

AAPL compensation study

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The American Association of Professional Landmen (AAPL) commissioned the following compensation study. Many changes have occurred since the first compensation survey conducted in 1990. The most prominent change has been how the survey has been conducted. Earlier surveys were a pencil and paper survey where respondents mailed the completed survey to the university. Since 2002, compensation surveys have been online, utilizing a link through the AAPL website. This compensation survey is no different. Information from this survey was stored on a server, similar to past online compensation surveys, only accessible by the contracted firm. Confidentiality was assured by this procedure. With a membership of approximately 12,500 individuals, at the time of the survey 3,139 responded (response rate 25 percent). This response rate was a slight decrease from the 2007 survey (28 percent response rate) but was much better than prior online compensation surveys of 16 percent in 2005, 17 percent in 2003, and 9 percent response rate in 2002. Moreover, the response rate for this online survey was equivalent to the mailed surveys of the past where the response rate was 38 percent in 1990, 12 percent in 1992, 27 percent in 1997, and 30 percent in 2000.

A final note regarding the response rate concerns the security component employed to minimize duplicate surveys. To prevent multiple attempts of the survey that could skew the data, protocol was established where access was restricted. If a respondent quit the survey or closed their browser prior to completion and submission, the respondent could not resume and complete the survey. There is no doubt that this security protocol had an adverse impact on the response rate but this protocol did ensure that data were not skewed by individuals submitting duplicate surveys.

Data were collected for the 2010 calendar year. Respondents were asked to indicate demographic data and their income in either U.S. or Canadian dollars¹ relative to their classification of either company landmen or independent. Given that data were collected at the end of 2011 (November and December), I believe the data to be an accurate portrait of landman's compensation for the year 2010.

The demographic data and compensation reported in this report were all company landman that answered the survey and independents that reported they worked full-time

or desired to work full-time. Independents working part-time by their choice were excluded from this survey. Independents were excluded by their answer to the follow-up question related to question 21 in Section 2 of their survey. Question 20 asked, "Did you work full-time?" and if the respondent answered "no," the follow up question 21 asked, "If no, did you want to work full-time?" and respondents could answer again "yes" or "no." Those responding "no" were not included in this survey under the assumption that they did not work full-time nor did they desire to work full-time in 2010.

There were 61 independents that responded that they did not work full-time nor desired to work full-time. As a result, these 61 independents that didn't or couldn't work full-time were excluded from the data. In sum, whether the independent worked full-time or not was not the issue; the determining factor was whether the independent wanted to work full-time.

With the exclusion of those independents that did not want to work full-time, the sample size utilized for this report was 3,078 landmen. This sample is larger than the sample from the 2007 that numbered 2,781 landmen (9 percent increase). Of the 3,078 landmen in this study, 2,637 supplied compensation data for this report (1,545 company landmen and 1,092 independents). This is very similar to the findings of 2007 where a total of 2,631 landmen supplied compensation data (1,541 company landmen and 1,090 independents).

The purpose of this summary is to discuss briefly the highlights of the study. Selective comparisons to prior studies were included in this summary. To better fit data within tables when prior compensation surveys were examined, the following surveys were included 1990, 2000, 2005 and 2007 (last survey). Hopefully, information presented here will assist both the leadership of the AAPL and its members in the decisions that lie ahead for both the individual and the profession.

The executive summary is divided into the following sections: demographics; compensation in general; compensation by certification, education, location and experience; compensation and gender, compensation of company landmen, compensation of independents, a discussion of commitment, proactive behavior, job engagement and intended turnover toward the land profession and organization; and a conclusion.

Respondents were asked to indicate demographic data and their income in either U.S. or Canadian dollars¹ relative to their classification of either company landmen or independent.

¹A total of 20 Canadians responded (13 company landmen, six independents, one unknown (no compensation reported)). The median salary of the company landmen was \$160,000 (Canadian dollars) and the average was \$148,041 (Canadian dollars). Both of these reported salaries for company landmen were a significant increase (35 percent) for the median and 31 percent increase for the average over the 2007 data. The median salary for independents was \$106,675, and the average was \$117,891. There was no data reported for independents in the 2007 survey. The salary range for company landmen was \$85,000 to \$210,000. The range for independents was \$16,000 to \$235,000. Average age reported was 47.6 years old with 24.5 years of land experience (median was 29 years of experience). Approximately 20 percent of the respondents (four Canadians) were 30 years old or younger. Range of land experience was one year to 42 years of experience.

Landman COMPENSATION STUDY

Demographics

Table 1 identified how respondents (N= 3,036) categorized their position within the land profession. As with the first compensation study in 1990, a large majority continued to classify themselves as oil and gas landmen. No doubt the large percentage of oil and gas landmen reflects our current time of significant

activity in the oil and gas industry due to shale action in various parts of the country. For this year's survey, an "other" category was added. There were 146 respondents that noted "other" on this particular question suggesting that other categories should be added for future surveys.

Table 2 showed the age of the respondents from selected compensation

surveys. The data suggest that the land profession continues to attract younger individuals into the profession. Since the 2005, the mean or average has declined from 49.2 years old to 45 years old. Perhaps most encouraging is that the percent of respondents under the age of 30 years old increased from 16 percent of the sample in 2007 to almost

Table 1: Land Professional Category

Land Professional Category	2010		2007		2005		2000		1990	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
Oil and Gas	2670	87.9	2549	91.7	1216	91.1	1590	88.3	3489	83.6
Hard Mineral	22	.7	25	.9	21	1.6	19	1.1	81	1.9
Coal Landman	11	.4	8	.3	8	.6	9	.5	34	0.8
Division Order	109	3.5	107	3.8	54	4.0	61	3.4	329	7.9
Lease Title Agent										
Seismic Permit	8	.3	18	.6	5	.4	N/A	N/A	N/A	N/A
Right-of-Way	70	2.3	60	2.2	21	1.6	46	2.6	39	0.9
Other	146	4.8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Table 2: Age of Respondents

Age of Respondents	2010		2007		2005		2000		1990	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
18-29 Years Old	691	22.8	446	16.0	96	7.4	27	1.5	107	2.5
30-34 Years Old	351	11.6	207	7.4	39	3.0	21	1.2	685	16.1
35-39 Years Old	171	5.6	142	5.1	37	2.8	102	5.6	1279	30.0
40-44 Years Old	122	4.0	144	5.2	78	6.0	443	25.2	854	20.0
45-49 Years Old	178	49.9	260	9.3	316	24.3	555	31.6	395	9.3
50-59 Years Old	1083	35.7	1141	41.0	615	47.3	446	25.4	440	10.3
60+ Years Old	438	14.4	376	13.5	120	9.2	162	9.2	501	11.8
Mean	45.0		47.1		49.2		48		43.1	
Median	50		51		50		47		40	
Mode	55		55		48		46		37	

Table 3: Years of Landman Experience

Years of Landman Experience	2010		2007		2005		2000		1990	
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%
0-5 Years Experience	953	31.4	937	33.7	145	11.0	48	2.7	220	5.1
6-10 Years Experience	646	21.3	204	7.3	75	5.7	59	3.3	1133	26.4
11-15 Years Experience	198	6.5	163	5.9	71	5.4	125	7.0	1684	39.2
16-20 Years Experience	123	4.1	160	5.8	118	8.9	544	30.5	484	11.3
21-30 Years Experience	475	15.6	954	34.3	767	57.9	881	49.3	359	8.4
31+ Years Experience	641	21.1	329	11.8	148	11.2	129	7.2	413	9.6
Mean	15.8		16.9		22.2		21.8		15.3	
Median	9.0		18		25		21		12.0	
Mode	5		2		26		20		10.0	

23 percent of the sample in 2010. Moreover, a third of the sample is under the age of 34, a percentage not seen in prior compensation surveys. As with the 2007 survey, the profession has a bimodal situation where close to 35 percent of the sample was less than 35 years old while 50 percent of the respondents were 50 years old or older. The continued increased growth in the number of young people beginning with the 2005 survey is a step in the right direction for the AAPL and the profession. As long as this movement is maintained, the profession should be sustained for the coming future.

