



2018 **MIDSTREAM**
INDUSTRY COMPENSATION
SURVEY

EXCERPT



LONGNECKER
& ASSOCIATES
ALL IN.

DATA EFFECTIVE 04.01.2018

Participating Organizations

American Midstream Partners

Apache Corporation

Archrock

Blue Racer Midstream

Boardwalk Pipeline Partners

Buckeye Partners

Caiman Energy

Cheniere Energy

Crestwood Equity Partners

Enable Midstream Partners

Energy Transfer Partners

EnLink Midstream

EQT Corporation

Freeport LNG

Genesis Energy

Gulf Oil

Kinder Morgan

Magellan Midstream Partners

Meritage Midstream Services

Navitas Midstream Partners

NuStar Energy

ONEOK

Plains All American Pipeline

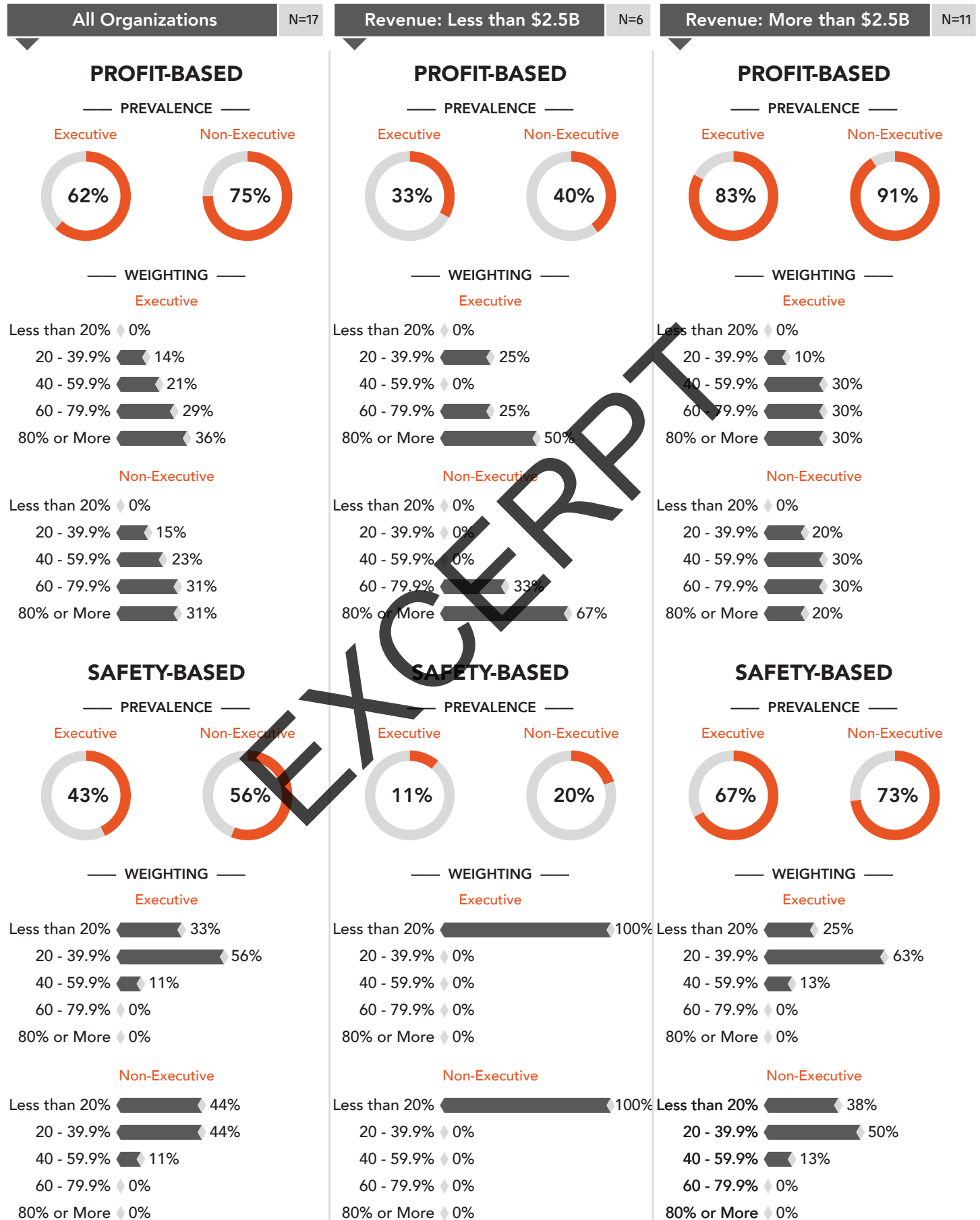
Transmontaigne Partners

USA Compression Partners

EXCERPT

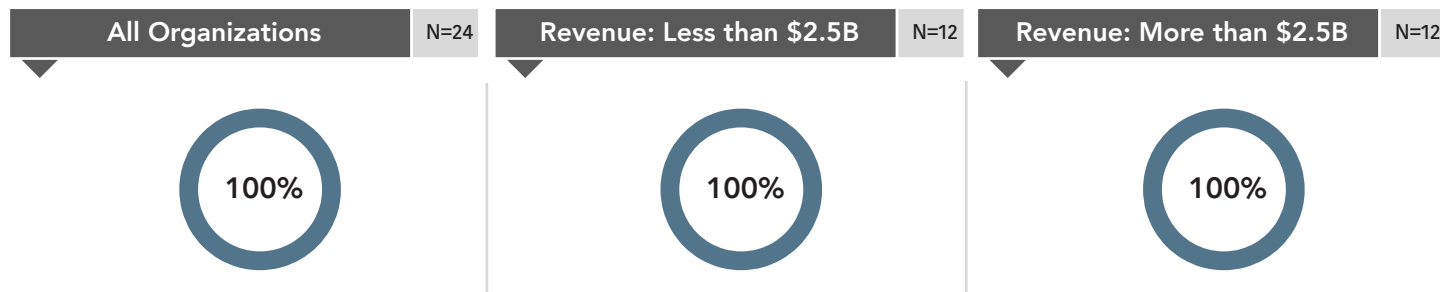
Annual Incentive Metrics

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



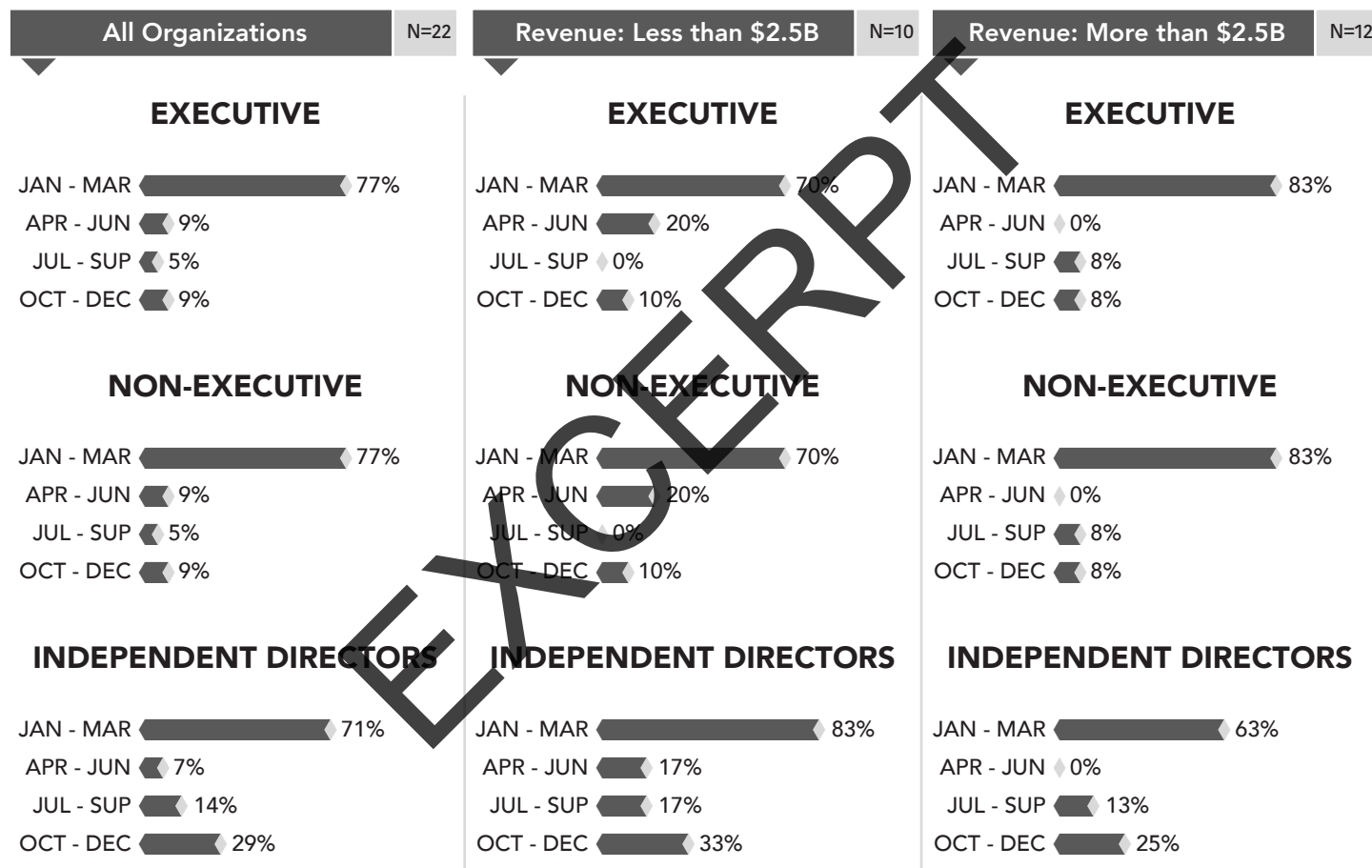
