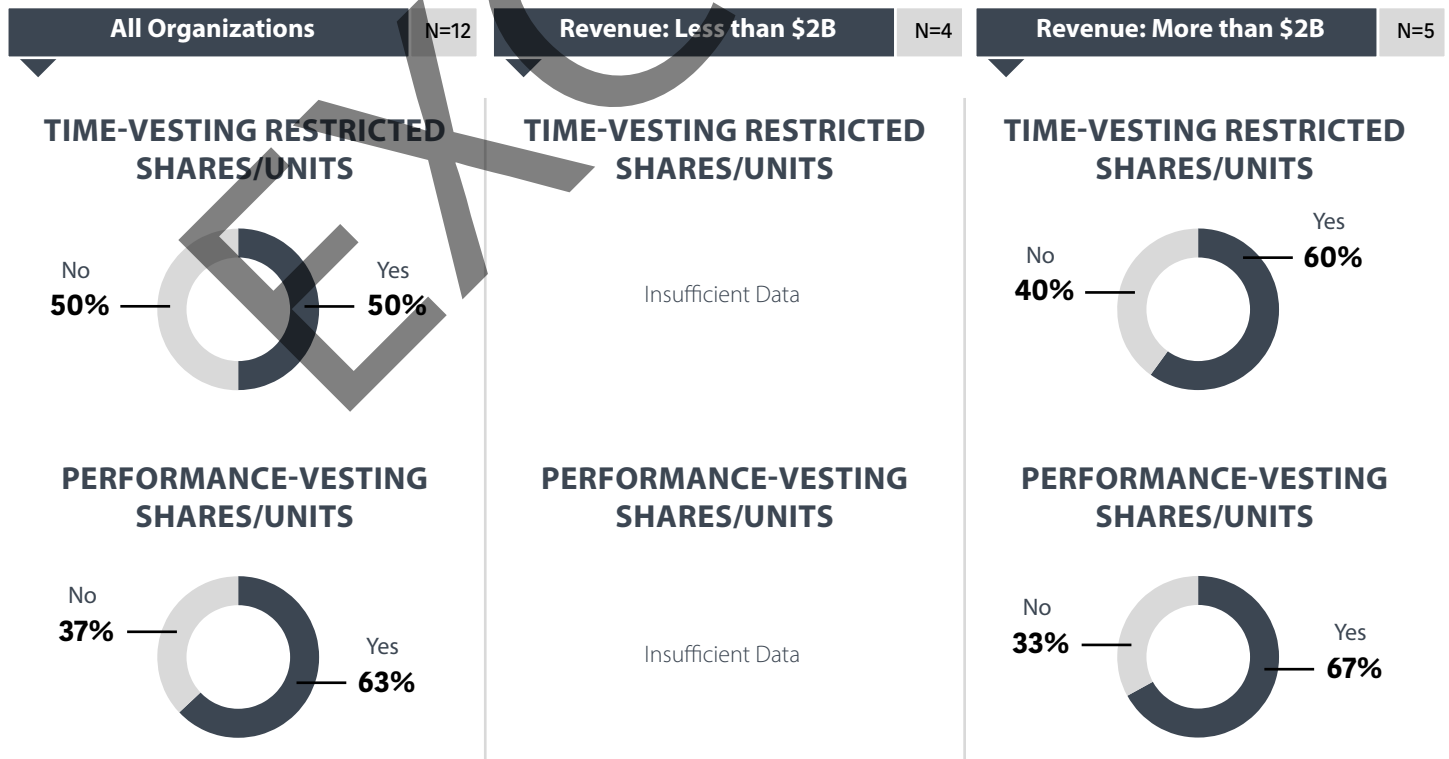
Unvested Equity Dividends/Distributions

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	
X3-C	CHRO / Top Human Resources Exec	All Orgs	913.1	772.0	5	5	300.0	319.8	350.0	450.0	495.7	604.1	705.3	825.2	853.0
M4	M4 - Director	All Orgs	15,864.0	1,500.0	8	13	173.3	190.0	208.6	215.0	242.7	331.9	259.9	270.0	380.9
M2	M2 - Manager / Superintendent	All Orgs	873.5	1,190.0	8	16	118.3	122.4	134.3	128.1	150.6	168.3	127.5	150.6	181.6
P4	P4 - Advanced	All Orgs	436.5	525.0	5	5	87.1	105.0	109.2	102.0	126.0	126.2	102.0	126.0	126.2
P3	P3 - Career	All Orgs	4,192.5	1,150.0	10	14	82.0	90.8	98.9	90.0	106.2	122.4	90.5	105.0	121.1
P2	P2 - Intermediate	All Orgs	1,029.0	1,110.0	5	5	64.0	73.0	75.0	66.8	78.3	86.4	64.0	75.0	78.3

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