



**LONGNECKER**  
 & ASSOCIATES  
 ALL IN.

# 2018 UPSTREAM INDUSTRY COMPENSATION SURVEY

Keep your compensation programs competitive with Longnecker & Associates' 2018 Upstream Industry Compensation Survey and find out what it takes to attract, motivate and retain your teams.

## WHAT DATA WILL BE PROVIDED?

### POLICY DATA

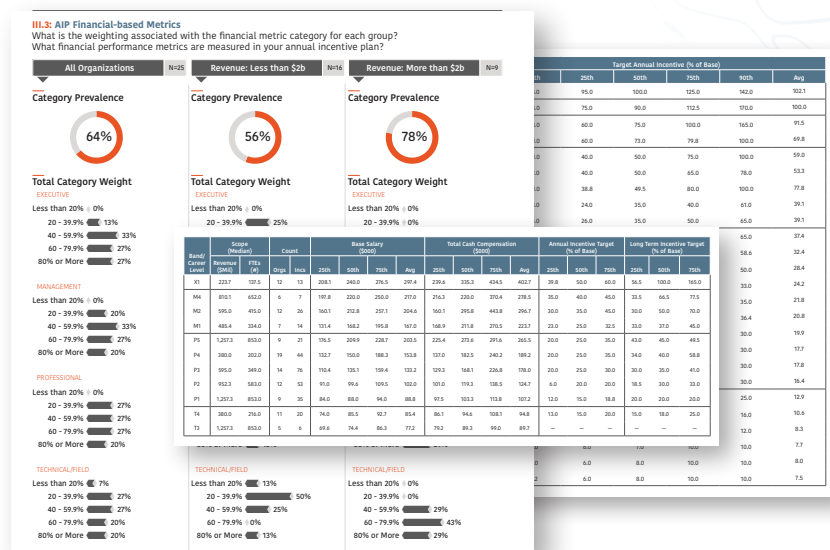
Compensation-related pay practices, policies and decisions:

- Base salary increases
- Annual incentive measures and metrics
- Long-term incentive eligibility and vehicles
- New-hire bonuses and grants
- Retention bonuses and grants

### POSITION DATA

Position-based compensation data over various departments and functions broken out by size and geography:

- Base salary
- 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?

Report Type	Policy Data	Position Data	Price
Standard Report	✓	Limited	FREE
Detailed Report	✓	✓	\$1,500

**IMPORTANT:** Results will only be available to participating organizations.

### IMPORTANT DATES:

Data Effective Date | April 1, 2018  
 Close Date | May 1, 2018  
 Results Available | August 2018

## WHO HAS PARTICIPATED IN THIS SURVEY?

- Abxax Petroleum Corporation
- Apache Corporation
- Atlas Energy Group
- Centennial Resource Development
- Chaparral Energy
- Cimarex Energy Company
- Contango Oil & Gas Company
- Continental Resources

- EnerVest
- Goodrich Petroleum Corporation
- Halcón Resources Corporation
- HKN Energy
- Murchison Oil & Gas
- Newfield Exploration Company
- Oasis Petroleum
- Penn Virginia Corporation

- PetroQuest Energy
- QEP Resources
- Resolute Energy Corporation
- Sanchez Energy Corporation
- Talos Energy
- Vine Oil & Gas

## HOW DO I PARTICIPATE?

To sign up or request more information please contact  
 Josh Whittaker | 281.378.1368 or email us at [surveys@longnecker.com](mailto:surveys@longnecker.com)

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