

2014 Salary Survey

Petroleum Technician Responsibilities & Potential

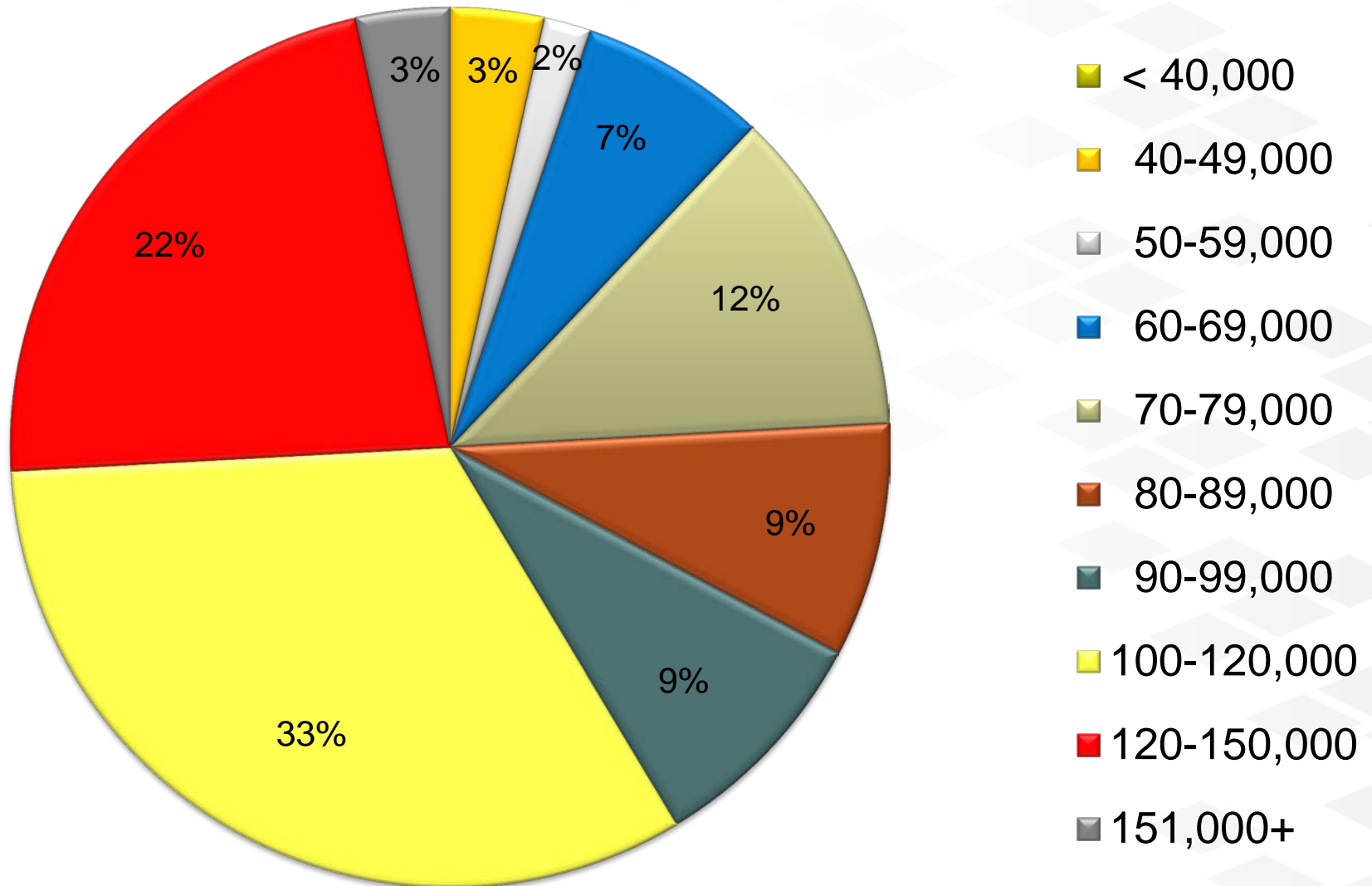


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Survey Result Criteria/Constraints

