



2018 UPSTREAM

INDUSTRY COMPENSATION SURVEY

EXCERPT



LONGNECKER
& ASSOCIATES
ALL IN.

DATA EFFECTIVE 04.01.2018

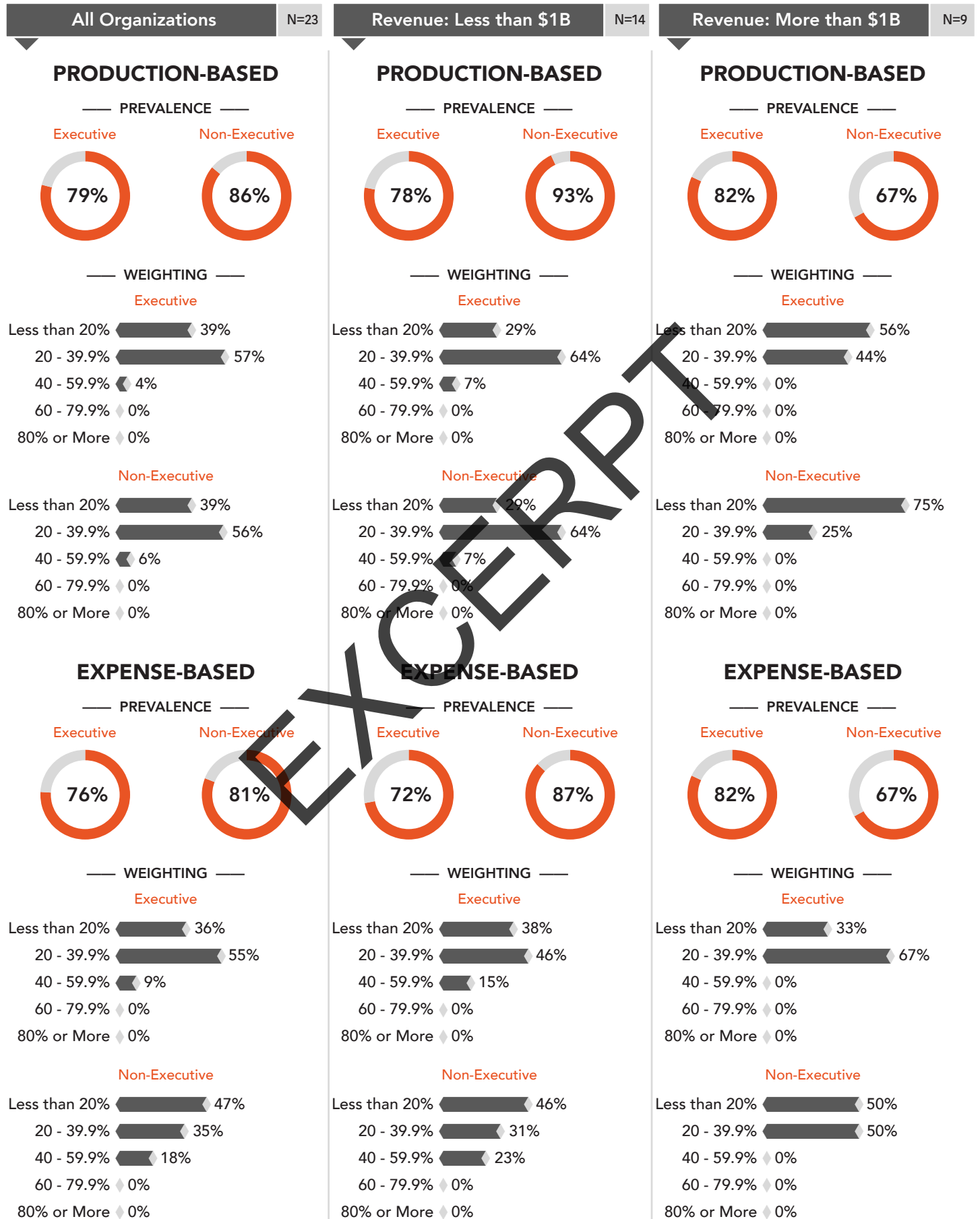
Participating Organizations

Abraxas Petroleum Corporation
Apache Corporation
Atlas Energy Group
Carrizo Oil & Gas
Centennial Resource Development
Chaparral Energy
Cimarex Energy Company
Concho Resources
Contango Oil & Gas Company
Continental Resources
EdgeMarc Energy Holdings
Encana Services Company
Energy XXI Gulf Coast
EnerVest
EQT Corporation
Evolution Petroleum Corporation
Fieldwood Energy
Freeport-McMoRan Oil & Gas
Gastar Exploration
Goodrich Petroleum Corporation
Gulfport Energy Corporation
Halcón Resources Corporation
Midstates Petroleum Company
Newfield Exploration Company
Oasis Petroleum
QEP Resources
Range Resources Corporation
Resolute Energy Corporation
Rosehill Resources
Sanchez Energy Corporation
Talos Energy
Vanguard Natural Resources
Vine Oil & Gas
Whiting Petroleum Corporation