Table 3 continued to provide additional evidence of new talent moving into the profession. Similar to the 2007 study, the median years of experience decreased again for this year's study. In the last five years, the median years of experience has dropped from 25 years of experience to nine years of experience, a significant decrease. Moreover, in 2005 almost 17 percent of the survey has 10 years or less of experience where in 2010 over half of the respondents (52.7 percent) had 10 or less years of experience. When comparing Tables 2 and 3, it is apparent, as it was in 2007, that not all the new talent entering the profession was between the ages of 18-29 years old. Clearly, the data suggested that many individuals entering the land profession had experience in other professions before entering the land profession. This view was supported by the fact that over 900 respondents had less than 5 years experience, but only 691 were younger than 30 years old. The information found in Table 3 coupled with the data from Table 2 suggests the change in the demographics of the land profession is continuing. See Table 9 for a more in depth discussion of the influx of new talent into the land profession.

Tables 4 to 13 present the demographic data related only to this study. Table 4 noted landman classifications where respondents indicated which title best described their situation as of 2010. The data noted that 53.7 percent of the respondents classified themselves as a company landmen, 15.3 percent as an independent/consultant, 5.6 percent

as a lead broker and 24 percent as a field landman. Compared to the 2007 survey, the percentage was 54.8 percent for company landman, 15.9 percent for independent, 4.5 percent for lead broker and 23.2 percent for field landman — almost identical between the two surveys. In other analyses throughout this report, independent/consultant, lead broker and field landman were combined into one category designated as independents (N=1,425) when appropriate in data analysis.

For this year's survey, data were collected regarding applicants and their membership to the AAPL. A significant majority of this sample were members of the AAPL, 93.8 percent to 4.9 percent that were not members.

Table 6 reported that 73.6 percent of the sample indicated membership in the local chapter while 25 percent noted no membership to the local AAPL chapter. These numbers were

identical to the 2007 survey where the percentages were 74 percent as a member and 25 percent that were not members of a local AAPL chapter.

Table 7 displayed the frequency and percent of respondents regarding their level of certification. While a little more than half (56.4 percent) of the respondents indicated some level of certification, over 40 percent (43.6 percent exactly) of the sample noted no level of certification. A Registered Landman (RL) is someone that is an active member of AAPL (this requires either a college degree or four years of land experience), be working as a landman, be sponsored by a landman with CPL or RPL and pass the AAPL administrated take-home exam. For this survey 16.3 percent of respondents classified themselves as a registered landman, a significant decrease from the 25 percent of the respondents from the 2007 survey but almost exactly the

Table 4: Title

Title	Frequency	Percent	Valid Percent	Cumulative Percent
Company Landman	1653	53.7	54.4	54.4
Independent/Consultant	471	15.3	15.5	69.9
Lead broker	172	5.6	5.7	75.6
Field Landman	471	24.0	24.4	100
Missing	42	1.4	-	-
Total	3078	100.0		

Table 5: Member of the AAPL

Member of AAPL	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	2886	93.8	95.1	95.1
No	150	4.9	4.9	100.0
Missing	42	1.4		
Total	3078	100.0		

Table 6: Member of Local AAPL Chapter

Member Local AAPL	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	2266	73.6	74.6	74.6
No	770	25.0	25.4	100.0
Missing	42	1.4		
Total	3078	100.0		

same percentage from the 2005 survey of 16.6 percent. To obtain the title Registered Professional Landman (RPL), the land professional must have at least five “credit years” of full-time work experience as a land professional, be currently engaged on a full-time basis in the active performance of land work, score at least a 70 on all parts of the AAPL administrated RPL exam, be an active member for AAPL for a year and be sponsored by at least three CPLs. Table 7 reported that 17 percent of the respondents classified themselves as a RPL, a slight increase from the 12 percent respondents noted in the 2007 study. The highest level of certification

is a Certified Professional Landman (CPL). To be a CPL, the person must be an active member of AAPL, have worked as a landman for the past two years, have at least seven years of experience or minimum of five years with additional education, possess a bachelor’s degree or higher, be sponsored by at least three CPLs, attend the Oil & Gas Land Review and pass the comprehensive exam. Within the 3,078 respondents, 708 respondents (23 percent) indicated they were a CPL; this percentage of CPLs was slightly lower when compared to prior compensation studies. Since the large influx of landmen in 2007, several have moved on to

the RPL and appear to be positioning themselves to take the CPL in the near future. A small concern is the small of percentage of individuals in this survey compared with the 2007 survey that have not registered as a registered landman. Obviously many new landmen entering the profession are not aware of the advantages of the professional landmen certification thus presenting the AAPL with a golden opportunity to market the advantages of certification within the profession.

The educational background of this sample was shown in Table 8. A large majority of the sample (almost 80 percent) had at least a four-year bachelor’s degree. Those indicating only a bachelor’s degree represented the largest educational category with almost 61 percent of the respondents. Those respondents with advanced degrees — master’s (9 percent), law (8.5 percent), and Ph.D. (.2 percent) — represented the remaining 17.7 percent of respondents with at least a college degree. The 20.9 percent of the respondents without at least a four-year bachelor’s degree represented a slight decrease in percentage of respondents when compared to 24.4 percent from the 2007 study. An interesting note, since the 1990 compensation study, the percent of respondents that do not possess at least a bachelor’s degree has always hovered between 20-25 percent of the sample.

To better understand the characteristic of the most recent influx of landmen into the profession, the data were examined by experience, education and age (see Table 9). The data in Table 9 noted

Table 7: Level of Certification

Level of Certification	Frequency	%	Valid %	Cumulative %
Registered Landman (RL)	502	16.3	16.3	16.3
Registered Professional Landman (RPL)	524	17.0	17.0	33.3
Certified Professional Landman (CPL)	709	23.0	23.0	56.4
None	1343	43.6	43.6	100
Total	3078			

Table 8: Education Level

Education Level	Frequency	Percent	Valid %	Cumulative %
High School	344	11.2	11.2	11.2
2-Year Associate Degree	299	9.7	9.7	20.9
4-Year Bachelor's Degree	1874	60.9	60.9	81.8
Master's Degree	277	9.0	9.0	90.8
Law Degree	261	8.5	8.5	99.3
PhD Degree	5	.2	.2	99.4
Other	18	.6	.6	100.0
Total	3078			

Table 9: Land Experience by Education Level and Age

Land Experience	Education Level	Age by Categories							
		18-29 Years Old	30-34 Years Old	35-39 Years Old	40-44 Years Old	45-49 Years Old	50-59 Years Old	60+ Years Old	Total
0-5 Years of Experience	High School	19	10	5	2	11	25	5	77
	2-year Associate Degree	13	12	6	5	10	15	6	67
	4-year Bachelor's Degree	411	77	33	22	20	42	12	617
	Master's Degree	38	15	6	5	6	12	4	86
	Law Degree	58	29	10	3	2	8	2	112
	PhD Degree	0	0	0	0	0	1	0	1
	Other	0	1	1	0	0	0	0	2
	Total	539	144	61	37	49	103	29	962

that of the 962 respondents that had less than five years of experience, more than half (56 percent) were between the ages of 18-29. Probing deeper, the data revealed that 94 percent of these young landmen were college-educated. Also, this data noted that close to 44 percent of these new landmen were over the age of 30, signifying movement into the land profession from other fields or professions. As noted earlier from Table 2, the continued increased growth in the number of young people beginning with the 2005 survey is a welcome sight for the profession and the AAPL. The key regarding this movement is for AAPL to identify strategies that will encourage the young people to stay and grow within the profession.