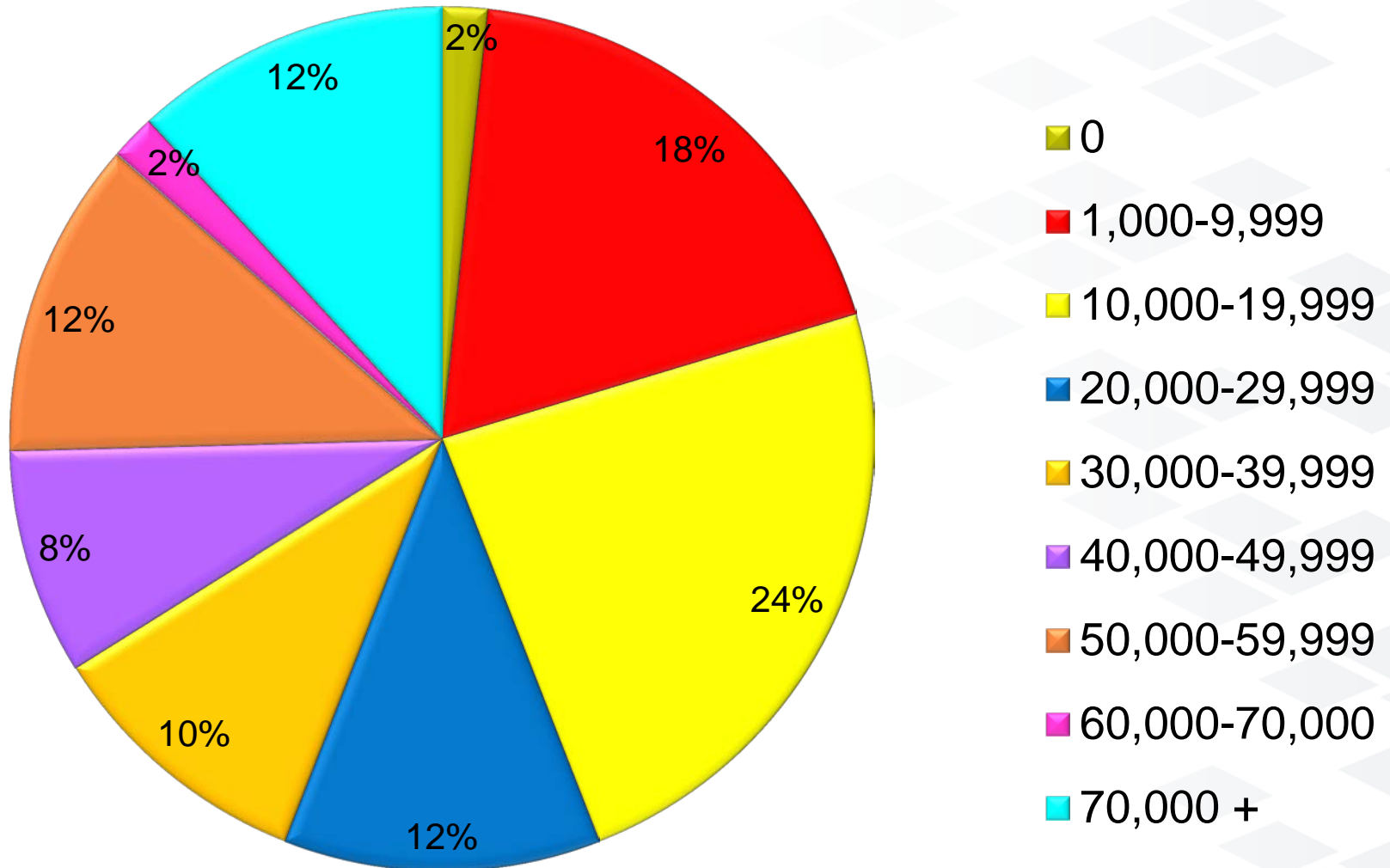
- Based on information requested from the salary period ending December 31, 2014.
- Survey form was distributed via email notification thru SPE GCS Petro-Tech website for the month of March.
- 61 completed surveys were received for of the survey period.
- Three responses were culled as respondents were Engineers/Managers.
- 58 responses tabulated.
- Average responses over last 10 years – 83.