EXCERPT

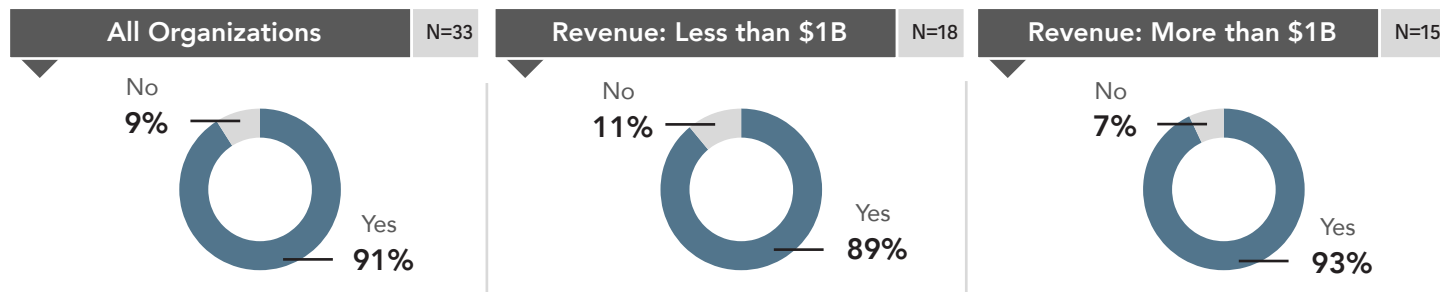
Annual Incentive Metrics

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



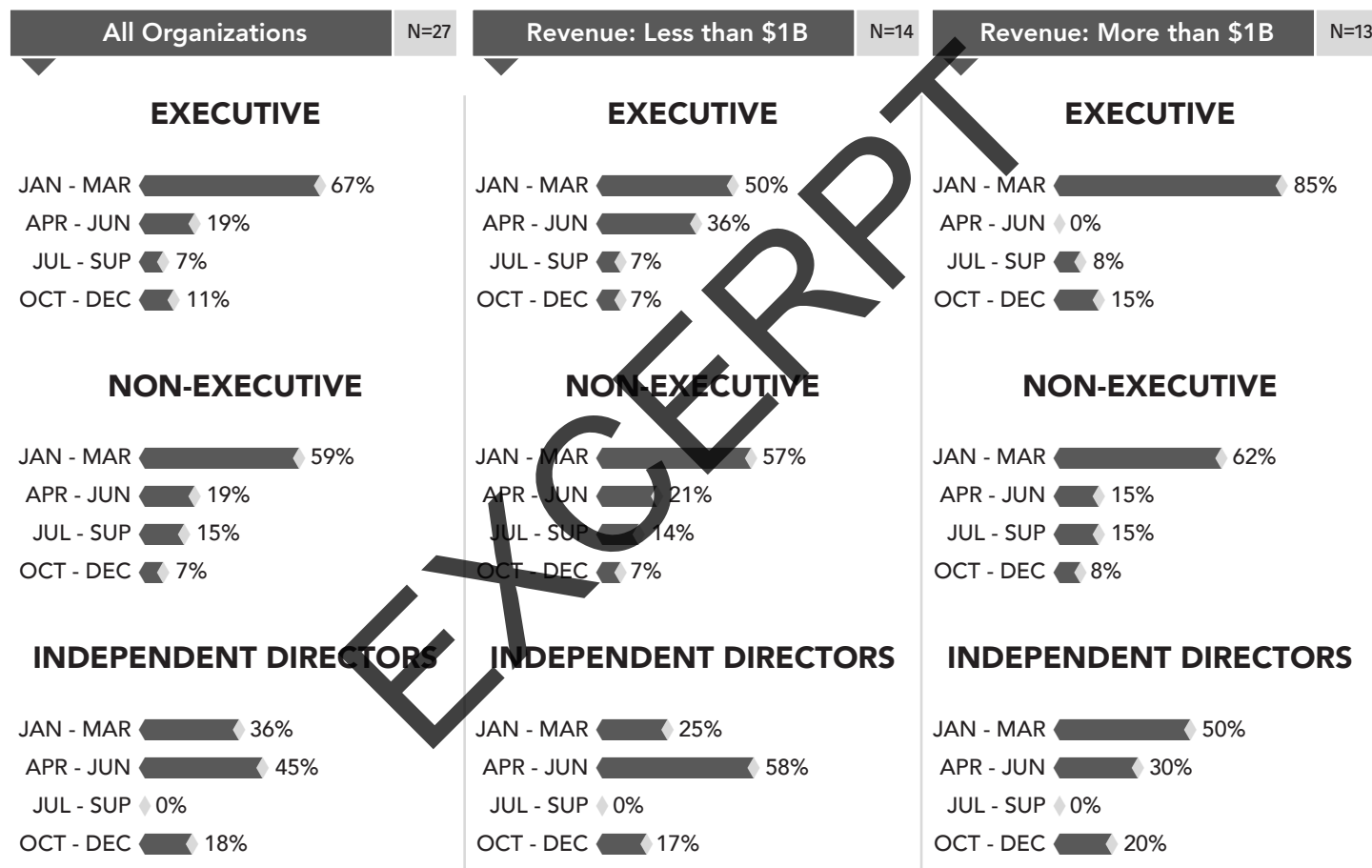
