



2022

Upstream Industry
Compensation Survey



Participating Organizations

Apache Corporation

Aspect Management Corporation

Battalion Oil Corporation

Beacon Offshore Energy Management Services LLC

Berry Corporation

CNX Resources Corp

Cox Operating LLC

Ensign Natural Resources

EQT Corporation

EXCO Resources, Inc.

Freeport-McMoRan Oil & Gas, LLC

Gulfport Energy Corporation

HKN Energy Ltd.

Laredo Petroleum, Inc

Mitsui E&P USA LLC

QuarterNorth Energy LLC

Range Resources Corporation

Southwestern Energy Company

Stephens Natural Resources, LLC

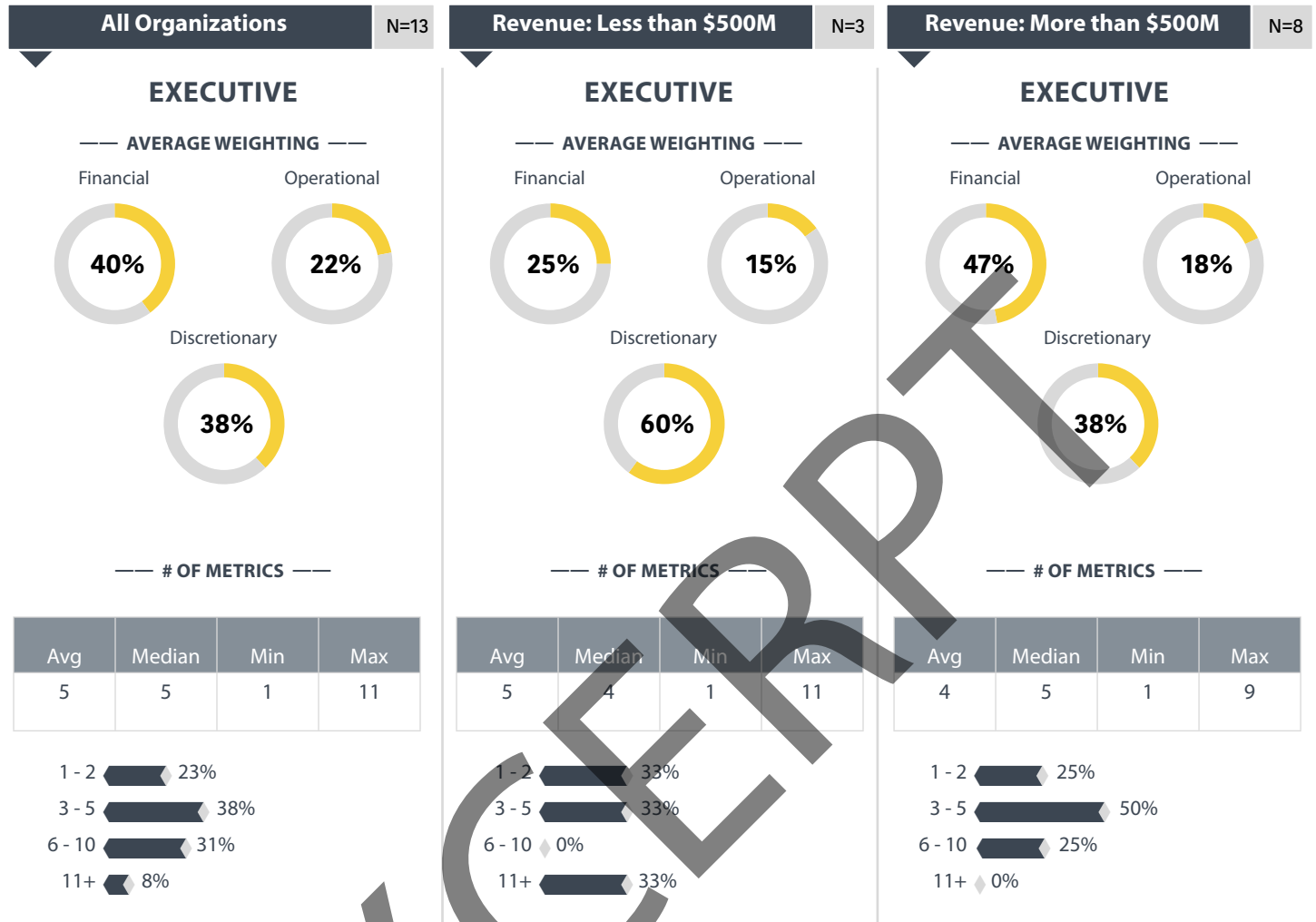
Talos Energy

Zavanna, LLC

EXCERPT

Annual Incentive Metrics

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



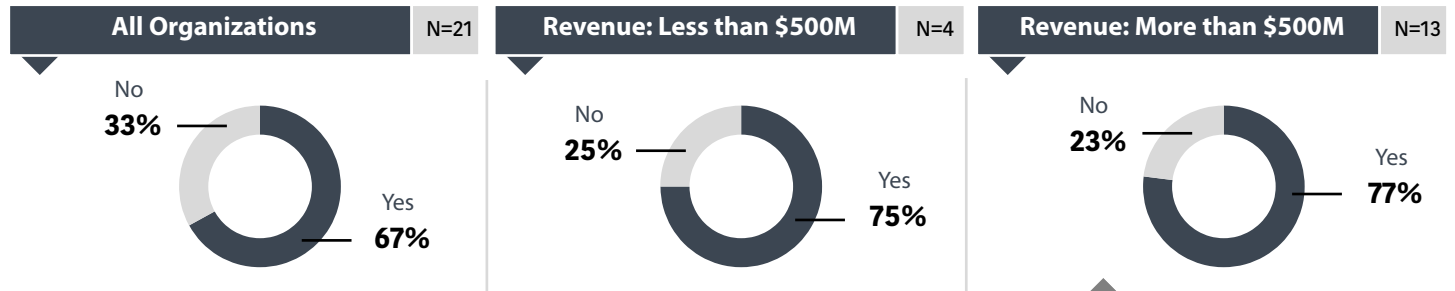
List of Annual Incentive Metrics Provided by Respondents, Sorted by Category and Prevalence:

Prevalence	Financial
46%	Cash Flow
38%	EBITDA-related
38%	Operating Expense
15%	CapEx
15%	F&D
15%	G&A
15%	LOE
8%	Other
8%	ROCE/ROIC
8%	Rate of Return

Prevalence	Operational
54%	Subjective
38%	ESG
31%	TRIR
23%	Volume
15%	Spills
8%	CapEx Efficiency
8%	Other