Base Salary

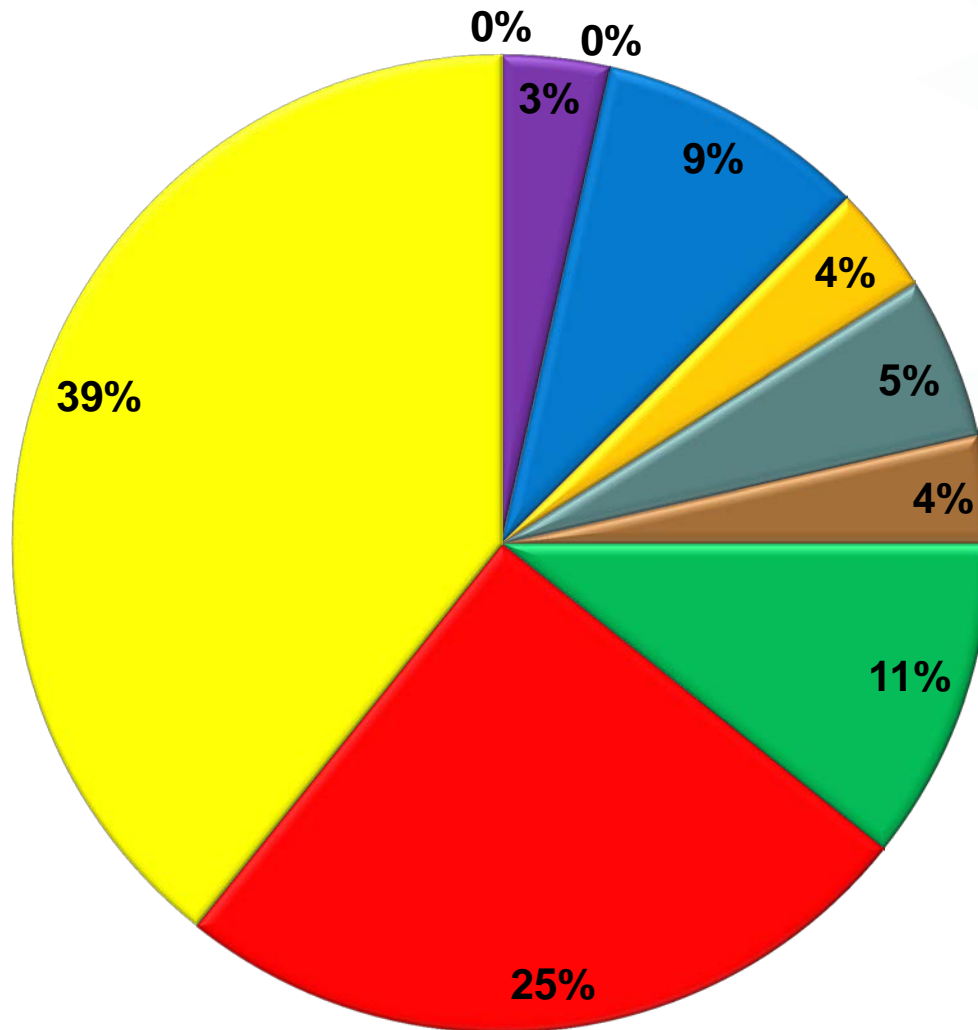


< 40,000 had zero entries

Bonus Options



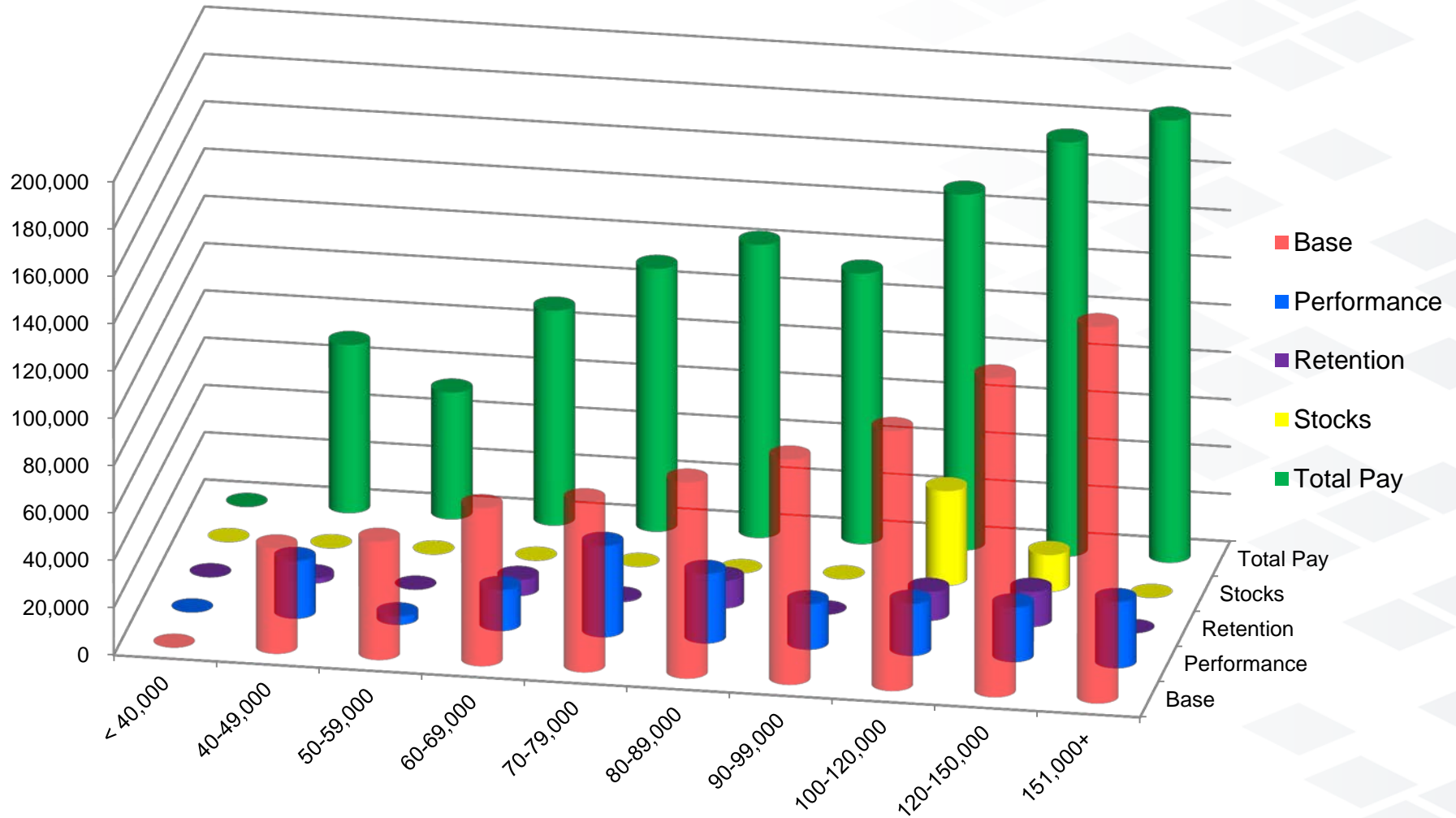
Total Compensation



- 10,000-50,999
- 51,000-60,999
- 61,000-70,999
- 71,000-80,999
- 81,000-90,999
- 91,000-100,999
- 101,000-110,999
- 111,000-120,999
- 121,000-150,999
- 150,000 +