Long-term Incentive Plan Prevalence

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



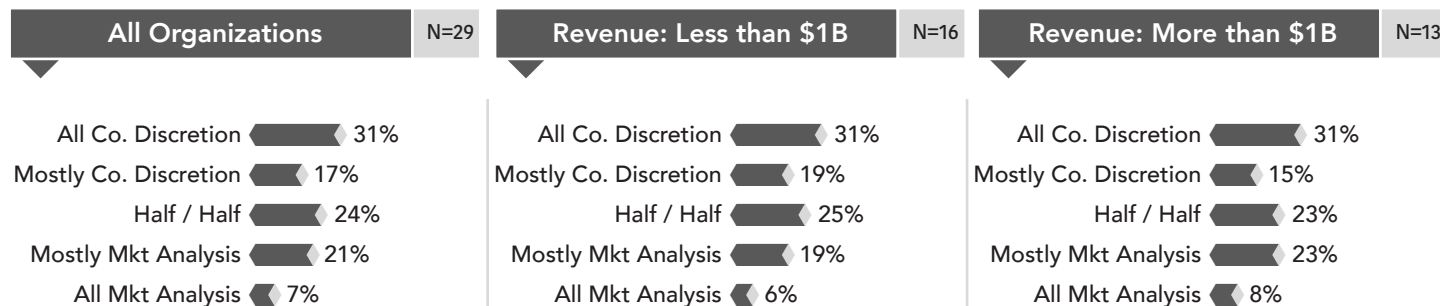
