



**LONGNECKER**  
**& ASSOCIATES**

ALL IN.

# 2016 MIDSTREAM INDUSTRY COMPENSATION SURVEY

DATA EFFECTIVE: APRIL 1, 2016

EXCERPT

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## Participating Organizations

Blue Racer Midstream, LLC  
Boardwalk Pipeline Partners, LLC  
Buckeye Partners, LP  
Cheniere Energy, Inc.  
Crestwood Equity Partners, LP  
Enbridge Energy Partners, LP  
Energy Transfer Partners, LP  
EnLink Midstream, LP  
Enterprise Products, LP  
EQT Corporation  
Fairway Energy Partners, LLC  
Flatirons Field Services, LLC  
Genesis Energy, LLC  
Iroquois Pipeline Operating Company

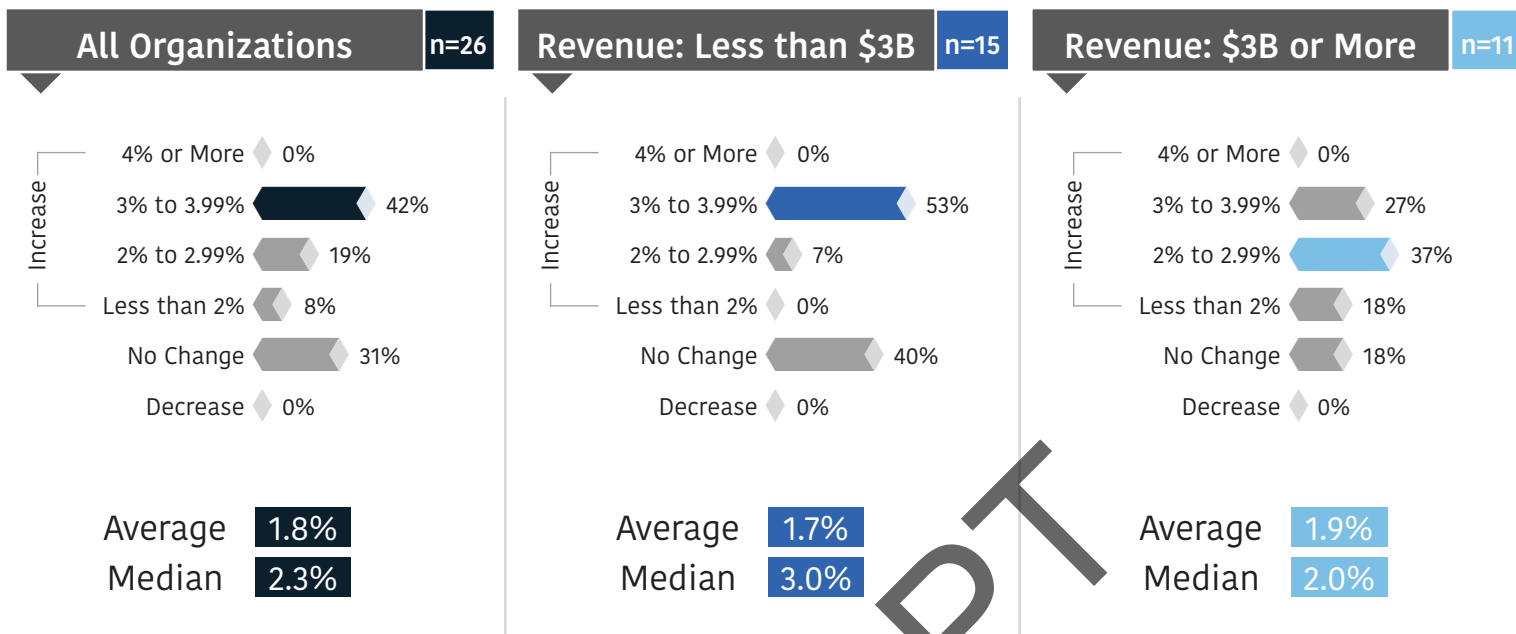
Kinder Morgan, Inc.  
Magellan Midstream Partners, LP  
MarkWest Logistics Services  
Navitas Midstream Partners, LLC  
NGL Energy Partners, LP  
NuStar Energy, LP  
ONEOK, Inc.  
PennTex Midstream Partners, LP  
Plains All American Pipeline, LP  
Spectra Energy Corporation  
Sprague Resources GP, LLC  
Summit Midstream Partners, LP  
USA Compression Partners, LP

