

LOOKING AHEAD.

It's never too early to plan your company's future. Participate in Longnecker & Associates 3rd biennial Energy Long-Term Incentive Compensation Survey to turn long-term incentive compensation into an industry differentiator and strategic advantage. As the energy industry's premier long-term incentive compensation survey, all participants receive extremely detailed and valuable long-term incentive information relative to their company.

The survey data will be effective **May 1, 2015** with a submission deadline on **June 15, 2015**. Results will be available to participants in **September 2015**.

PARTICIPANTS WILL RECEIVE DETAILED COMPENSATION INFORMATION, INCLUDING:

- Long-term incentive philosophy and pay practices
- Targeted and actual long-term incentive compensation
- Long-term incentive vehicle prevalence
- Industry leading trends on the future of long-term incentives

WHO IS ELIGIBLE TO PARTICIPATE?

The Energy Industry Long-Term Incentive Compensation Survey is a participant-only compensation survey for organizations within the energy industry. Longnecker & Associates understands the economic impact of lower commodity prices. Therefore, the price of the survey has been reduced from \$1000 to \$500 for all 2015 participants.

To sign up today or request more information, please contact surveys@longnecker.com.

PAST ENERGY INDUSTRY LONG-TERM INCENTIVE COMPENSATION SURVEY PARTICIPANTS INCLUDE:

Atwood Oceanics | Bonanza Creek | Carrizo Oil & Gas | Comstock Resources | Crosstex Energy | Eagle Energy Trust
Enbridge | Enervest | Evolution Petroleum | EXCO Resources | Exterran | Gastar Exploration | Global Power | Halcon
Resources | Helmerich & Payne | HKN Holding | Key Energy | Magellan Midstream | Midstates Petroleum | Newpark
Resources | Oasis Petroleum | ONEOK | Panhandle Oil & Gas | PetroLogistics | Pioneer Natural Resources | Resolute
Energy | SM Energy | Southwestern Energy | Team Industrial Services | USA Compression

ABOUT LONGNECKER & ASSOCIATES

From boards to executives to all employees, determining cost-effective compensation for the talent of your organization can be overwhelming. When you're looking for an objective voice to account for every aspect of a compensation plan, turn to Longnecker & Associates. As a strategy, governance and compensation consulting firm, we provide you with an independent assessment and a plan of action for your broad-based employee group. Whether you're a public, private or not-for-profit entity, our highly experienced team works diligently to put your business on the right track because, at Longnecker, we're all in for you.



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