Long-term Incentive Grant Dates

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



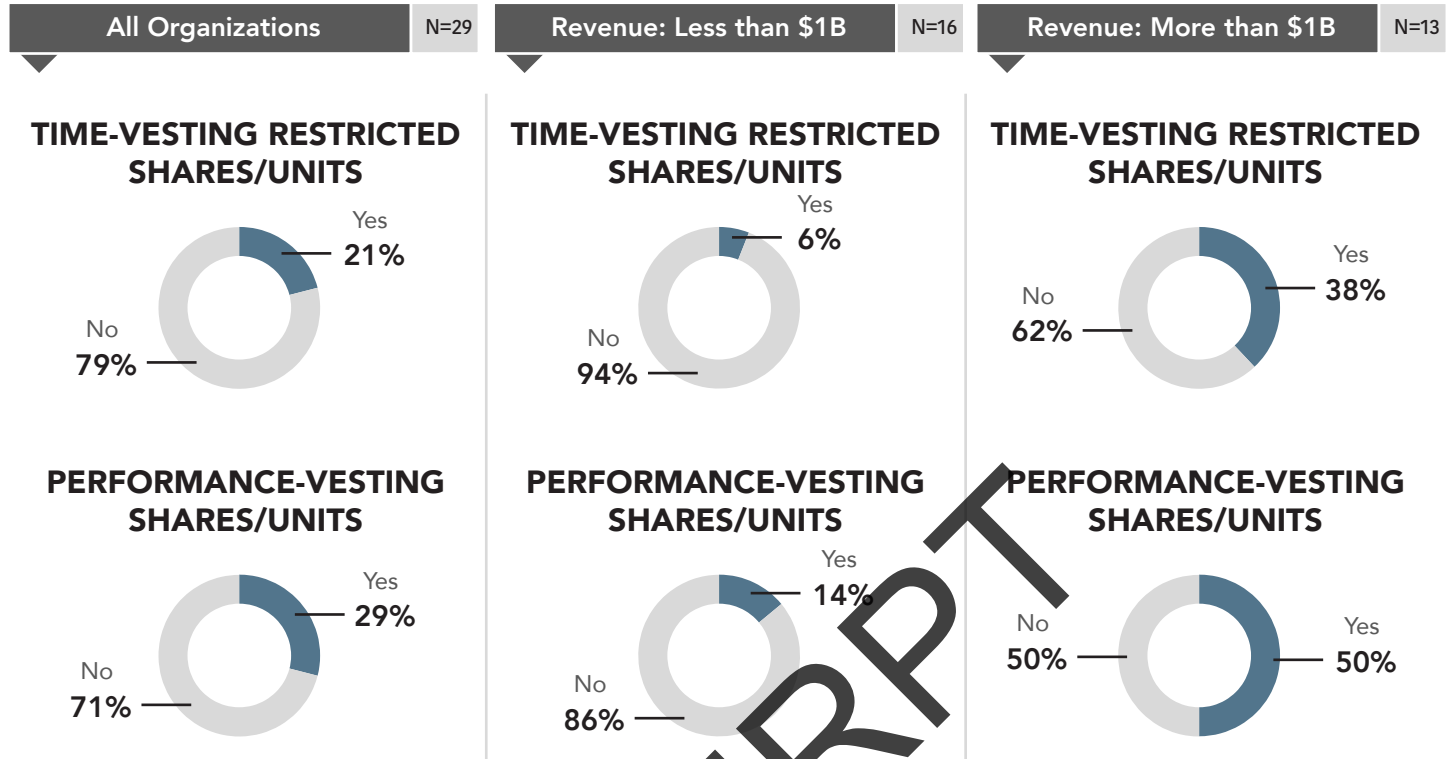
Long-term Incentive Award Value Methodology

