

2017 ENERGY INCENTIVE COMPENSATION SURVEY

KEEP YOUR INCENTIVE PROGRAMS COMPETITIVE
with the energy market by participating in Longnecker & Associates' 2017 Energy Incentive Compensation Survey.

Who is eligible to participate?

Organizations whose direct or indirect operations are primarily involved with the Oil & Gas industry.

What data will be provided?

POLICY DATA

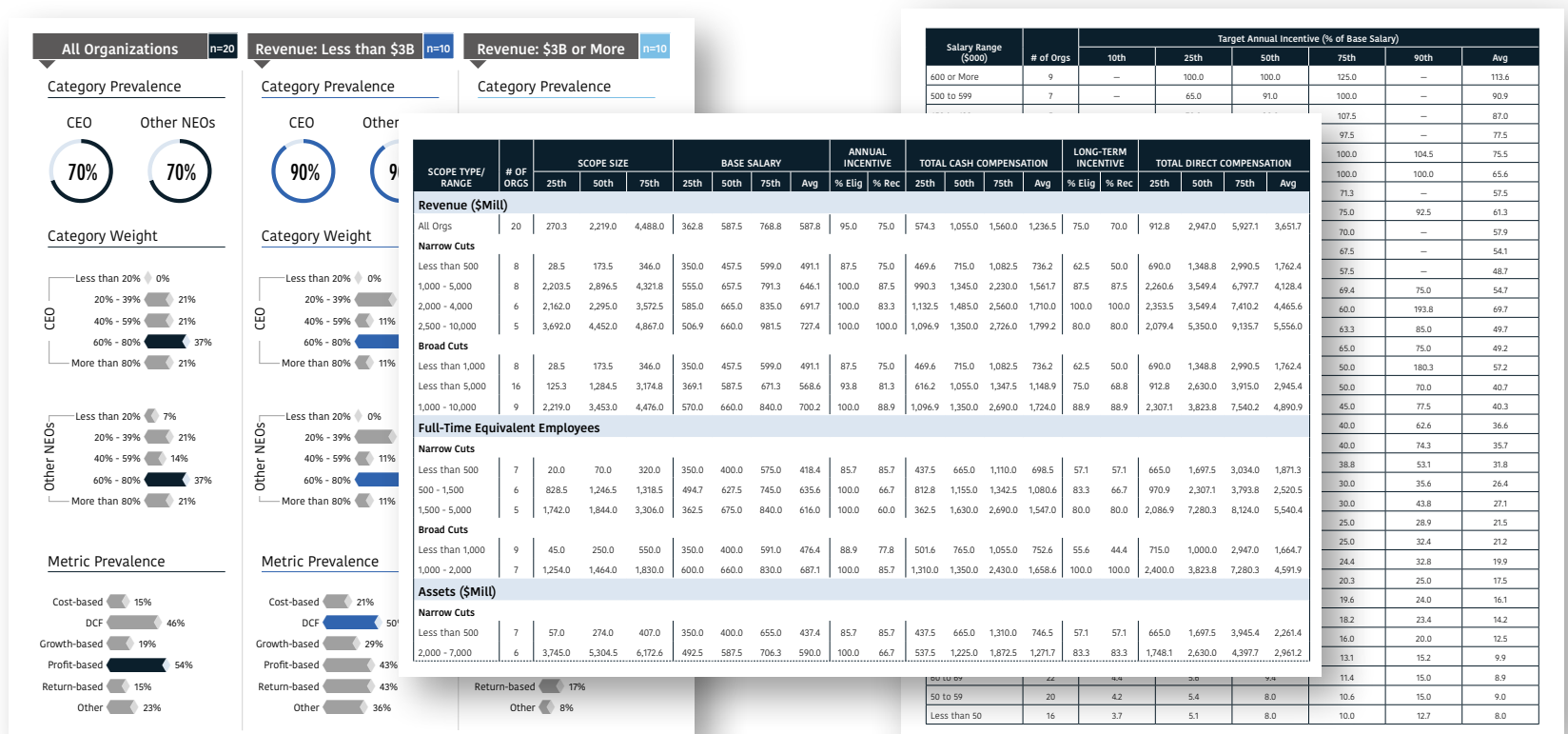
Compensation-related pay practices, policies and decisions:

- Annual incentive measures and metrics
- Long-term incentive eligibility, vehicles and distributions/dividends
- New-hire bonuses and grants
- Retention bonuses and grants

POSITION DATA

Employee type-based compensation data broken out by size and geography:

- Annual Incentives (Target and Actual)
- Total Cash (Target and Actual)
- Long-term Incentives (Target and Actual)
- Total Direct Compensation (Target and Actual)



How much will it cost?

IMPORTANT: Results will only be available to participating organizations.

| Report Type | Policy Data | Position Data | Price |
|-----------------|-------------|---------------|-------|
| Standard Report | ✓ | Limited* | FREE |
| Detailed Report | ✓ | ✓ | \$500 |

*Data will not be broken out by size, career level, or geography

What dates will I need to be aware of?

OPEN DATE: August 1, 2017

CLOSE DATE: August 31, 2017

RESULTS AVAILABLE: November 2017

Who has participated in this survey?

- Abraxas Petroleum
- Approach Resources
- Atwood Oceanics
- Bristow Group
- Cameron International
- Carrizo Oil & Gas
- Cimarex Energy
- Crestwood Midstream Partners
- Eagle Energy Trust
- Energy XXI
- EnerVest
- EXCO Resources
- Freeport-McMoRan
- Gatar Exploration
- Halcon Resources
- Helmerich & Payne
- HKN Energy
- Magellan Midstream Partners
- Midstates Petroleum
- NuStar Energy
- Panhandle Oil & Gas
- Paragon Offshore
- Pioneer Natural Resources
- Range Resources
- Resolute Energy
- Talos Energy
- The Williams Companies
- Whiting Petroleum



HOW DO I PARTICIPATE?

To sign up or request more information about the survey, please contact

Josh Whittaker | 281.378.1368 or
email us at surveys@longnecker.com