EXCERPT

## II. BASE SALARY

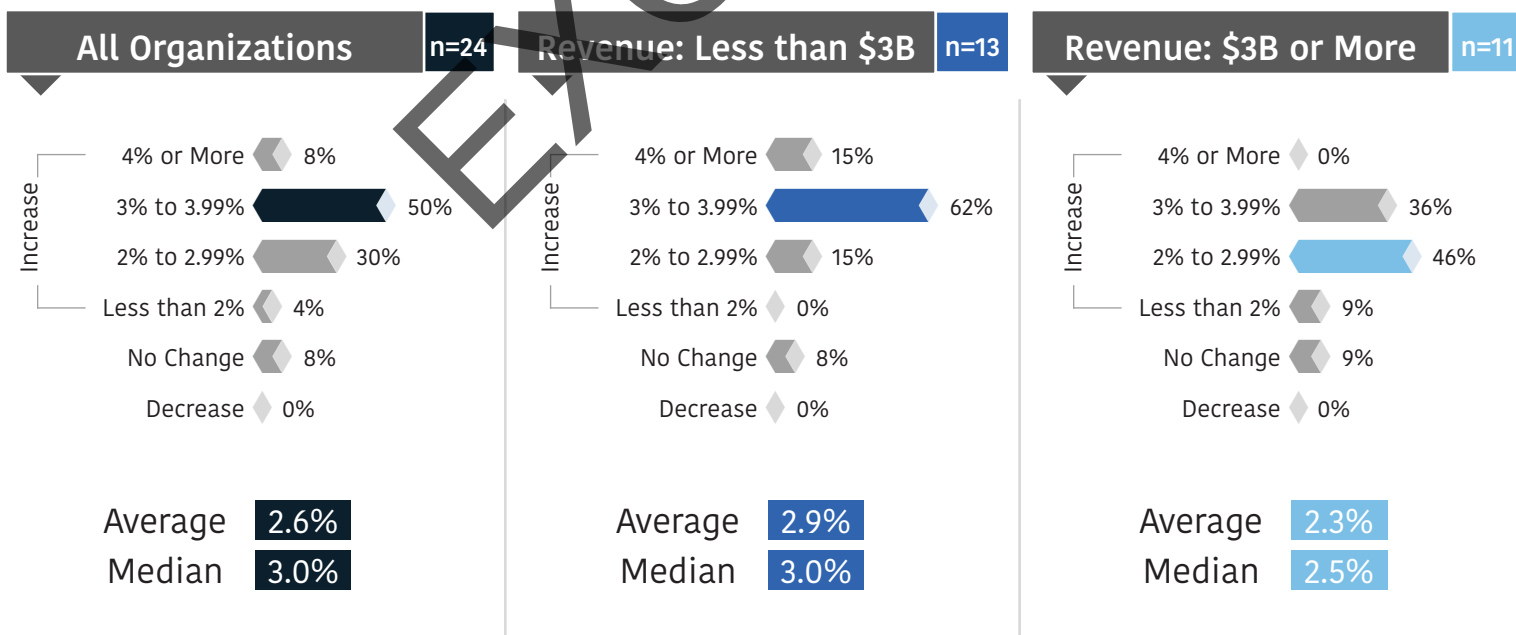
### 2016 Base Salary Budget

What is the actual 2016 salary increase budget, as a percentage of total base salary payroll, for your organization's executives?