\$10-50,999 & \$61-70,999 both 0%

Total Compensation Trends Comparison

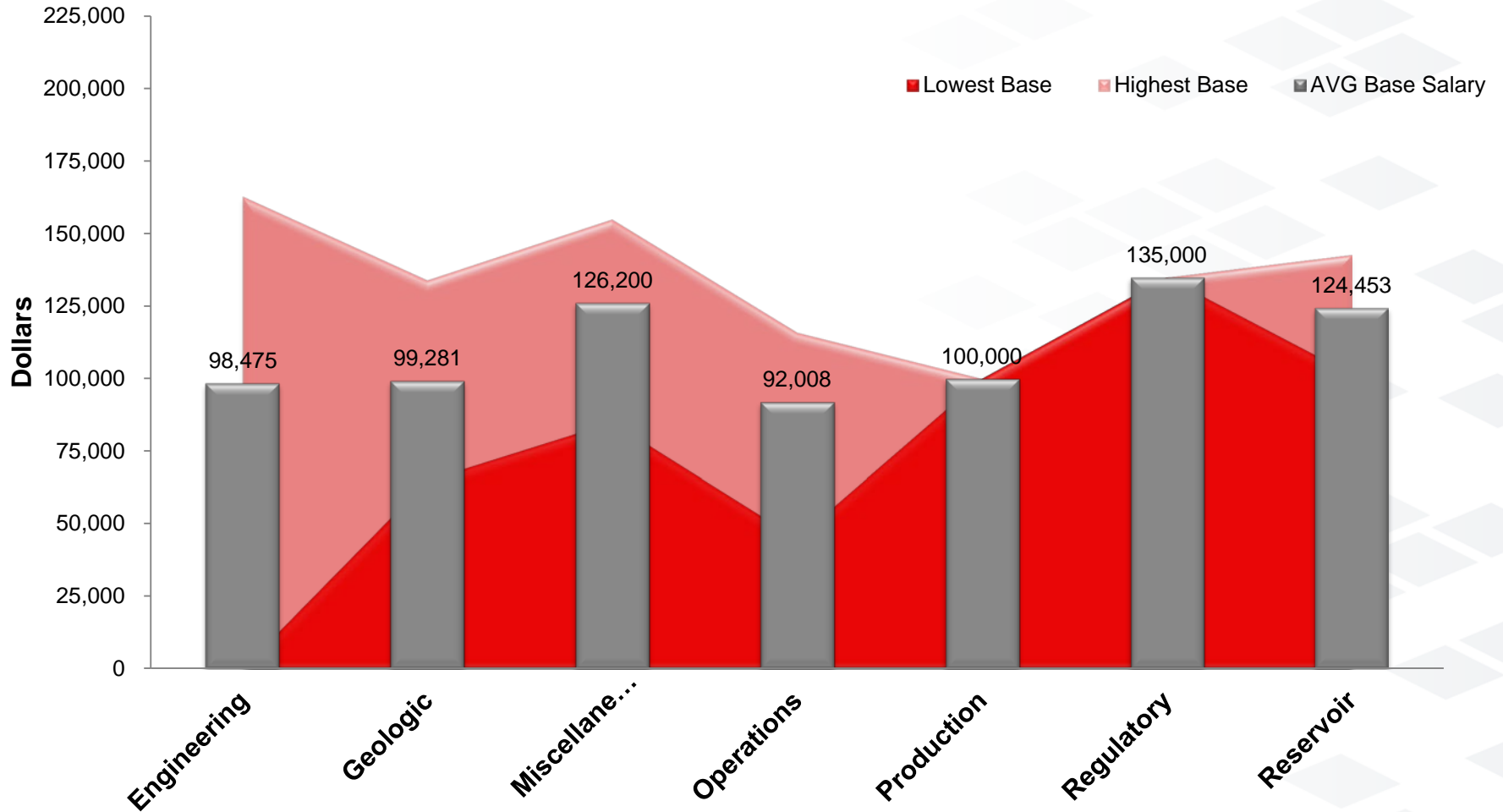


Base Salaries Among Disciplines

- Base compensation averaged \$110,000 among all the types of technicians which include Engineering, Geological/Geophysical, Operations, and Regulatory.
- Base compensation is UP from YE 2013 by \$17,750
- Average salaries above \$110,000 were among those performing functions and duties more closely associated with Technologists and Managers.

Base Salary Average Among Disciplines

Base Salaries Among Disciplines



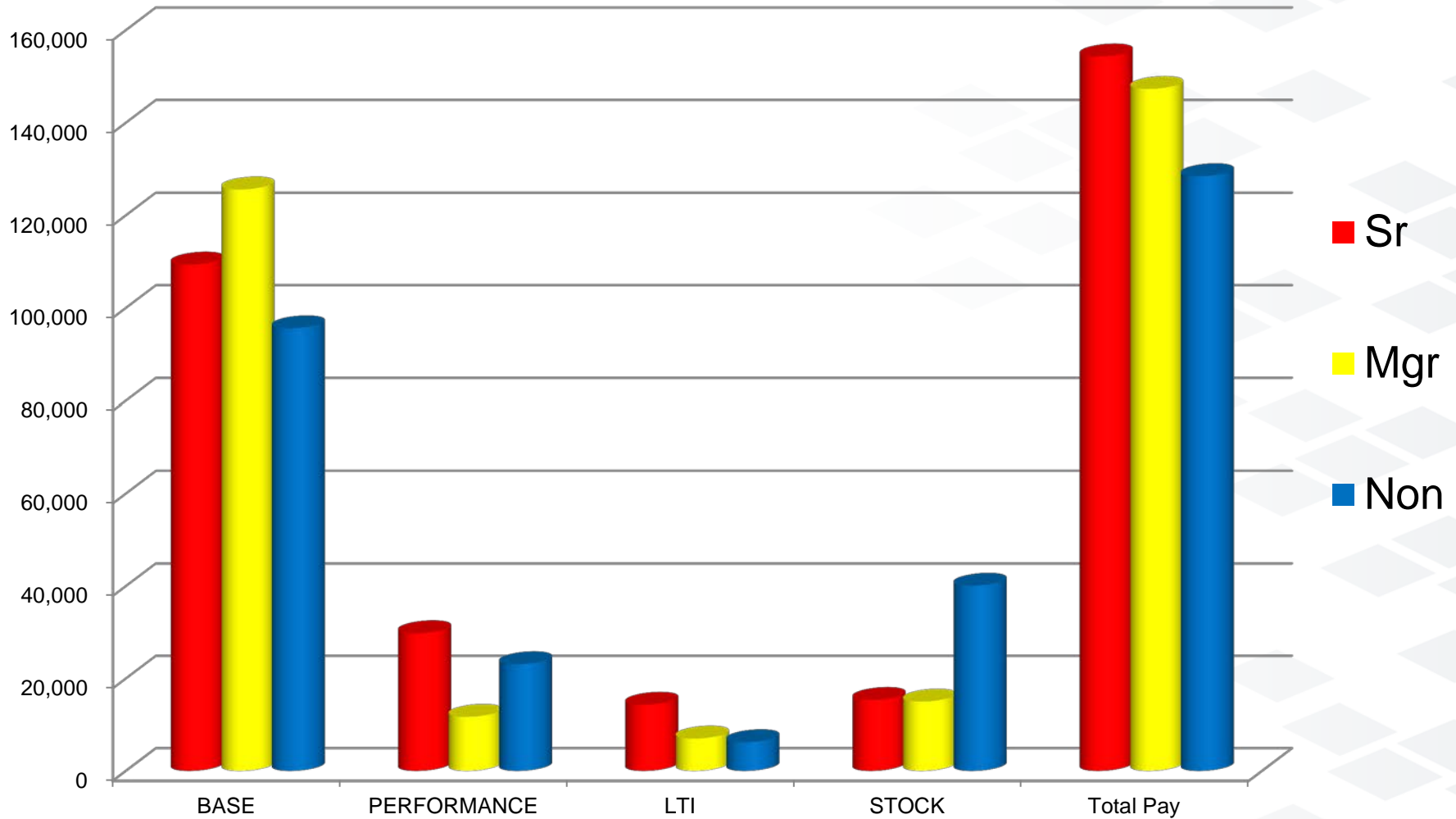
Miscellaneous includes titles such as Process Risk, Project Manager, and Client Services.