Table 10 specified the number of respondents with a Petroleum Land Management degree (PLM) and/or Energy Management degree (EM). These degrees are combined given that in the last several years many universities have converted their PLM degrees to EM degrees. Given the bimodal distribution of landmen by age (most or either over 50 or under 35 years old), older landmen hold a PLM degree while younger landmen possess a EM degree. The data noted that 16.8 percent of the respondents had either a PLM or EM degree. Since prior surveys had separated the degrees, there is no exact comparison to offer to determine if more or less individuals are entering the profession with either a PLM or EM degree.

Table 11 showed the gender of those responding to the survey. Of respondents indicating their gender, 74.7 percent of the sample (N=2,298) were male with the remaining 24.0 percent (N=738) listed as female. This was a little higher in the male population when compared with the 2007 survey of almost 73 percent of the sample in the earlier report. Moreover, in examining the influx of younger individuals into the land profession with zero to five years of experience, almost 80 percent of the 18 to 29-year-old landmen were males. Male domination of this profession would appear to continue into the near future.

Table 12 identified where the respondents lived. Four states had 77

percent of the respondents identified in this survey. Those four states were Texas, Oklahoma, Colorado and Louisiana, and the combined 77 percent of respondents from these states was an increase from the 2007 study of 73.2 percent. As similar to prior stud-

ies, Texas dominated the sample with 48.3 percent of the respondents (N=1,486), followed by Oklahoma with 14.4 percent (N=443), Colorado with 8.4 percent (N=258) and Louisiana with 5.9 percent of the respondents (N=182). Also, there was

Table 10: PLM/EM Degree

PLM/EM Degree	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	517	16.8	16.8	16.8
No	2561	83.2	83.2	100.0
Total	3078	100.0	100.0	

Table 11: Gender

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	2298	74.7	75.7	75.7
Female	738	24.0	24.3	100.0
Missing	42	1.4		
Total	3078			

Table 12: Respondents by States

Respondents by States		2007 Frequency	2010 Frequency	Percent Change 2007-2010	2010 Valid Percent
Valid	New York	36	24	-22.2%	.8
	Pennsylvania	31	108	248.4%	3.5
	West Virginia	88	66	-23.3%	2.1
	Alabama	33	21	-36.3%	.7
	Tennessee	10	12	20.0%	.4
	Mississippi	36	33	-8.3%	1.1
	Kentucky	21	21	0%	.7
	Ohio	26	31	19.2%	1.0
	Michigan	48	49	19.2%	1.6
	North Dakota	28	42	50.0%	1.4
	Montana	23	21	-8.7%	.7
	Kansas	24	21	12.5%	.7
	Louisiana	171	182	6.4%	5.9
	Arkansas	42	31	-26.2%	1.0
	Oklahoma	406	443	9.1%	14.4
	Texas	1317	1486	12.8%	48.3
	Colorado	197	258	31%	8.4
	Wyoming	26	36	38.5%	1.2
	New Mexico	27	22	-18.5%	.7
	California	30	39	30%	1.3
	All other states	106	102		
Total		2726	3048		
Missing	System	55	30		
Total		2781	3078		

a large increase in the number of landmen in Pennsylvania from 2007 to 2010 (248.4 percent increase) and large increases of landmen in North Dakota (50 percent increase) and California (30 percent increase).

Table 13 noted several cities where respondents lived. Majority of the landmen that completed the survey lived in Houston (17.1 percent) followed by Oklahoma City (10.3 percent), Denver (7.8 percent), Fort Worth (7.2 percent),

Dallas (6.1 percent), Longview/Tyler (4.5 percent), and Midland (3.9 percent). This order and percentages were very similar to the 2007 study except that Denver moved ahead of both Fort Worth and Dallas. Most interesting was the large drop of landmen living in Charleston, W.V., from 2007 to 2010 (65.9 percent decrease) and the increase of landmen living in Pittsburgh.

The demographic data paint a picture of the typical land professional. The land professional is male, and he has an oil and gas position within a company. He is a member of the local landman association and AAPL. He has a four-year bachelor's degree (neither a PLM nor energy management major). Chances are he has not passed a competency exam and is therefore neither a RPL nor CPL. If you meet this typical landman on the street he is either 50 years old with nine to 15 years of experience in the land profession or he is under 34 with less than five years of land experience. Regardless of his age and experience, most likely he lives in Texas and is a resident of Dallas, Fort Worth or Houston.

Compensation in General

Table 14 showed those independents reporting their income in Section 2 of the survey and the compensation difference between those independents wanting full-time work (\$126,607) and all independents regardless of their desire to work full-time or not (\$124,827). All comparisons between independents and company landmen in this report utilized compensation figures that indicated the independent's desire to work fulltime (N=1,092).

In computing compensation, only those figures reported by landmen as their salary or income were utilized. Other job related compensation for company landmen and income from non-day rate activities for independents were noted later in the report but were not used in determining compensation. The category "independent" for compensation purposes consisted of respondents who reported an income in Section 2 of the independent's survey.

Table 13: Respondents by Cities

Cities	2007 Frequency	2010 Frequency	Percent Change 2007-2010	2010 Percent
Valid Charleston	41	14	-65.9%	.5
Lafayette	55	56	1.8%	1.8
Shreveport	58	55	-5.5%	1.8
Oklahoma City	278	318	14.4%	10.3
Tulsa	114	99	-15%	3.2
Dallas	186	188	1%	6.1
Longview/Tyler	125	137	9.6%	4.5
Fort Worth	232	223	-3.9%	7.2
Houston	470	527	12.1%	17.1
San Antonio	44	64	45.5%	2.1
Austin	43	69	60.5%	2.2
Midland	117	119	1.7%	3.9
Denver	178	240	34.8%	7.8
Farmington/Roswell	23	20	-13%	.6
Pittsburgh	-	57	-	1.9
Corpus Christi	-	32	-	1.0
Clarksburg, WV	-	29	-	.9
Lufkin, TX	-	29	-	.9
Bismarck	-	27	-	.9
All other cities	762	715		
Total	2726	3018		
Missing System	55	30		
Total	2781	3048		

Table 14: All Independents Versus Independents Wanting Full-time Work

	All Independents	Independents Wanting Full-Time Work
Mean	\$124,827	\$126,607
Median	\$90,000	\$90,000
Mode	\$00,000	\$100,000
N	1125	1092
Missing	2014	1986

Table 15: Compensation by All Landmen

	2010	2007	2005	2000	1990
Average	\$125,455	\$104,421	\$108,364	\$80,658	\$51,584
Median	\$100,000	\$93,000	\$100,000	\$75,000	\$46,000
Mode	\$100,000	\$120,000	\$100,000	\$60,000	\$40,000

In comparing data to prior surveys, the reader should be cautioned on comparing means because of the potential error with averages and recommend comparing medians as a more accurate barometer for changes in compensation between the various compensation studies. The small sample size in prior compensation surveys increased the odds that the means or averages were more suspect to the influences of extreme numbers than the median.