Long-term Incentive Plan Prevalence

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



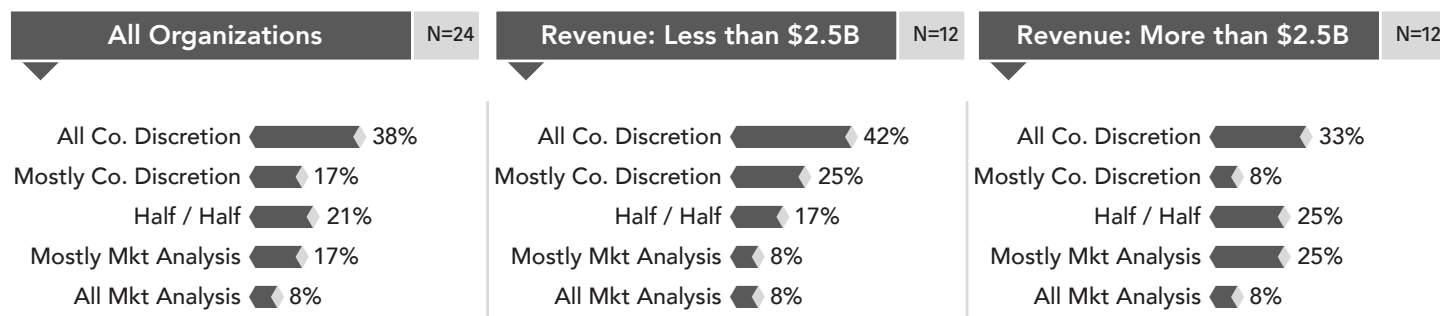
Long-term Incentive Grant Dates

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



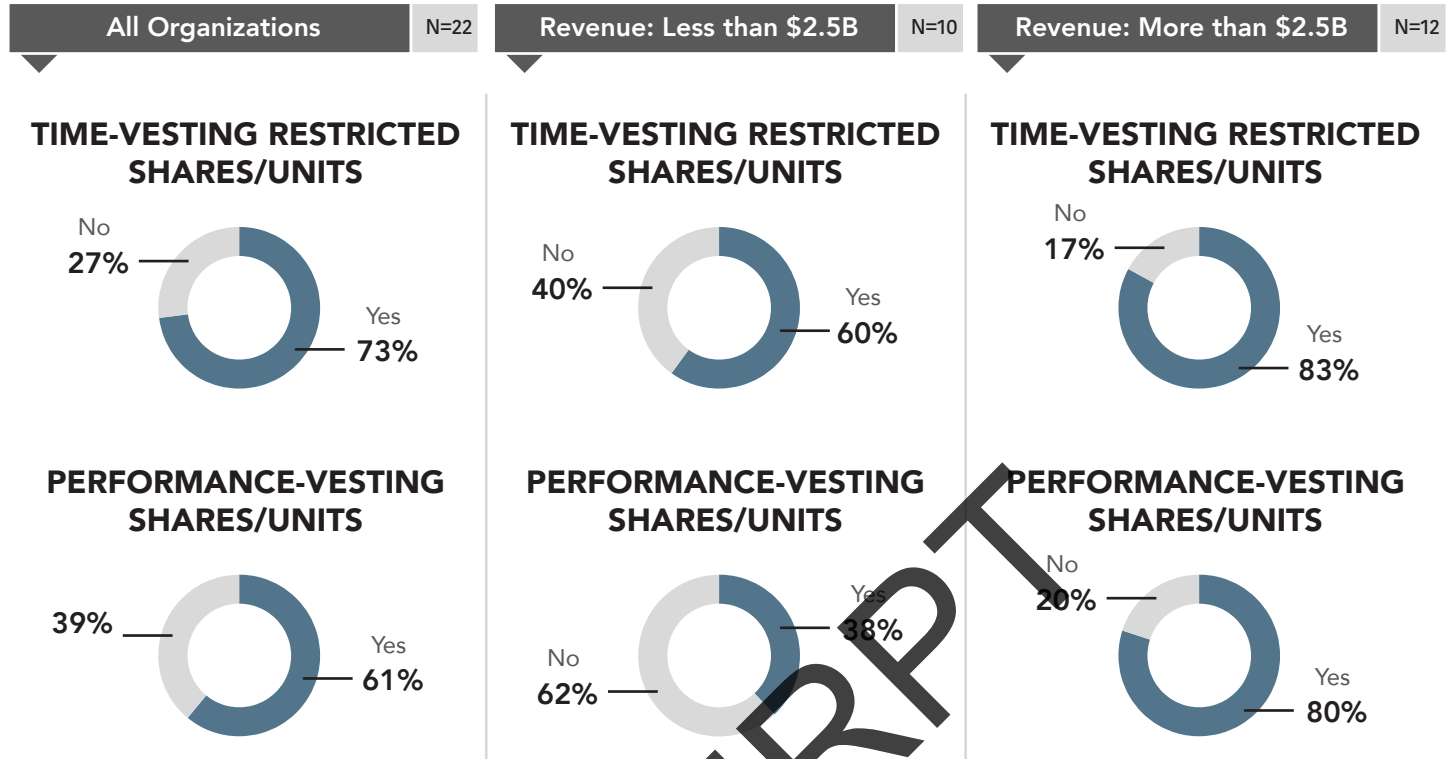
Long-term Incentive Award Value Methodology