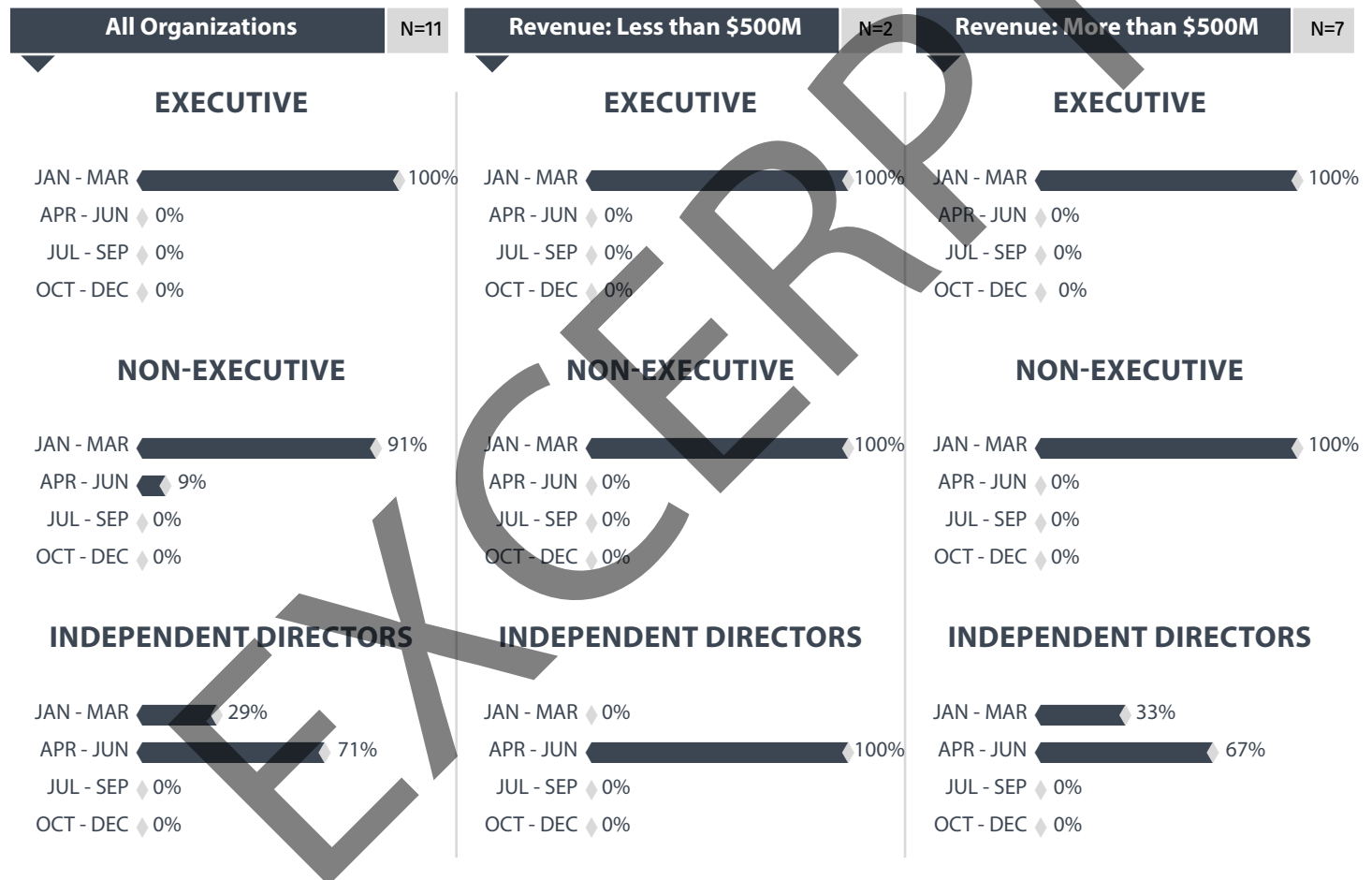
Long-term Incentive Plan Prevalence

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



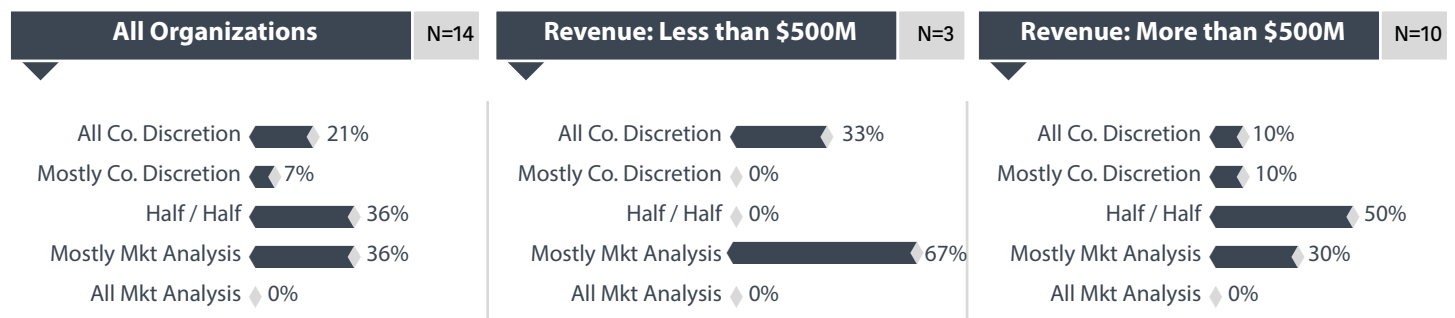