Table 15 reported the compensation for a landman regardless of classification. In the present study, the average was \$125,455 (an increase of 20.1 percent from the 2007 study) and the median was \$100,000 (an increase of 7.5 percent from the 2007 study). This is excellent news and is somewhat surprising given the large influx of inexperience landmen into the profession and the prolonged economic recession experienced in the United States. Moreover, the increase in compensation was much larger for experienced landmen with a CPL as noted later in this report.

Table 16 reported the compensation for company landmen. In the present study, the average compensation for a company landman was \$124,641 resulting in increase of \$16,084 or 14.8 percent from the 2007 study. The median was \$110,000 for this study — a \$10,000 or 10 percent increase from the 2007 study. When comparing data from 2005, the results suggest that companies have absorbed the influx of new landmen while continuing to pay competitive wages. In other words, even though the supply of inexperienced landmen has been increased, the demand for services continues to support level of compensation that grows.

The independent's income (see Table 17) averaged \$126,608 for this study, an increase of \$28,015 or 28.4 percent increase over the 2007 survey. This is the first time in the 20-year history of this compensation study that independents averaged more in compensation than company landmen (\$126,608 to \$124,641). The medians paint a different picture where company landmen earn \$20,000 more than

independents (\$110,000 to \$90,000). As noted earlier, the median is probably a more accurate picture of the relative compensation for these new groups. Still this study is a historic mark for independents.

Overall, the increase in compensation for both company landmen and independents was rather remarkable given the continued influx of inexperienced talent into the profession and the turbulent economic situation in 2010.

**The demographic data
paint a picture of the typical
land professional.**

The first wave of new talent in 2007 caused a decrease in compensation; however in 2010 the profession had absorbed them as well as others and continued to grow in compensation. Obviously the supply/demand ratio for landmen continues to tilt towards demand thus increasing compensation. Moreover, a detailed look of compensation by experience and certification explored later in this report (see table 30) reinforced the belief that the market pays a high price for expertise. As noted above, this is the first time when

comparing the compensation average that independents earned more than company landmen. However, when comparing medians (not as susceptible to extreme numbers), the gap between company landmen and independents in 2010 grew to \$20,000 which was very similar to all other years except for the last survey in 2007. So, what does the data say about compensation between company landmen and independents? Although on average independents earned more, I would guess that in the majority of cases, company landmen earned more than independents. The advantage of being an independent was that ceiling for compensation (earning at much higher levels) was greater for an independent than a company landman. There is more risk-to-reward opportunity for independents.

Finally, it should be noted that the compensation reported for company landmen in this report or prior compensation surveys does not include benefits usually associated with a salaried employee (company landman) such as health care, paid vacation or employer contribution to retirement plans. Generally, benefits received by salaried employees are calculated to be 28 to 32 percent of one's based salary. Therefore, a company landman reporting a salary of

Table 16: Compensation by Company Landmen

	2010	2007	2005	2000	1990
Average	\$124,641	\$108,557	\$109,936	\$84,858	\$57,477
Median	\$110,000	\$100,000	\$108,000	\$81,000	\$52,800
Mode	\$100,000	\$150,000	\$120,000	\$100,000	\$50,000

Table 17: Compensation by Independent

	2010	2007	2005	2000	1990
Average	\$126,608	\$98,593	\$105,346	\$71,401	\$41,406
Median	\$90,000	\$87,000	\$89,500	\$65,000	\$36,000
Mode	\$100,000	\$75,000	\$100,000	\$60,000	\$30,000

Table 18: Compensation Average by Title Classification

Title Classification	2010	2007	2005	2000	1990
Company Land Professional	\$125,270	\$109,560	\$110,240	\$84,943	\$57,706
Independent/ Consultant	\$125,085	\$98,619	\$90,894	\$70,874	\$41,377
Lead Broker	\$201,627	\$160,614	\$177,890	\$95,311	\$50,683
Field Landman	\$109,686	\$84,183	\$78,826	\$58,785	\$32,010

**Table 19: Compensation Average by Certified Professional Landman
All Landmen**

		2010	2007	2005	2000	1990
Yes	Mean	\$162,656	\$132,247	\$121,293	\$84,795	\$57,196
	Median	\$150,000	\$126,000	\$110,000	n/a	n/a
No	Mean	\$109,022	\$88,765	\$95,861	\$75,592	\$48,590
	Median	\$90,000	\$80,000	\$87,500	n/a	n/a

**Table 20: Compensation Average by Certified Professional Landman
Company Landmen**

		2010	2007	2005	2000	1990
Yes	Mean	\$162,525	\$134,823	\$120,756	\$88,712	\$64,911
	Median	\$156,000	\$130,000	\$115,000	n/a	n/a
No	Mean	\$104,851	\$88,866	\$98,117	\$79,876	\$53,495
	Median	\$91,000	\$80,000	\$93,350	n/a	n/a

**Table 21: Compensation Average by Certified Professional Landman
Independent**

		2010	2007	2005	2000	1990
Yes	Mean	\$163,039	\$125,424	\$122,537	\$75,776	\$43,937
	Median	\$113,101	\$102,494	\$98,000	n/a	n/a
No	Mean	\$113,573	\$88,632	\$92,160	\$66,597	\$40,034
	Median	\$85,000	\$79,063	\$82,250	n/a	n/a

**Table 22: Compensation Average by Registered Professional Landman
All Landmen**

		2010	2007	2005	2003
Yes	Mean	\$142,293	\$115,788	\$109,933	\$88,513
	Median	\$100,000	\$104,778	\$105,000	\$82,750
No	Mean	\$109,022	\$88,765	\$89,476	\$76,975
	Median	\$90,000	\$80,000	\$87,000	\$75,000

**Table 23
Compensation Average by Registered Professional Landman
Company Landmen**

		2010	2007	2005	2003
Yes	Mean	\$117,178	\$114,968	\$114,781	\$97,416
	Median	\$101,000	\$104,556	\$111,000	\$90,000
No	Mean	\$104,851	\$88,866	\$89,570	\$80,564
	Median	\$91,000	\$80,000	\$82,000	\$76,233

\$100,000 has a true total compensation package of \$128,000 to \$132,000 when benefits are included. This is significant given that independents rarely have similar benefits enjoyed as the company landmen. Thus, the reported difference between a company landman and an independent (\$110,000 versus \$90,000) is actually much larger. However, since benefits vary greatly from one organization to another and the addition of 28 to 32 percent is an estimate, figures related to compensation for company landmen will be only the reported salary not including benefits.