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



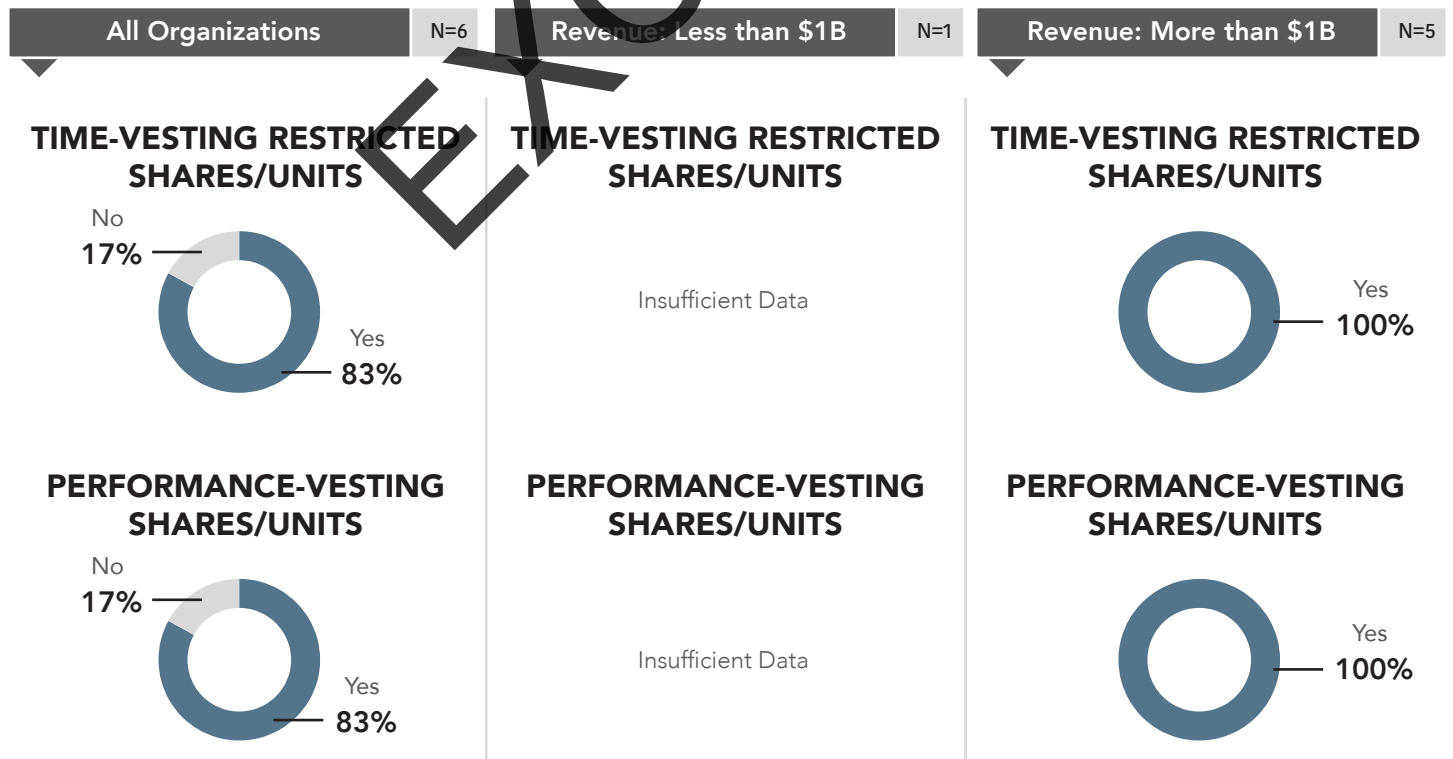
Unvested Equity Dividends/Distributions

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	429.9	194.0	11	11	230.0	240.0	275.0	230.0	325.0	383.9	240.0	677.4	851.7
M4	M4 - Regional Manager/Director	All Orgs	588.2	473.5	10	11	160.0	182.3	216.2	206.0	254.5	293.1	234.3	433.6	556.9
M3	M3 - Senior Manager	All Orgs	1,320.3	337.0	5	9	141.7	166.6	193.5	175.7	206.0	251.1	187.2	357.5	422.9
M2	M2 - Manager / Superintendent	All Orgs	1,511.0	563.5	6	8	115.5	127.9	147.5	120.0	142.8	176.4	120.0	203.4	254.7
P4	P4 - Advanced	All Orgs	404.0	220.5	8	9	93.9	105.0	134.6	105.1	112.2	163.9	105.1	130.8	210.3
P3	P3 - Career	All Orgs	2,598.5	958.0	6	10	81.5	87.5	101.9	91.1	95.0	110.8	91.8	107.2	139.9
P2	P2 - Intermediate	All Orgs	916.2	273.0	10	17	62.7	70.4	77.6	68.6	79.2	85.9	69.8	81.7	99.5
U2	U2 - Intermediate	All Orgs	1,918.2	781.0	7	9	54.3	55.4	72.0	56.0	65.4	75.1	60.1	66.6	85.7

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