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



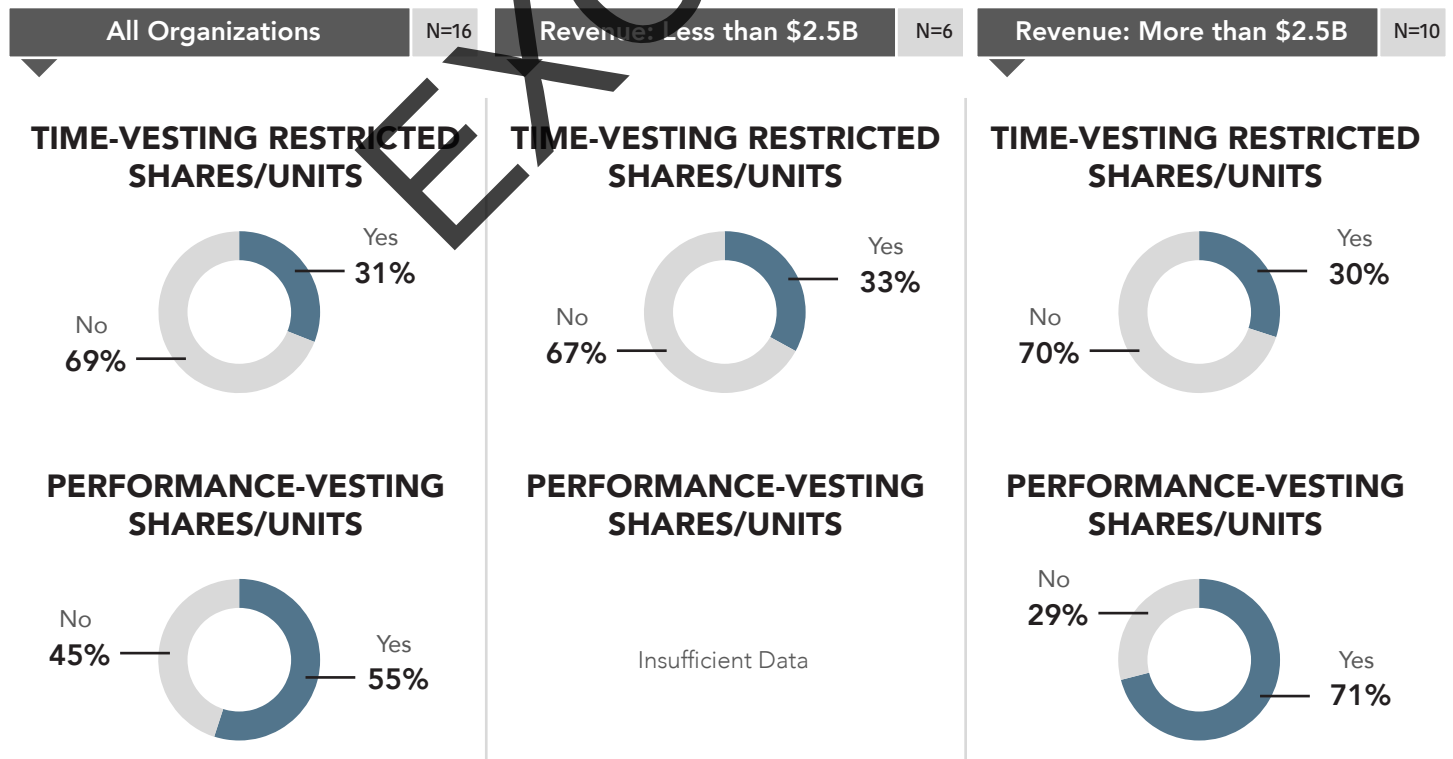
Unvested Equity Dividends/Distributions

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 (Median)		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	2,400.0	1,729.8	15	15	225.0	250.0	340.0	274.2	335.0	631.6	307.0	569.9	1,301.6
M4	M4 - Regional Manager/Director	All Orgs	3,880.9	1,544.0	8	19	148.8	164.0	189.6	180.1	201.6	206.6	208.4	236.2	261.2
M3	M3 - Senior Manager	All Orgs	1,814.0	1,291.0	5	5	119.3	127.5	173.3	136.5	156.6	240.3	141.5	193.5	305.6
M2	M2 - Manager / Superintendent	All Orgs	3,077.9	1,797.0	10	21	110.0	122.0	136.0	120.7	138.8	163.8	122.8	141.2	201.6
P4	P4 - Advanced	All Orgs	2,507.7	1,783.0	7	13	82.2	92.2	100.7	89.5	101.2	111.8	90.1	101.2	111.8
P3	P3 - Career	All Orgs	2,655.3	1,769.0	10	16	62.0	76.6	84.7	68.4	84.5	99.4	68.4	84.5	99.4
P2	P2 - Intermediate	All Orgs	1,304.5	1,230.0	6	16	66.7	73.9	81.5	69.9	81.9	87.9	71.5	81.9	95.5
U3	U3 - Senior	All Orgs	2,507.7	1,783.0	5	6	49.6	50.8	61.2	52.3	54.5	66.9	52.3	54.5	66.9
U2	U2 - Intermediate	All Orgs	2,400.0	1,729.8	5	8	43.0	45.5	60.1	44.3	47.2	66.9	44.3	47.2	66.9

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