Additional Compensation Notes

- Engineering Technicians focusing primarily on economics, database management, data analysis and presentations comprised **73%** of total respondents.
- Geological/Geophysical Technicians comprised **8%** of total respondents.
- **15%** of total respondents duties included both Engineering Tech and Geological/Geophysical as top two functions.
- 31% of respondents marked administrative duties as their third priority.
- 19 respondents indicated Senior level positions, five manager positions, and 34 non-identified.

Titles and Compensation

Do They Matter?



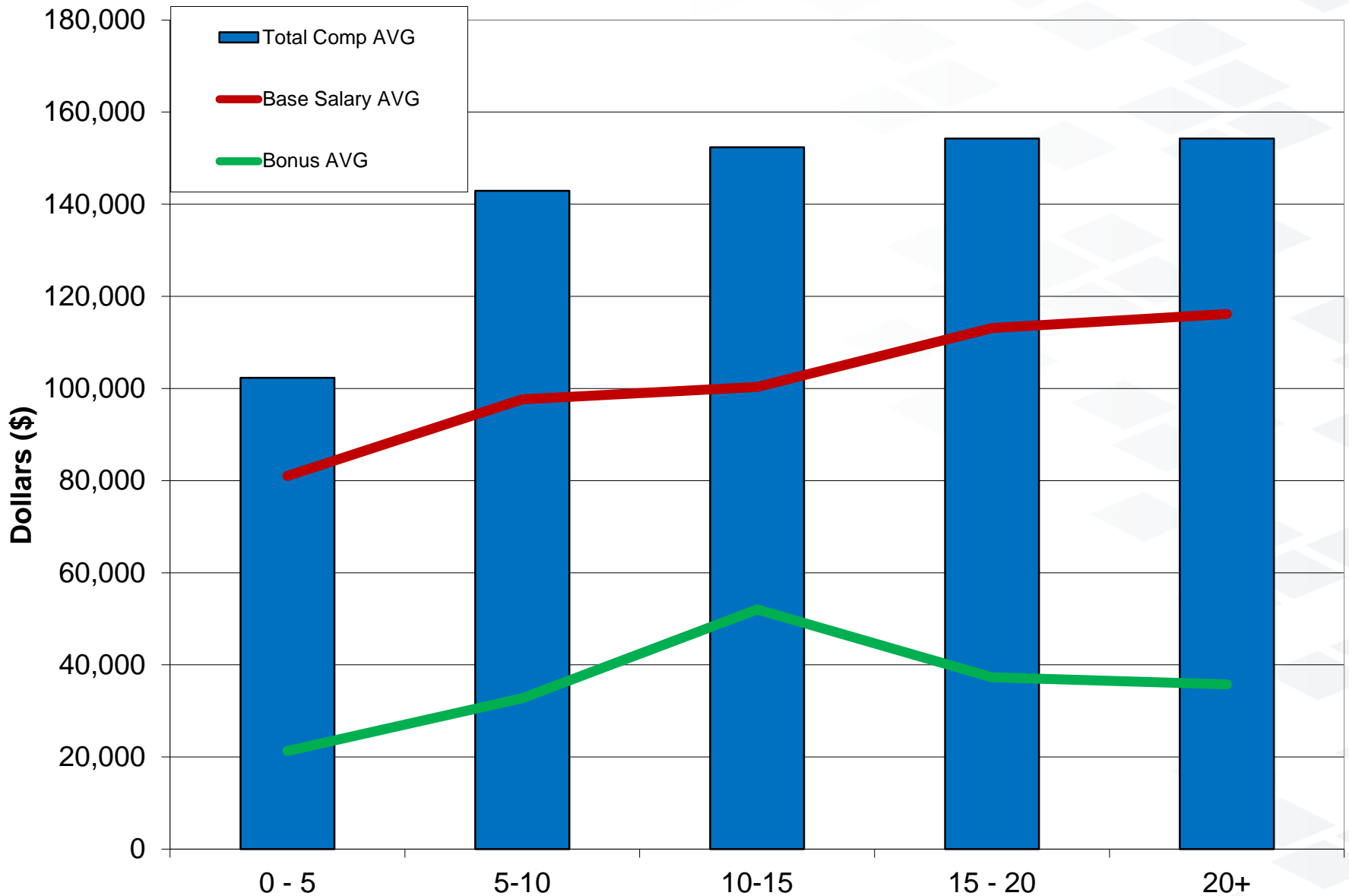
Tech, Technician, Technologist, Analyst

What's in a name?

Title	Base	Performance	Retention	Stock	Total Pay
Analyst	95,217	34,476	9,448	15,371	140,539
Associate	132,000	21,200	25,000	0	178,200
Manager	125,600	11,700	7,000	15,000	147,300
Miscellaneous	110,333	54,000	7,933	16,000	177,600
Specialist	155,000	52,000	0	0	207,000
Tech	100,940	17,758	8,645	59,000	131,882
Technician	90,652	20,661	5,759	0	117,072
Technologist	115,694	22,183	17,245	45,252	161,587