Table 18 reports compensation averages by title classification. For the first time, independent/consultants reported earnings similar to the company land professional (\$125,085 to \$125,270). Obviously compensation for independent/consultants increased more than company landmen from the prior study of 2007 (26.8 percent to 14.3 percent). Lead brokers saw their compensation increase by \$41,013 (25.5 percent) from the 2007 survey while field landmen saw an increase of \$25,503 (30.3 percent). Reviewing the results, increases in compensation from 2007 were larger outside the structure of a company as noted by the increases for independent/consultants, lead brokers and field landmen.

CPL, RPL, Education, Location and Experience

Table 19 showed the compensation averages by the Certified Professional Landman (CPL) for all landman. As noted earlier, the highest level of certification for a landman is a CPL. A CPL is obtained by being an active member of AAPL, having worked as a landman for the past two years, having at least seven years of experience or minimum of five years with additional education, possessing a bachelor's degree or higher, being sponsored by at least three CPLs, attending the Oil & Gas Land Review and passing the comprehensive exam. In this study, a landman with a CPL continued to earn a higher compensation than those with no certification (\$162,656 to \$109,022). When comparing compensation from the 2007 survey, a landman with a CPL saw their compensation



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increase by \$30,409 (23 percent increase) while a landman with no certification saw their compensation increase by only \$20,257 (also a 23 percent increase). The results were the same when the medians were compared; CPL landmen earned \$150,000, and non-CPL landmen earned \$90,000. Gains in average compensation from 1990 to 2010 were 124.4 percent for the non-CPL landmen while landmen with a CPL gained 184.4 percent in compensation. More importantly, the gap between landmen with a CPL and a landman with no certification increased from \$8,606 in the 1990 study to \$53,634 in the present study (the gap is even larger when comparing medians, \$60,000). Overall, in the past 20 years, the value of the CPL has not only held up over time, but the gap between landmen with a CPL and those with no certification has grown even larger. The investment of time and money made by a landman to acquire the CPL continues to show a healthy return.

Table 20 displayed compensation averages by CPL for company landmen. The gap between company landmen with a CPL and those with no certification was the largest it has ever been in a compensation study (\$57,674). The difference by median was equally as large (\$65,000) where non-CPL company landmen earned \$91,000, and CPL company landmen earned \$156,000. These results continue to support the value of a CPL for company landmen.

The gap between CPL and independents with no certification (see Table 21) was the largest it has ever been in a compensation survey (\$49,466). The medians showed a difference of \$28,101 where non-CPL independents earned \$85,000 and CPL independents earned \$113,101. Also, for the first time, the average compensation for an independent was larger than the average for a company landman (\$163,039 to \$162,525) however, the medians continued to reflect that the company landman earned more than independents (\$156,000 to \$113,101). Similar to the company landman, the CPL continues to demonstrate value over time for an independent.

Much like the CPL, the Registered Professional Landmen (RPL) did offer the same advantage for all landman (see Tables 22-24). To obtain the title Registered Professional Landman (RPL), the land professional must have at least five "credit years" of full-time work experience as a land professional,

be currently engaged on a full-time basis in the active performance of land work, score at least a 70 on all parts of the AAPL administrated RPL exam, be an active member for AAPL for a year and be sponsored by at least three CPLs. Recalling earlier that an average can be influenced by extreme numbers,

Table 24: Compensation Average by Registered Professional Landman Independents

		2010	2007	2005	2003
Yes	Mean	\$191,562	\$117,404	\$99,360	\$69,116
	Median	\$99,000	\$106,000	\$89,000	\$62,350
No	Mean	\$113,573	\$88,632	\$89,203	\$71,455
	Median	\$85,000	\$79,063	\$80,000	\$75,000

Table 25: Compensation Average by Professional Landman All Landmen

		2010	2007	2005
Yes	Mean	\$93,349	\$90,614	\$88,563
	Median	\$84,150	\$80,000	\$80,000
No	Mean	\$109,021	\$88,765	\$89,529
	Median	\$90,000	\$80,000	\$82,000

Table 26: Compensation Average by Professional Landman Company Landmen

		2010	2007	2005
Yes	Mean	\$99,879	\$91,614	\$87,838
	Median	\$85,626	\$79,500	\$79,000
No	Mean	\$104,850	\$88,866	\$89,896
	Median	\$91,000	\$80,000	\$83,000

Table 27: Compensation Average by Professional Landman Independents

		2010	2007	2005
Yes	Mean	\$88,479	\$89,909	\$89,493
	Median	\$81,250	\$82,000	\$85,846
No	Mean	\$113,573	\$88,632	\$88,949
	Median	\$85,000	\$79,063	\$78,825

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Table 28: Compensation Averages and Medians by CPL, RPL & RL

Level of Certification		All Landmen	Company Landmen	Independents
Registered Landman (RL)	Mean	\$93,349	\$99,879	\$88,479
	Median	\$84,150	\$85,626	\$81,250
	N	426	182	244
Registered Professional Landman (RPL)	Mean	\$142,293	\$117,178	\$191,562
	Median	\$100,000	\$101,000	\$99,000
	N	465	308	157
Certified Professional Landman (CPL)	Mean	\$162,656	\$162,525	\$163,039
	Median	\$150,000	\$156,000	\$113,101
	N	644	480	164
None	Mean	\$109,022	\$104,851	\$113,573
	Median	\$90,000	\$91,000	\$85,000
	N	1,102	575	527

the medians probably offer the most realistic assessment of the value of a RPL. Table 22 noted that for all landmen, a RPL earned \$100,000 and a person with no certification earned \$90,000 when the medians were compared. The gap between company landmen with a RPL and those with no certification was \$10,000 (\$101,000 versus \$91,000) while the gap for independents was much larger at \$14,000 (\$99,000 to \$85,000). These results recommended the investment of time and money into acquiring an RPL was worth it for all landmen.

Unlike the CPL or the RPL, the Registered Landman did not demonstrate any clear advantage when compared with landmen without this certification (see tables 25-27). A Registered Landman (RL) is someone that is an active member of AAPL (this requires either a college degree or four years of land experience), is working as a landman, is sponsored by a landman with CPL or RPL and passes the AAPL administrated take-home exam. When the medians are compared, the non-certified landman earned more than any Registered Landman (average or median). Therefore, the Registered Landman does not offer any advantage as related to compensation. The data suggest that the market does not place a significant value on a person holding an RL whereas there is clear advantages in earning potential for landmen who possess an RPL or CPL designation.

Table 28 compared the compensation between the CPL, RPL and the RL. The data clearly suggested that it was advantageous for a landman to invest time and money in acquiring the RPL and CPL. Perhaps most interesting was the large gap between an RPL and RL demonstrating the value of certification with a competency exam. Clearly, the data implied that certification has played a significant role in improving compensation for all landmen.