Long-term Incentive Grant Dates

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



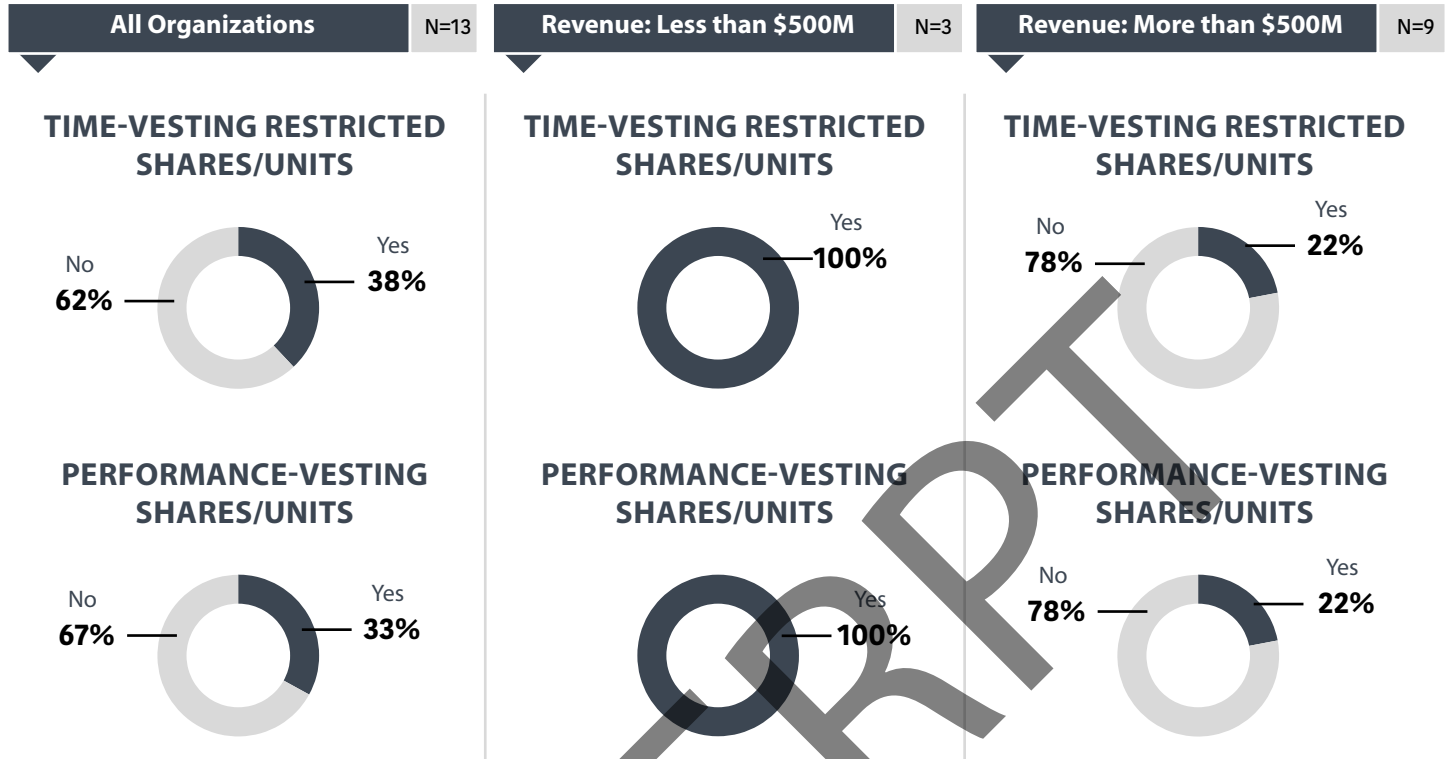
Long-term Incentive Award Value Methodology