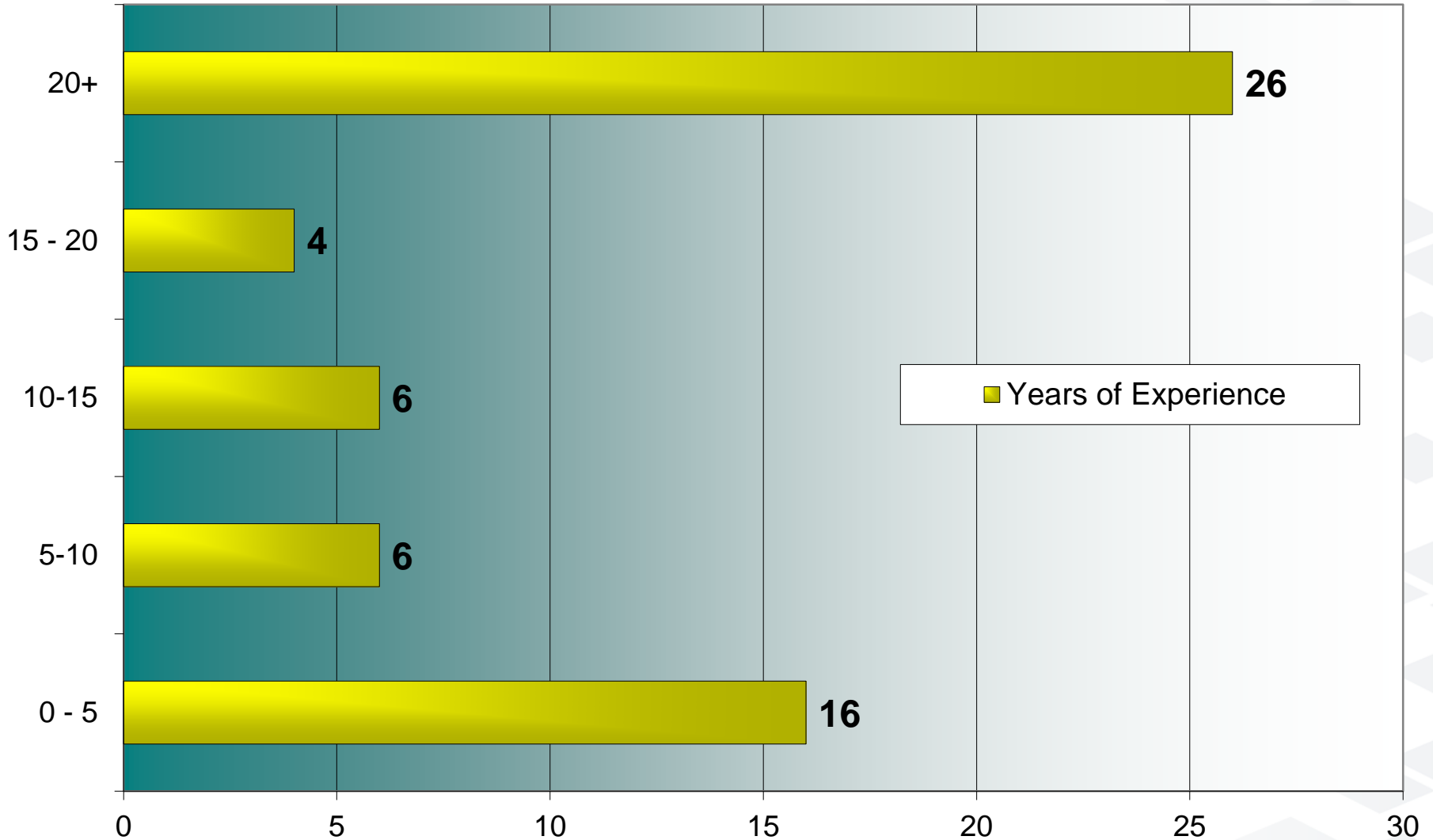
Miscellaneous includes titles such as Process Risk, Project Manager, and Client Services.

Experience vs Compensation

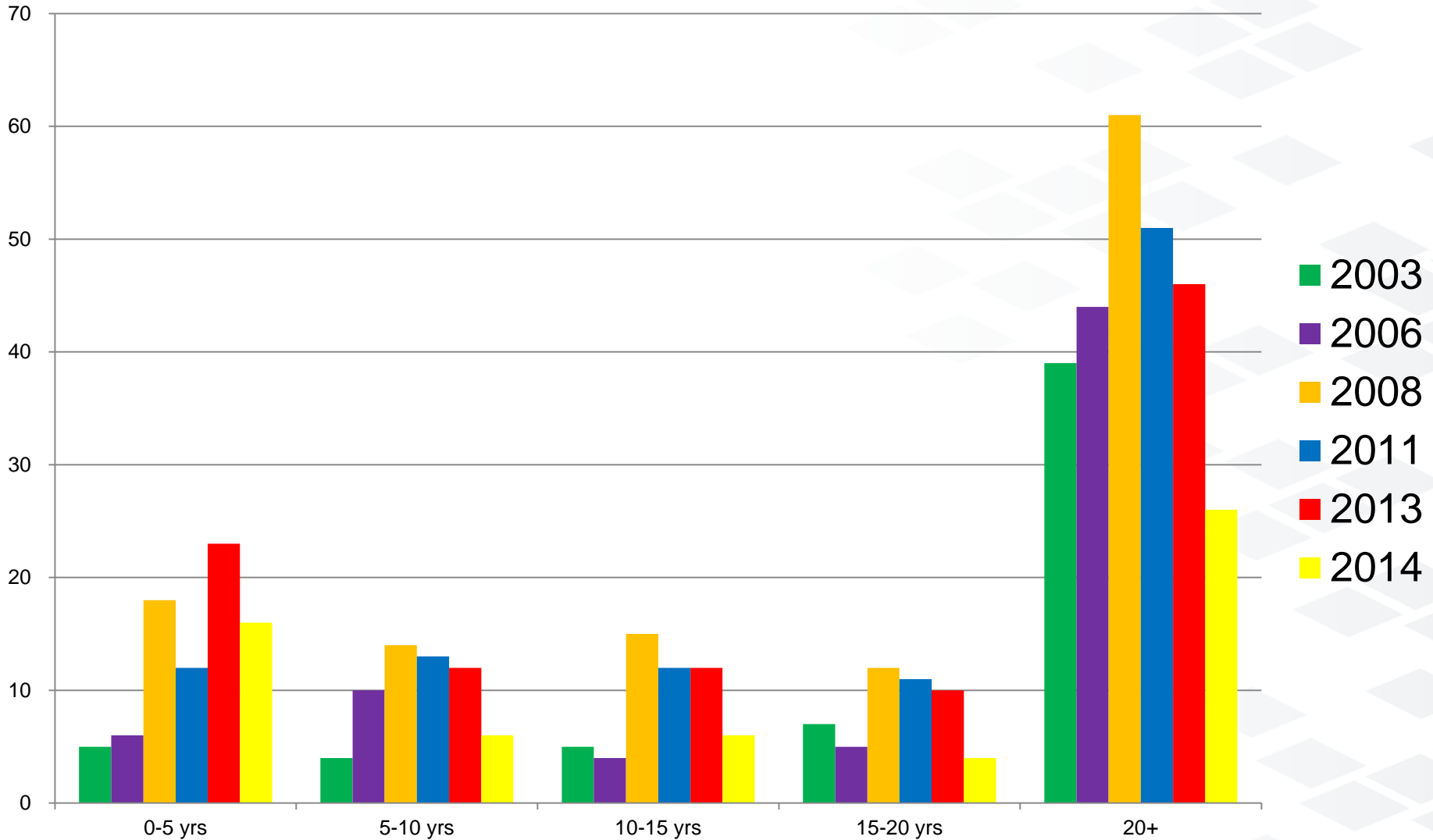


For this graph, performance, retention, and stock are combined to create “bonus”.