### 2017 Base Salary Budget

What is the projected 2017 salary increase budget, as a percentage of total base salary payroll, for your organization's executives?



# Summary Benchmark Report

The following table provides the total number of organizations reporting compensation data for all available survey benchmarks. Of the 176 available survey benchmarks, 136 were reportable due to having at least five reporting organizations.

Job Code	Job Title	No. of orgs	Job Code	Job Title	No. of orgs
ACC.001.X1	Top Accounting Executive	17	CAC.003.P3	Regulatory Affairs Analyst III	3
ACC.001.X3	Controller	18	CAC.003.P2	Regulatory Affairs Analyst II	5
ACC.001.X4	Assistant Controller	9	CAC.003.P1	Regulatory Affairs Analyst I	3
ACC.001.M2	Accounting Manager	21	DES.001.M1	Drafting Supervisor	10
ADM.000.X0	Executive Chairman of the Board (Not CEO)	1	DES.001.T3	Drafter III	12
ADM.001.X1	Chief Executive Officer	20	DES.002.T3	GIS Technician III	10
ADM.001.X2	President	9	DES.001.T2	Drafter II	9
ADM.001.X4	Top Division Executive	3	DES.002.T2	GIS Technician II	12
ADM.002.X2	Top Administration Executive	6	DES.001.T1	Drafter I	4
BUS.001.X2	Top Business Development Executive	19	DES.002.T1	GIS Technician I	8
BUS.002.X2	Top Strategic Planning Executive	6	ENG.001.X2	Top Engineering Executive	15
BUS.001.M4	Director of Business Development	19	ENG.001.M4	Director of Engineering	18
BUS.001.M2	Business Development Manager	17	ENG.001.M2	Engineering Manager	16
BUS.001.M1	Business Development Supervisor	1	ENG.004.M2	Environmental Engineering Manager	3
BUS.001.P3	Business Development Analyst III	9	ENG.001.M1	Engineering Supervisor	10
BUS.001.P2	Business Development Analyst II	9	ENG.004.M1	Environmental Engineering Supervisor	2
BUS.001.P1	Business Development Analyst I	5	ENG.002.T3	Asset Engineer III	5
COM.001.X1	Top Commercial Executive	12	ENG.003.T3	Electrical Engineer III	10
CAC.002.X3	Top Government Affairs Executive (Federal Level)	0	ENG.001.T3	Engineer III	12
CAC.002.X4	Top Government Affairs Executive (State Level)	0	ENG.004.T3	Environmental Engineer III	4
CAC.002.X2	Top Government Affairs Executive (Federal and State Level)	7	ENG.005.T3	Facilities Engineer III	4
CAC.007.X2	Top Investor Relations Executive	8	ENG.006.T3	Pipeline Engineer III	9
CAC.009.X2	Top Public Relations Executive	6	ENG.007.T3	Project Engineer III	13
CAC.003.X2	Top Regulatory Affairs and Compliance Executive	4	ENG.002.T2	Asset Engineer II	5
CAC.002.M2	Government Affairs Manager	8	ENG.003.T2	Electrical Engineer II	5
CAC.003.M2	Regulatory Affairs Manager	5	ENG.001.T2	Engineer II	9
			ENG.004.T2	Environmental Engineer II	4