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



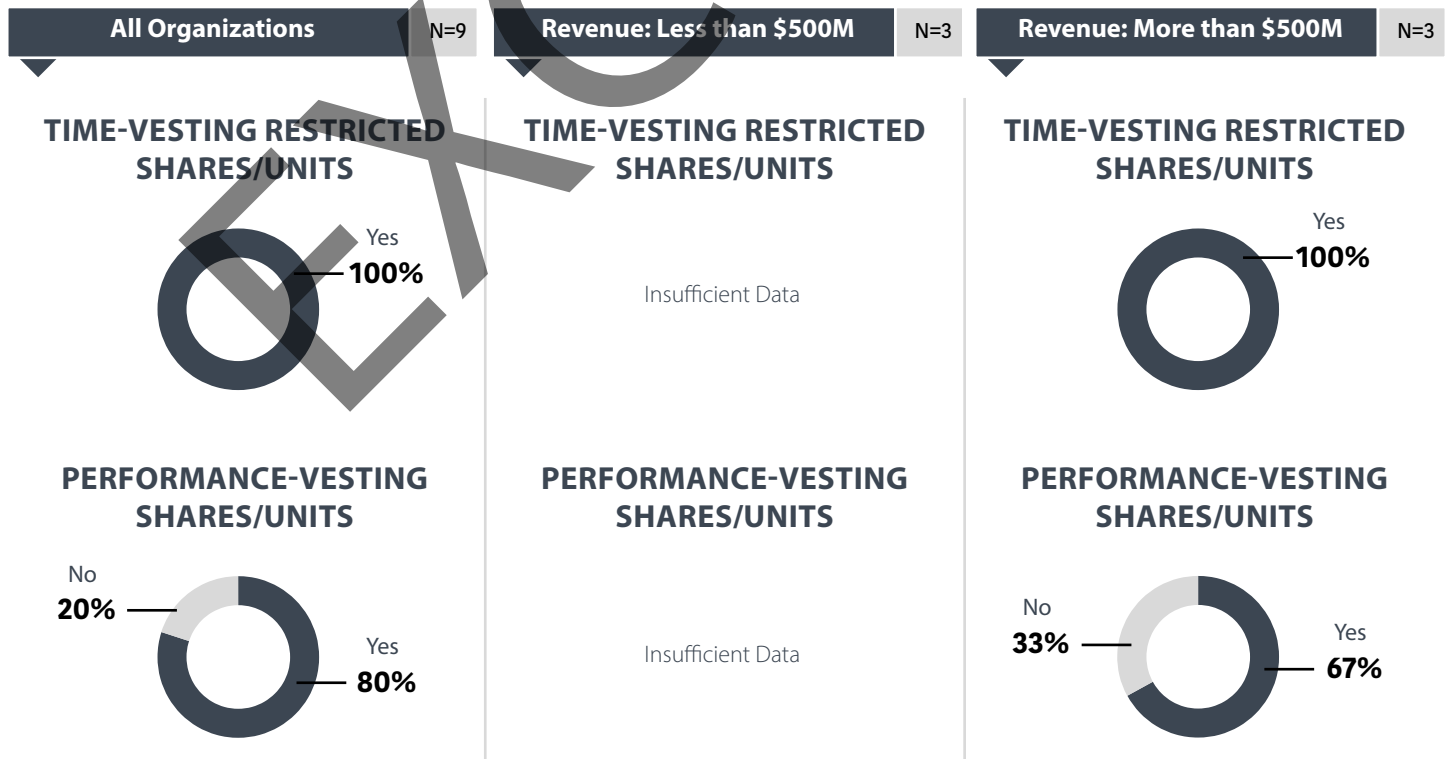
Unvested Equity Dividends/Distributions

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		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	1,197.0	308.0	6	6	265.2	268.4	274.0	391.6	438.8	521.5	500.8	630.9	769.2
M4	M4 - Director	All Orgs	725.0	420.0	8	8	174.2	182.3	200.4	225.8	241.4	301.4	241.2	338.0	394.6
M2	M2 - Manager / Superintendent	All Orgs	1,000.0	343.0	5	5	134.4	135.9	150.0	148.7	169.1	177.4	174.7	197.4	228.6
P3	P3 - Career	All Orgs	878.5	420.0	8	12	80.0	95.0	105.5	90.0	100.0	125.9	91.1	100.0	125.9

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