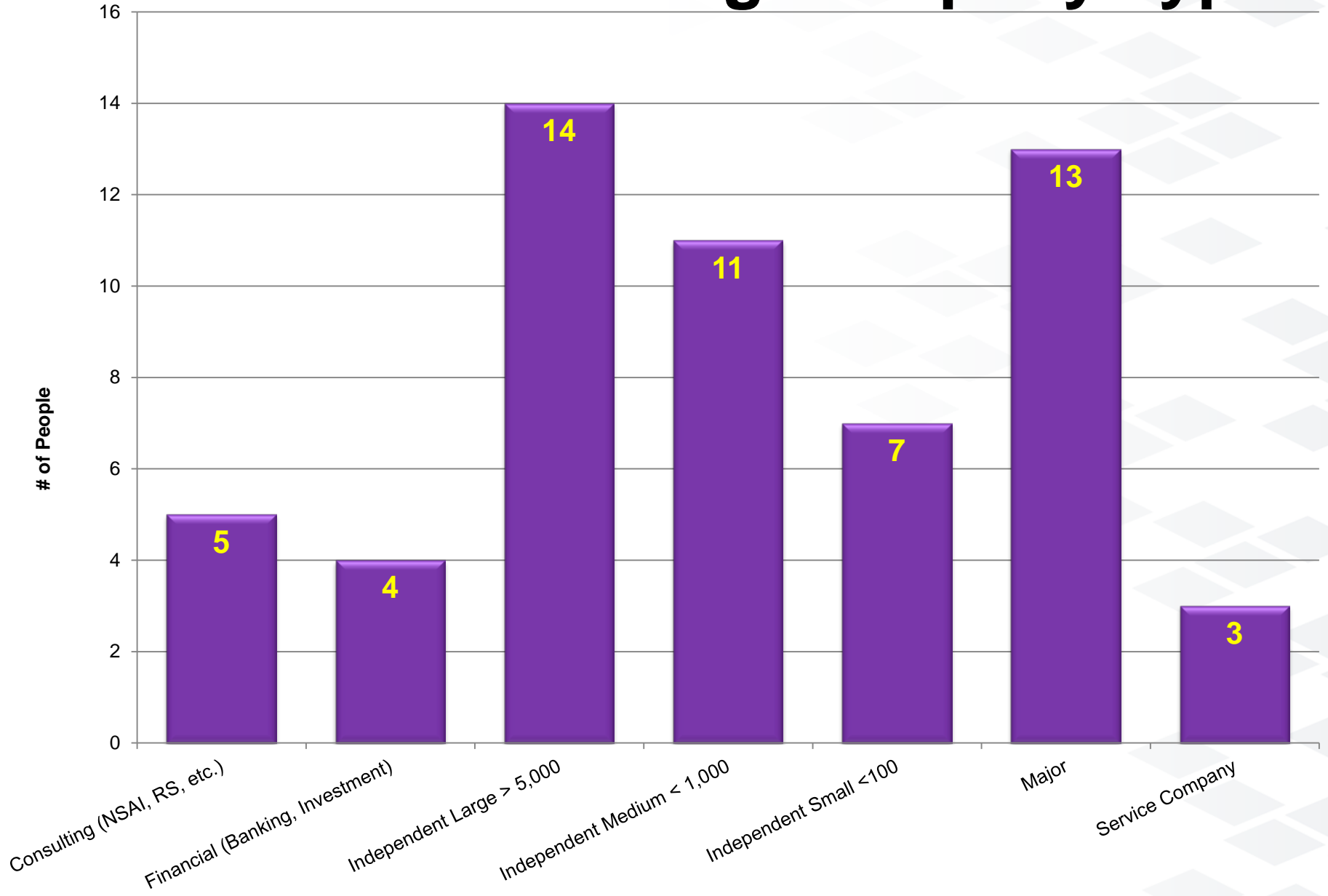
Who Will Do The Job?