# SUMMARY BENCHMARK REPORT

Job Code	Job Title	No. of orgs	Job Code	Job Title	No. of orgs
ENG.005.T2	Facilities Engineer II	4	HUM.003.P3	Training & Development Coordinator III	5
ENG.006.T2	Pipeline Engineer II	6	HUM.002.P2	Compensation Analyst II	5
ENG.007.T2	Project Engineer II	12	HUM.001.P2	Human Resources Analyst II	7
ENG.002.T1	Asset Engineer I	4	HUM.003.P2	Training & Development Coordinator II	5
ENG.003.T1	Electrical Engineer I	3	HUM.002.P1	Compensation Analyst I	1
ENG.001.T1	Engineer I	8	HUM.001.P1	Human Resources Analyst I	7
ENG.004.T1	Environmental Engineer I	3	HUM.003.P1	Training & Development Coordinator I	3
ENG.005.T1	Facilities Engineer I	3	INF.001.X2	Top Information Technology Executive	16
ENG.006.T1	Pipeline Engineer I	6	INF.001.M4	Director of Information Technology	20
ENG.007.T1	Project Engineer I	8	INF.001.M2	Information Technology Manager	18
ENV.001.X2	Top Environmental Health and Safety Executive	15	INF.001.M1	Information Technology Supervisor	5
ENV.002.X2	Top Safety Executive	4	INF.002.T3	Information Security Analyst III	10
ENV.001.M2	Environment Health & Safety Manager	19	INF.003.T3	Information Security Architect III	5
ENV.002.M1	Safety Supervisor	7	INF.001.T3	Information Technology Analyst III	8
ENV.002.P3	Safety Coordinator III	16	INF.002.T2	Information Security Analyst II	8
ENV.002.P2	Safety Coordinator II	12	INF.003.T2	Information Security Architect II	2
ENV.002.P1	Safety Coordinator I	10	INF.001.T2	Information Technology Analyst II	10
FIN.001.X1	Chief Financial Officer	19	INF.002.T1	Information Security Analyst I	1
FIN.004.X2	Top Financial Reporting Executive	6	INF.003.T1	Information Security Architect I	1
FIN.003.X2	Top Mergers & Acquisitions Executive	1	INF.001.T1	Information Technology Analyst I	4
FIN.005.X2	Top Tax Executive	12	LGL.001.X1	General Counsel	20
FIN.002.X3	Treasurer	11	LGL.001.X3	Associate General Counsel	17
FIN.002.X4	Assistant Treasurer	8	LGL.004.P3	Landman III	9
FIN.001.M2	Finance Manager	13	LGL.005.P3	Paralegal III	12
HUM.001.X1	Top Human Resources Executive	15	LGL.006.P3	Right-of-Way Agent III	13
HUM.001.M4	Director of Human Resources	15	LGL.004.P2	Landman II	4
HUM.001.M2	Human Resources Manager	17	LGL.005.P2	Paralegal II	6
HUM.001.M1	Human Resources Supervisor	6	LGL.006.P2	Right-of-Way Agent II	8
HUM.003.M1	Training & Development Supervisor	4	LGL.004.P1	Landman I	4
HUM.002.P3	Compensation Analyst III	9	LGL.005.P1	Paralegal I	6
HUM.001.P3	Human Resources Analyst III	11	LGL.006.P1	Right-of-Way Agent I	3