In reviewing the impact education had upon compensation for this study (see Table 29), some interesting findings were noted. In the structure of the organization (company landmen), a bachelor's degree and advanced degrees

Table 29: Compensation Averages and Medians by Educational Level

Education Level		All Landmen	Company Landmen	Independents
High School	Mean	\$121,344	\$105,882	\$131,467
	Median	\$90,000	\$96,000	\$85,000
	N	278	110	168
2-year Associate Degree	Mean	\$152,732	\$105,193	\$178,086
	Median	\$90,000	\$96,250	\$90,000
	N	253	88	165
4-year Bachelor's Degree	Mean	\$121,821	\$125,107	\$116,030
	Median	\$100,000	\$110,000	\$90,000
	N	1,616	1,031	585
Master's Degree	Mean	\$120,218	\$126,631	\$110,729
	Median	\$100,000	\$120,000	\$86,500
	N	243	145	98
Law Degree	Mean	\$132,490	\$143,161	\$106,686
	Median	\$111,600	\$120,000	\$98,604
	N	229	162	67
PhD Degree	Mean	\$148,333	n/a	n/a
	Median	\$152,000	n/a	n/a
	N	3	1	2

Table 30: Compensation Averages and Medians by PLM/EM Degree

PLM/EM Degree		All Landmen	Company Landmen	Independents
Yes	Mean	\$138,639	\$136,711	\$150,326
	Median	\$125,000	\$130,000	\$104,000
	N	452	388	64
No	Mean	\$122,728	\$120,592	\$125,131
	Median	\$97,500	\$105,000	\$90,000
	N	2185	1157	1028

(master's and law degrees) earned significantly more than a high school diploma and two-year associate's degree when the averages and medians were compared. Advanced degrees (master's and law) were worth the most to the company landman (\$120,000 median for each) followed by the bachelor's degree (\$110,000 median). There was essentially very little difference in compensation between someone with a high school diploma and a two-year associate's degree for a company landman. When the averages were compared, the high school diploma earned more money than a landman with a two-year associate's degree (\$105,883 versus \$105,192). However, when the medians were compared, the landman with the two-year associate's degree earned more than the high school diploma (\$96,250 versus \$96,000). In all comparisons (average or medians), a bachelor's and advanced degrees earned significantly more for a company landman.

On the other hand, the story was different for the independent. Essentially only a law degree appeared to offer additional compensation over individuals with a degree higher than a two-year associate degree. An independent with a law degree earned the most when reviewing medians (better assessment of the true value of education regarding compensation). The independent with a law degree earned \$98,604 followed by a bachelor's degree and two-year associate's degree of \$90,000. When comparing averages, the two-year associate's degree and high school diploma were significantly higher (\$178,086 and \$131,467 respectively) than any advanced degree. The results implied marginal utility for an independent to attend a four-year university when time and expense is compared against a high school diploma or two-year associate's degree. However, there appeared to be some utility in obtaining a law degree if the independent had a bachelor's degree. Overall, for independents, higher education does not offer the guarantee of higher compensation as higher education does for the company landman.

The data in Table 30 suggested that acquiring a PLM/EM degree added

Table 31: Compensation Averages and Medians by Bachelor's Degree, PLM Degree and Work Experience

Education Level	Years of Landman Experience	PLM Degree	Mean	Median	N
4-year Bachelor's Degree	0-5 Years of Experience	Yes	\$85,878	\$82,000	133
		No	\$79,631	\$74,000	388
	6-10 Years of Experience	Yes	\$108,452	\$108,000	45
		No	\$102,300	\$94,000	271
	11-15 Years of Experience	Yes	\$142,021	\$140,000	19
		No	\$105,288	\$100,000	72

Table 32: Compensation Averages and Medians by State

State		All Landmen	Company Landmen	Independents
North Dakota	Mean	\$138,729	n/a	\$152,730
	Median	\$100,000	n/a	\$100,000
	N	36	11	25
Pennsylvania	Mean	\$94,937	\$99,168	\$83,829
	Median	\$82,800	\$85,000	\$73,000
	N	87	63	24
West Virginia	Mean	\$200,972	\$97,500	\$332,302
	Median	\$80,000	\$90,000	\$68,000
	N	59	33	26
Mississippi	Mean	\$101,995	n/a	\$99,959
	Median	\$96,500	n/a	\$96,500
	N	30	2	28
Michigan	Mean	\$93,968	n/a	n/a
	Median	\$82,616	n/a	n/a
	N	40	21	19
Louisiana	Mean	\$107,037	\$109,360	\$105,957
	Median	\$93,500	\$100,000	\$90,000
	N	148	47	101
Wyoming	Mean	\$98,369	n/a	n/a
	Median	\$94,000	n/a	n/a
	N	30	9	21
Oklahoma	Mean	\$131,702	\$120,785	\$170,768
	Median	\$100,000	\$102,000	\$92,000
	N	380	297	83
Texas	Mean	\$130,263	\$133,847	\$125,582
	Median	\$104,000	\$120,000	\$90,000
	N	1,303	738	565
Colorado	Mean	\$120,802	\$124,675	\$108,464
	Median	\$105,500	\$111,615	\$97,000
	N	226	172	54
California	Mean	\$140,535	\$134,525	n/a
	Median	128,500	\$134,500	n/a
	N	33	26	7

Table 33: Compensation Averages and Medians by City

City		All Landmen	Company Landmen	Independents
Pittsburgh	Mean	\$100,760	\$104,453	n/a
	Median	\$85,000	\$87,000	n/a
	N	45	38	7
Lafayette	Mean	\$107,808	n/a	\$117,086
	Median	\$90,000	n/a	\$98,250
	N	43	11	32
Shreveport	Mean	\$100,698	n/a	\$105,850
	Median	\$93,000	n/a	\$88,750
	N	45	15	30
Oklahoma City	Mean	\$131,874	\$121,207	\$163,721
	Median	\$98,000	\$100,000	\$92,000
	N	275	206	69
Tulsa	Mean	\$122,123	\$123,865	n/a
	Median	\$110,000	\$115,000	n/a
	N	85	78	7
Dallas	Mean	\$113,004	\$124,517	\$88,514
	Median	\$105,000	\$115,000	\$80,000
	N	172	117	55
Longview/Tyler	Mean	\$190,641	n/a	\$200,593
	Median	\$90,000	n/a	\$90,000
	N	116	15	101
Fort Worth	Mean	\$129,675	\$132,023	\$127,397
	Median	\$98,000	\$110,100	\$82,000
	N	195	96	99
Houston	Mean	\$135,582	\$141,404	\$115,116
	Median	\$125,000	\$139,200	\$97,000
	N	483	376	107
San Antonio	Mean	\$100,500	\$121,070	\$85,540
	Median	\$92,000	\$117,500	\$86,000
	N	57	24	33
Austin	Mean	\$106,198	n/a	\$101,638
	Median	\$93,750	n/a	\$90,000
	N	57	12	45
Midland	Mean	\$123,711	\$131,654	\$104,537
	Median	\$101,000	\$118,500	\$100,000
	N	99	70	29
Denver	Mean	\$121,825	\$124,425	\$112,230
	Median	\$109,000	\$113,900	\$98,000
	N	211	166	45

value for both the company landman and the independent regardless of the years of experience. A company landman with a PLM/EM degree on average was compensated \$16,119 more than a company landman without the PLM/EM degree, and the difference by the median was even larger at \$25,000. An independent with a PLM/EM degree enjoyed a better advantage of earning \$25,195 more than an independent without the PLM/EM degree, and the difference by the medians was slightly smaller at \$14,000.

A question to ask is "Should an individual attending college major in a PLM or EM program, or does any bachelor's degree work when comparing compensation?" The answer is yes; earn either a PLM or EM degree (see Table 31). Much like the information reported in Table 30, the value of the PLM or EM degree held value even when compared with other college graduates with similar work experience and level of education. Data were analyzed to examine what affect the PLM or EM degrees had with landmen that had zero to five years of experience, six to 10 years of experience, and 11 to 15 years of experience. The data, using the median, suggested landmen with zero to five years of land experience with either a PLM or EM degree earned \$82,000 while those without either degree, but still holding a Bachelor's degree, earned \$8,000 less at \$74,000. In fact, this trend that the landman with either a PLM or EM degree earned more was true with landmen of six to 10 years of experience and those with 11 to 15 years of experience. Therefore, the bottom line is that the PLM degree or EM degree demonstrated value for a landman as it related to compensation.