Who Will Do The Job? Annual Comparison



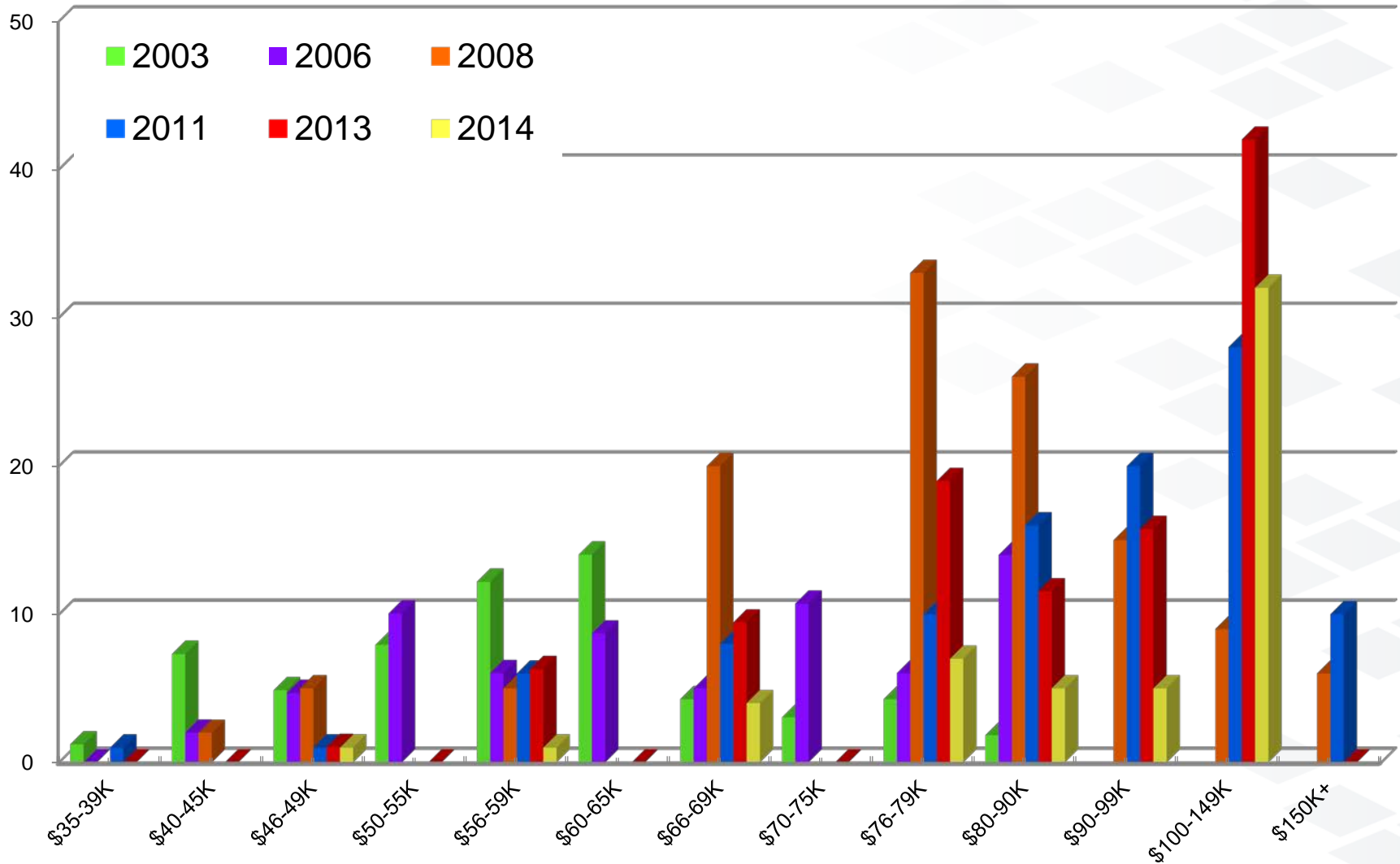
Distribution Among Company Types



● HOW DO WE COMPARE?

CSI GROUPING	2014 Petro-Tech Survey	2014 CSI	2013 CSI	2012 CSI
0 – 5	\$80,998	\$71,201	\$75,002	\$73,563
6 – 10	\$97,667	\$81,998	\$84,162	\$89,339
11 – 20	\$100,354	\$96,916	\$90,497	\$91,331
21+	\$116,153	\$107,892	\$98,033	\$103,210
Houston Metro Only		\$95,791	\$95,791	\$96,057

Base Salary Year over Year Comparison



What's Your Time Worth?

- 78% of respondents are considered “Exempt” employees and not paid overtime.
- 14% of respondents are considered “Non-Exempt” employees and are paid overtime.
- 9% of respondents left this question blank.
- Exempt salaries on average, were 8% higher than non-exempt – averaging \$105,000 for exempt, and \$97,000 for non-exempt.

What Does It Take?

<u>Major Duties</u>	<u>College Degree 2 year</u>	<u>College Degree 4 year</u>	<u>Some College - No degree</u>	<u>Graduate Degree</u>	<u>Masters Degree</u>
Engineering	3	18	13	1	2
Geologic	1	0	2	1	0
IT Systems	0	1	0	0	0
Miscellaneous	0	3	0	0	1
Operations	0	3	3	0	0
Production	0	1	0	0	0
Regulatory	0	0	1	0	0
Reservoir	0	1	1	0	1

Education	Count
College Degree 2 year	5
College Degree 4 year	25
Some College - No degree	20
Graduate Degree	3
Masters Degree	5
	58

Moving On

- 39 respondents have not changed jobs in the last two years. (67%)
- 15 respondents changed jobs in the last two years by choice (26%)
- Only two respondents changed jobs due to reduction in workforce.
- Of those respondents that changed jobs in the last two years, the percent of change in salary:
Min – -25%
Max – 43%
- When asked if respondents expect change in duties and/or salary in the upcoming year:
24% Do Not
52% Do
24% May

Increase Your Value

Top Software Usage Among Respondents

Microsoft Excel
Microsoft Access
Microsoft Word

ARIES
PHDWin
PEEP

ESRI ArcGIS
Schlumberger OFM
Microsoft PowerPoint
SharePoint

Spotfire

Peloton (MasterView, WellView, RigView, SiteView, ProdView)

IHS Dwrights (Prod Exploer, Enerdeq, PowerTools)

Bharmony/Fekete

Adobe (Acrobat, PhotoShop, Professional)

DrillingInfo Suite (DI Web, DI Desktop, HPDI)

Petra

SAP

Haliburton's OpenWells

Geographix

Additional Software Used: Carte, TOW, TechLog, Lexco OWL, Canvas, Petrel, SMT, Corel Draw, NeuraLog, PetroSys, SharePoint, Bolo, EarthVision, AFE Navigator

Take Away

Regardless of title, duties, company size, or location, the fact remains that Techs, Technologists, Technicians, Analysts, etc. in the industry are consistently lumped into categories with Engineers, Landman, Accountants, and the like.

Tech groups should initiate change, participate in salary surveys when possible, designating that you are in a category of your own class.

Provide feedback to your managers, HR, etc. by way of this survey and/or positive discussions on the differences.

Additional Sources

SPE International's Annual Salary Survey-

<http://www.spe.org/industry/salary-survey.php>

CSI Recruiting Salary Report –

<http://www.csirecruiting.com/salary-report>

Air energi Workforce Survey –

<http://www.airenergi.com/brochures/workforce-survey-2014-h2>

Mercer (paid subscription service used by some HR)-

<http://www.imercer.com/products/2013/us-mtcs.aspx>