## SUMMARY BENCHMARK REPORT

Job Code	Job Title	No. of orgs	Job Code	Job Title	No. of orgs
MAS.001.X2	Top Marketing & Sales Executive	6	PRJ.001.U1	Project Coordinator I	2
OPS.001.X1	Chief Operating Officer	6	RSK.001.X2	Top Risk Management Executive	9
OPS.001.X2	Top Operations Executive	15	RSK.001.P3	Risk Management Analyst III	10
OPS.004.X2	Top Pipeline Executive	4	RSK.001.P2	Risk Management Analyst II	7
OPS.001.M4	Director of Operations	20	RSK.001.P1	Risk Management Analyst I	6
OPS.002.M2	Facilities Manager	7	SKL.001.M2	Maintenance Manager	10
OPS.003.M2	Field Manager	6	SKL.005.M2	Measurement Manager	14
OPS.001.M2	Operations Manager	20	SKL.001.M1	Maintenance Supervisor	15
OPS.004.M2	Pipeline Manager	8	SKL.005.M1	Measurement Supervisor	13
OPS.005.M2	Plant Manager	11	SKL.002.T3	Blender III	0
OPS.002.M1	Facilities Supervisor	7	SKL.003.T3	Field Technician III	12
OPS.003.M1	Field Supervisor	8	SKL.004.T3	I&E Technician III	14
OPS.001.M1	Operations Supervisor	15	SKL.001.T3	Maintenance Technician III	6
OPS.004.M1	Pipeline Supervisor	10	SKL.005.T3	Measurement Analyst III	13
OPS.005.M1	Plant Supervisor	8	SKL.006.T3	Pipeliner III	6
OPS.003.T3	Field Operator III	9	SKL.002.T2	Blender II	0
OPS.004.T3	Pipeline Operator III	12	SKL.003.T2	Field Technician II	12
OPS.005.T3	Plant Operator III	15	SKL.004.T2	I&E Technician II	15
OPS.006.T3	Terminal Operator III	11	SKL.001.T2	Maintenance Technician II	8
OPS.003.T2	Field Operator II	7	SKL.005.T2	Measurement Analyst II	17
OPS.004.T2	Pipeline Operator II	11	SKL.006.T2	Pipeliner II	8
OPS.005.T2	Plant Operator II	15	SKL.002.T1	Blender I	0
OPS.006.T2	Terminal Operator II	11	SKL.003.T1	Field Technician I	11
OPS.003.T1	Field Operator I	8	SKL.004.T1	I&E Technician I	10
OPS.004.T1	Pipeline Operator I	12	SKL.001.T1	Maintenance Technician I	4
OPS.005.T1	Plant Operator I	13	SKL.005.T1	Measurement Analyst I	8
OPS.006.T1	Terminal Operator I	11	SKL.006.T1	Pipeliner I	6
PRJ.001.M2	Project Manager	15	SCL.002.X2	Top Logistics Executive	0
PRJ.001.M1	Project Supervisor	5	SCL.001.X2	Top Supply Chain Executive	7
PRJ.001.U3	Project Coordinator III	7	SCL.003.X2	Top Transportation Executive	3
PRJ.001.U2	Project Coordinator II	3			

# Human Resources Analyst III

Provides senior level human resources generalist support, or advanced technical support in all or some of the following areas: employee relations, executive compensation, wage and salary administration, job evaluation, performance management, incentive compensation, employee benefits, payroll, training and development, human resources information systems, health & safety. Works in conjunction with management and provides advice as to the best HR management practices to support business objectives.

DEGREE OF MATCH		
Less	Equal	More
18%	73%	9%

SCOPE TYPE/ RANGE	# OF ORGS	SCOPE SIZE			BASE SALARY				ANNUAL INCENTIVE		TOTAL CASH COMPENSATION				LONG-TERM INCENTIVE		TOTAL DIRECT COMPENSATION			
		25th	50th	75th	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg
<b>Revenue (\$Mill)</b>																				
All Orgs	11	2,084.0	7,763.0	23,152.0	83.5	89.4	100.7	92.2	100.0	97.4	90.4	99.9	113.3	104.8	34.2	31.6	94.1	104.7	125.7	110.5
<b>Narrow Cuts</b>																				
More than 10,000	5	13,520.2	23,152.0	30,411.0	79.1	100.5	101.4	92.3	100.0	100.0	88.4	109.1	117.2	104.1	37.0	37.0	101.6	122.4	126.3	115.7
<b>Broad Cuts</b>																				
Less than 5,000	5	321.0	2,084.0	2,264.0	85.8	89.4	105.9	94.5	100.0	100.0	92.5	99.9	132.5	110.0	37.5	25.0	92.5	104.3	132.5	110.9
More than 5,000	6	11,418.8	18,777.5	28,719.5	79.0	92.3	101.0	90.4	100.0	96.7	82.7	101.6	115.3	100.5	33.3	33.3	91.2	115.8	126.0	110.2
<b>Full-Time Equivalent Employees</b>																				
<b>Narrow Cuts</b>																				
1,500 - 5,000	5	1,749.0	2,370.0	3,306.0	77.4	84.1	105.9	90.1	100.0	90.9	82.7	94.1	132.5	104.9	27.3	27.3	88.4	104.7	141.3	112.8
<b>Broad Cuts</b>																				
More than 2,000	6	2,576.3	5,443.5	9,214.0	79.0	92.3	101.0	90.4	100.0	96.7	82.7	101.6	115.3	100.5	33.3	33.3	91.2	115.8	126.0	110.2
<b>Assets (\$Mill)</b>																				
<b>Narrow Cuts</b>																				
2,000 - 7,000	5	3,177.0	5,149.0	6,303.2	83.8	89.4	98.9	91.0	100.0	100.0	92.3	99.9	109.0	100.5	46.2	46.2	92.3	104.3	115.2	103.8
5,000 - 20,000	5	5,595.5	6,564.5	16,497.5	86.1	89.4	105.9	94.6	100.0	100.0	94.4	99.9	132.5	110.7	37.5	25.0	94.4	104.3	132.5	111.6
<b>Broad Cuts</b>																				
1,000 - 10,000	5	3,177.0	5,149.0	6,303.2	83.8	89.4	98.9	91.0	100.0	100.0	92.3	99.9	109.0	100.5	46.2	46.2	92.3	104.3	115.2	103.8
More than 10,000	5	16,497.5	22,288.0	84,384.0	81.1	100.7	108.2	95.9	100.0	100.0	88.7	109.1	140.7	113.6	31.8	27.3	101.9	122.4	143.6	122.7