Tables 32 and 33 reported compensation data earned by landmen from selected states and cities. When sample sizes are small, averages or means are more influenced by extreme numbers than medians. In most cases, the median was probably a better representation of the true compensation in regard to a state or a city because it was not as volatile. In reporting compensation

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from states, only states with sample sizes larger than 30 respondents were reported. Regarding company landmen with a sample size of at least 25, the highest medians were reported in California (\$134,500) and Texas (\$120,000), followed by Colorado (\$111,615), Oklahoma (\$102,000), Louisiana (\$100,000), West Virginia (\$90,000), and Pennsylvania (\$85,000). Regarding independents with a sample size of at least 25 respondents in a state, the highest medians were reported in North Dakota (\$100,000) and Colorado (\$97,000), followed by Mississippi (\$96,500), Oklahoma (\$92,000), Texas (\$90,000), Louisiana (\$90,000), Pennsylvania (\$73,000) and West Virginia (\$68,000). When comparing medians, in most cases the company landman earned more than the independent where the largest difference was in Texas (\$30,000 difference) then West Virginia (\$22,000 difference), Colorado (\$14,615 difference), Pennsylvania (\$12,000 difference) and Louisiana and Oklahoma (\$10,000 difference).

Table 33 reported compensation earned by landmen for selected cities. As with states, the median was a better representation of the true compensation because it was less volatile. In reporting

When sample sizes are small, averages or means are more influenced by extreme numbers than medians. In most cases, the median was probably a better representation of the true compensation in regard to a state or a city because it was not as volatile.

compensation from cities, only cities with sample sizes larger than 30 respondents were reported. Regarding company landmen, the medians over \$100,000 were reported in Houston (\$139,200), Midland (\$118,500), San Antonio (\$117,500), Tulsa and Dallas (\$115,000),

Denver (\$113,900), Fort Worth (\$110,100) and Oklahoma City (\$100,000). Regarding independents, only Midland had at least \$100,000 while Lafayette had \$98,250. Denver had \$98,000, and Houston had \$97,000.

An important side note in reviewing the data from states and cities is to be cognizant of cost-of-living expenses. For example, company landmen in Dallas reported earning the same as a company landman in Tulsa (\$115,000). However, the cost-of-living expenses are cheaper in Tulsa so that the \$115,000 in Tulsa is worth \$119,461 to someone in Dallas. In other words, while both the Dallas and Tulsa company landman earned the same, the Tulsa landman has more buying power.

Table 34 is one of the most important tables in this study. This table demonstrated that while there has been a significant influx of landman with less than 10 years of experience, both the average and median increased. This is outstanding and points to the strength of landman compensation in 2010. Generally one would expect to see

Table 34: 2010 & 2007 Compensation Averages and Medians by Landman Experience

Years of Land Experience		2010 All Landmen	2007 All Landmen	2010 Company Landmen	2007 Company Landmen	2010 Indep.	2007 Indep.
0-5 Years of Experience	Mean	\$90,025	\$70,144	\$83,904	\$70,135	\$97,472	\$70,152
	Median	\$76,200	\$70,000	\$80,000	\$70,000	\$72,000	\$70,000
	N	798	912	438	449	360	463
6-10 Years of Experience	Mean	\$107,110	\$95,560	\$103,855	\$87,360	\$110,296	\$103,927
	Median	\$94,000	\$85,500	\$100,000	\$85,000	\$90,000	\$88,000
	N	570	200	282	101	288	99
11-15 Years of Experience	Mean	\$111,602	\$102,793	\$122,503	\$104,328	\$98,770	\$100,874
	Median	\$100,000	\$96,000	\$120,000	\$100,000	\$87,000	\$90,000
	N	172	153	93	85	79	68
16-20 Years of Experience	Mean	\$124,389	\$113,554	\$137,322	\$115,628	\$109,127	\$110,809
	Median	\$110,000	\$110,000	\$130,000	\$115,000	\$97,000	\$108,500
	N	109	158	59	90	50	68
21-30 Years of Experience	Mean	\$171,608	\$126,697	\$152,359	\$131,384	\$217,559	\$117,458
	Median	\$139,000	\$122,000	\$150,000	\$130,000	\$108,000	\$104,000
	N	420	930	296	617	124	313
31+ Years of Experience	Mean	\$163,914	\$133,584	\$164,295	\$138,477	\$163,160	\$126,804
	Median	\$150,000	\$125,000	\$160,000	\$135,500	\$120,000	\$100,000
	N	568	334	377	194	191	140

compensation decline as more individuals enter the profession; as supply of workers increases, the demand declines, usually followed by declining wages.

However in this case, even though the supply increased, the demand was so intense for this unique expertise that the wages actually increased.

When each category of experience was compared to the compensation in 2007, earnings in 2010 were higher in most categories. In addition, years of experience for the company landman specifically and the independent generally show a direct influence on compensation. On average, the results indicated the more experience the landman had, the more his compensation.

Company landmen with less than five years of experience saw an increase of 14.3 percent when medians were compared with the 2007 study. In addition, company landmen with six to 10 years of experience saw an increase over the 2005 earnings of 17.6 percent, 11 to 15 years of experience saw the largest increase of 20 percent, 16 to 20 years of experience saw an increase of 13.1 percent, 21 to 30 years of experience saw an increase of 15.4 percent, and 31-plus years of experience saw an increase of 18.5 percent over earnings in 2007. Independents saw several increases over earnings from the 2007 study. Independents with less than five years of experience saw an increase of 2.9 percent over earnings in 2007. In addition, independents with six to 10 years of experience saw an increase of 2.3 percent, 11 to 15 years of experience saw a decrease of 3.3 percent, 16 to 20 years of experience saw a decrease of 10.6 percent, 21 to 30 years of experience saw an increase of 3.8 percent, and 31-plus years of experience saw the largest increase (20 percent) over earnings of 2007.

An interesting observation noted that the company landmen, when viewing the median, consistently earned more than an independent at all levels of experience. This was not the case in 2007, but in 2010 an independent never earned more than a company landman when reviewing the medians. However, when the averages were examined, there were a few levels of experience where the independent earned more. In reviewing the relationship experience had with compensation in 2010, the bottom line was that as a company landman or independent acquired more experience, his compensation increased.

Table 35 reported compensation averages by both experience and CPL.

