



# Pearl Meyer

## Energy Salary Surveys

Providing the highest quality compensation and policies and practices data for the oil and gas industry.



## Pearl Meyer's Energy Salary Surveys

With extensive experience in the energy sector, Pearl Meyer provides oil and gas companies with meaningful data and analysis to support compensation decision-making processes. Our participants range from small, privately-held organizations to Fortune 100 firms and global energy players from Italy to Malaysia across all segments of the oil and gas industry: upstream, midstream, and downstream. Each of our energy salary surveys is a club survey and participants are subject to membership requirements.

### Energy Salary Survey Portfolio

#### ▪ **U.S. Energy Services Salary Survey**

The US Energy Services Survey is a club survey. Participants must be involved in the business of supplying goods and/or services to the Oilfield. The survey is managed by Pearl Meyer.

The US Energy Services Survey is comprised of five modules:

- Module 1: Executive, Line, and Staff Management
- Module 2: Marketing, Business Development, and Sales
- Module 3: Engineers and Scientists (primarily located in facilities, not in the field)
- Module 4: US Manufacturing
- Module 5: Field (Includes Field Engineers, Operations Supervision, Field Specialists, Operations Support, and Field Technical Support)

#### ▪ **U.S. Land Drilling Salary Survey**

The US Land Drilling Survey (LDS) covers compensation for most positions on a land drilling rig and includes two levels of P&L management. The survey focuses on domestic drilling rigs and includes data for the overall US rates for the rig job as well as differentials for the major basins, where there is sufficient data.

The LDS is a club survey and participants must be involved in the business of domestic land drilling and meet membership requirements. The survey is managed by Pearl Meyer.



- **Offshore Drilling Membership Group Salary Surveys**

The Drilling Management Survey (DMS) covers 66 benchmark jobs in the Offshore Drilling Industry. Included are senior executives, line management jobs, and staff management jobs.

The Rig Crew Survey (RCS) covers 60 benchmark jobs working on offshore rigs, including bottom-bearing, floaters, and dynamic positioning rigs. The survey is global and publishes separately for the Gulf of Mexico, North Sea, and all other international locations, as well as breaking out results by rig type for these locations. The survey focuses on global payscales and includes regional payscales every three years. The survey is currently conducted annually but during times of high activity, it is conducted semi-annually.

Both surveys are club surveys and participants must be involved in the business of offshore drilling, have at least one active contract, and meet membership requirements. The survey is managed by Pearl Meyer.

## COMPREHENSIVE

We provide one-to-one account support through our dedicated team of senior survey experts. This customized approach helps you go beyond the data to understand how the survey results apply to your organization and its unique compensation needs.

## CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.



## Contact Us

To learn more about our Energy Salary Surveys or to participate, please contact our survey group at [survey@pearlmeyer.com](mailto:survey@pearlmeyer.com). You will be assigned a dedicated account manager who will be able to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity. Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** [survey@pearlmeyer.com](mailto:survey@pearlmeyer.com)
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600



## Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President, Survey  
Business Unit



**Rhonda Snyder**  
Executive Assistant/  
Account Manager



**Jordan Gagnon**  
Senior Survey  
Account Manager



**Andrew Guigno**  
Survey Project  
Manager



**Precious Wolo**  
Senior Survey  
Account Manager



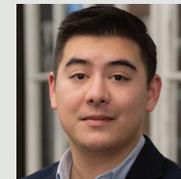
**Dan Besser**  
Survey Account  
Manager



**Alexis Griswold**  
Associate Account  
Manager



**Todd Carter**  
Associate Account  
Manager



**Matt Dunbar**  
Associate Account  
Manager

# Pearl Meyer



## About Pearl Meyer ([www.pearlmeyer.com](http://www.pearlmeyer.com))

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester and San Jose. For more information, visit [www.pearlmeyer.com](http://www.pearlmeyer.com).

## About Pearl Meyer's Energy Compensation Consulting

Pearl Meyer's team of experienced, senior consultants have worked with energy sector clients for more than 30 years. We partner with clients to create competitive, nimble compensation programs that work in both up and down markets. Our goal is to help organizations attract new talent and retain and reward existing talent, while at the same time motivating behaviors that help achieve their long-term goals.

Our approach to compensation is rooted in helping our clients balance the frequent near-term challenges that come with market volatility with their need to remain focused on their long-term business strategy. We are committed to understanding what makes each organization unique, assessing where you are in your business life cycle, how your operational model and financial structures impact value creation and using that knowledge to create tailored and effective compensation solutions.

For more information, visit: <https://www.pearlmeyer.com/specialized-expertise/energy>



## Locations

### **ATLANTA**

(770) 261-4080

atlanta@pearlmeyer.com

### **LONDON**

+44 (0)20 3384 6711

london@pearlmeyer.com

### **BALTIMORE**

(410) 494-4100

baltimore@pearlmeyer.com

### **LOS ANGELES**

(213) 438-6500

losangeles@pearlmeyer.com

### **BOSTON**

(508) 460-9600

boston@pearlmeyer.com

### **NEW YORK**

(212) 644-2300

newyork@pearlmeyer.com

### **CHARLOTTE**

(704) 844-6626

charlotte@pearlmeyer.com

### **ROCHESTER**

(585) 713-1349

rochester@pearlmeyer.com

### **CHICAGO**

(312) 242-3050

chicago@pearlmeyer.com

### **SAN JOSE**

(669) 800-5074

sanjose@pearlmeyer.com

### **HOUSTON**

(713) 568-2200

houston@pearlmeyer.com

For more information on Pearl Meyer, visit us at [www.pearlmeyer.com](http://www.pearlmeyer.com) or contact us at (212) 644-2300.