# Human Resources Analyst III

SCOPE TYPE/ RANGE	# OF ORGS	SCOPE SIZE			ANNUAL INCENTIVE TARGET (% OF SALARY)				ANNUAL INCENTIVE ACTUAL (\$)			LONG-TERM INCENTIVE TARGET (% OF SALARY)				LONG-TERM INCENTIVE ACTUAL (\$)		
		25th	50th	75th	25th	50th	75th	Avg	25th	50th	75th	25th	50th	75th	Avg	25th	50th	75th
<b>Revenue (\$Mill)</b>																		
All Orgs	11	2,084.0	7,763.0	23,152.0	8.5	15.0	15.0	13.1	6.9	8.6	12.8	—	—	—	—	7.1	18.5	35.2
<b>Narrow Cuts</b>																		
More than 10,000	5	13,520.2	23,152.0	30,411.0	—	—	—	—	7.9	10.0	16.6	—	—	—	—	15.4	21.6	39.7
<b>Broad Cuts</b>																		
Less than 5,000	5	321.0	2,084.0	2,264.0	6.5	15.0	20.0	13.6	6.8	7.4	28.2	—	—	—	—	—	—	—
More than 5,000	6	11,418.8	18,777.5	28,719.5	—	—	—	—	6.1	9.3	14.7	—	—	—	—	15.4	21.6	39.7
<b>Full-Time Equivalent Employees</b>																		
<b>Narrow Cuts</b>																		
1,500 - 5,000	5	1,749.0	2,370.0	3,306.0	—	—	—	—	5.2	8.6	27.9	—	—	—	—	—	—	—
<b>Broad Cuts</b>																		
More than 2,000	6	2,576.3	5,443.5	9,214.0	—	—	—	—	6.1	9.3	14.7	—	—	—	—	15.4	21.6	39.7
<b>Assets (\$Mill)</b>																		
<b>Narrow Cuts</b>																		
2,000 - 7,000	5	3,177.0	5,149.0	6,303.2	—	—	—	—	7.2	10.0	11.7	—	—	—	—	—	—	—
5,000 - 20,000	5	5,595.5	6,564.5	16,497.5	—	—	—	—	7.1	10.0	28.2	—	—	—	—	—	—	—
<b>Broad Cuts</b>																		
1,000 - 10,000	5	3,177.0	5,149.0	6,303.2	—	—	—	—	7.2	10.0	11.7	—	—	—	—	—	—	—
More than 10,000	5	16,497.5	22,288.0	84,384.0	—	—	—	—	6.9	8.6	33.1	—	—	—	—	—	—	—