Table 35: Compensation Averages and Medians by Experience and CPL

CPL	Years of Land Experience		All Landmen	Company Landmen	Independents
Yes	6-10 Years of Experience	Mean	\$115,250	\$117,535	\$99,250
		Median	\$110,000	\$110,000	\$95,000
		N	32	28	4
	11-15 Years of Experience	Mean	\$131,442	\$143,008	\$102,200
		Median	\$130,000	\$142,000	\$100,000
		N	39	28	11
	16-20 Years of Experience	Mean	\$144,175	\$150,266	\$113,716
		Median	\$138,000	\$155,000	\$107,150
		N	36	30	6
	21-30 Years of Experience	Mean	\$161,097	\$165,079	\$147,447
		Median	\$150,000	\$153,500	\$120,000
		N	217	168	49
	31+ Years of Experience	Mean	\$174,592	\$170,589	\$184,171
		Median	\$156,302	\$165,000	\$120,000
		N	319	225	94
No	6-10 Years of Experience	Mean	\$99,331	\$97,818	\$100,712
		Median	\$91,000	\$95,000	\$89,000
		N	285	136	149
	11-15 Years of Experience	Mean	\$110,279	\$116,677	\$105,650
		Median	\$97,000	\$101,000	\$96,000
		N	81	34	47
	16-20 Years of Experience	Mean	\$110,383	\$126,869	\$97,430
		Median	\$100,000	\$120,000	\$91,500
		N	50	22	28
	21-30 Years of Experience	Mean	\$138,894	\$134,224	\$148,107
		Median	\$112,500	\$135,000	\$100,000
		N	110	73	37
	31+ Years of Experience	Mean	\$149,411	\$149,430	\$149,388
		Median	\$131,000	\$147,500	\$120,000
		N	123	68	55

Table 36:

Correlations between Compensation, Certification, Education and Experience

	Education Level	Years of Landman Experience	CPL	RPL
All Landmen	-.005	.128**	.143**	.047
Company Landmen	.131**	.523**	.464**	.098**
Independents	-.033	.087**	.076**	.068

** Correlation is significant at the 0.01 level (2-tailed).

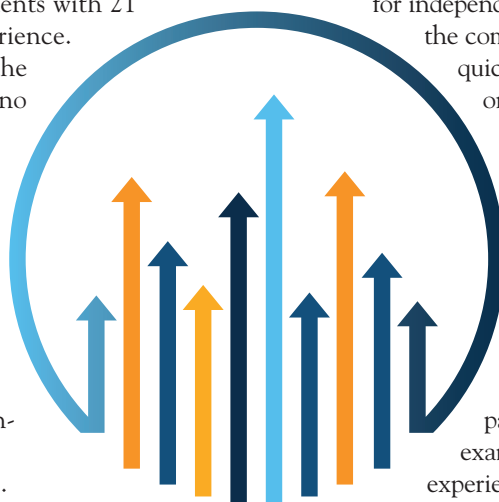
* Correlation is significant at the 0.05 level (2-tailed).

Again the data implied that combining a CPL with experience was a smart move for the company landman and a good move for the independent. In no case did the non-CPL company landman earned more than the CPL company landman. However, there were three examples regarding independents where the non-CPL independent earned more than the CPL independent when comparing the averages; independents with six to 10 years of experience, 11 to 15 years of experience and independents with 21 to 30 years of experience. When comparing the median, there was no example where the non-CPL independent earned more than the CPL-independent; however, there was one case where they earned the same amount — independents with 31-plus years of experience.

The data were clear in demonstrating what a landman could do to increase his compensation in 2010. Three variables that influenced compensation were level of certification, education and years of experience. Table 36 demonstrated their influence on compensation by examining the correlation between education, experience, levels of certification and compensation. A correlation simply measures the strength of the relationship between two variables and whether the relationship was statistically significant. The data suggested that the strongest relationship with higher compensation was years of experience for both the company landman and the independent. Other significant relationships with higher compensation for company landmen were the CPL designation, followed by education, then RPL. For the independent, the only other significant relationship to higher compensation besides experience was the CPL; there was no significant relationship between education

and compensation or RPL and compensation for independents.

In summary, the data strongly suggested that compensation reacted favorably to years of land experience and to landmen that improved themselves through certification. The CPL had significant relationships with compensation as did years of land experience. Education sent a very positive message to the company landmen where advanced degrees equated to higher compensation, but education had no influence on compensation for independents. Therefore, for the company landman, the quickest way to improve one's compensation was to acquire a RPL or CPL or an advanced educational degree (master's or law). For an independent wanting to improve his compensation, he could pass either the CPL exam or gain more land experience over time.



Compensation and Gender

Table 37 displayed compensation averages by gender for all landmen. The 2007 survey noted a slight decrease in the compensation gap between males and females; however, for this survey the

gap has increased to its largest level ever \$30,860. In reviewing the data over the last 20 years, females have been unable to close the gap in compensation when the average is compared.

Table 38 focused on compensation of males and females as company landmen. In 1990, the gap between males and females as company landmen was \$17,951. By 2005, the gap had grown to \$24,354. In 2007, the gap increased slightly to \$25,135. For this survey, the gap again increased slightly to \$25,597 — the largest ever.

Table 39 addressed compensation averages among male and female independents. In 2005, the gap between male and female independents grew to the largest ever (\$18,012). In 2007, the gap decreased to \$12,381. However, for this study the gap between male and female independents ballooned to the largest difference ever; \$41,944.

To further understand why this gap existed between male and female landmen, two variables identified earlier in the report that influenced compensation — CPL and years of experience — were examined in relationship to gender. Table 40 reported compensation by gender and CPL; these results offered no explanation as to why a significant gap existed. The median gap between company landmen males and females with a CPL was \$20,000, up slightly from the 2007 difference of

**Table 37: Compensation by Gender
All Landmen**

Gender	2010	2007	2005	2000	1990
Male	\$132,851	\$109,159	\$113,666	\$83,692	\$53,634
Female	\$101,991	\$89,840	\$91,765	\$66,647	\$40,746

**Table 38: Compensation by Gender
Company Landmen**

Gender	2010	2007	2005	2000	1990
Male	\$131,930	\$115,460	\$116,458	\$90,231	\$60,867
Female	\$106,333	\$90,325	\$92,104	\$66,161	\$43,276

**Table 39: Compensation by Gender
Independent**

Gender	2010	2007	2005	2000	1990
Male	\$133,982	\$101,253	\$108,823	\$71,871	\$42,532
Female	\$92,038	\$88,872	\$90,811	\$65,323	\$31,880

Table 40: Compensation by Gender and CPL

Gender	Certified Professional Landman		2010 All Landmen	2010 Company Landmen	2010 Independent	2007 All Landmen	2007 Company Landmen	2007 Independent
Male	Yes	Mean	\$168,698	\$167,935	\$170,659	\$136,431	\$139,878	\$128,749
		Median	\$150,000	\$160,000	\$119,000	\$130,000	\$136,750	\$107,000
		N	521	375	146	565	390	175
	No	Mean	\$120,265	\$113,434	\$126,880	\$93,278	\$97,271	\$88,637
		Median	\$91,133	\$100,000	\$87,250	\$80,000	\$85,000	\$77,000
		N	779	358	421	640	344	296
Female	Yes	Mean	\$137,059	\$143,201	\$101,224	\$116,663	\$119,118	\$103,160
		Median	\$135,000	\$140,000	\$101,000	\$117,250	\$118,500	\$100,000
		N	123	105	18	156	132	24
	No	Mean	\$93,516	\$94,778	\$91,088	\$77,768	\$72,126	\$88,458
		Median	\$84,000	\$85,000	\$80,000	\$72,000	\$72,000	\$80,000
		N	509	335	174	275	180	95

Table 41:

Compensation by Gender, Bachelor's Degree and 0-5 Years of Experience

Gender		2010 Company Landmen	2010 Independent	2007 Company Landmen	2007 Independent
Male	Mean	\$83,157	\$81,397	\$71,187	\$69,938
	Median	\$80,000	\$72,500	\$71,000	\$70,000
	N	223	196	221	199
Female	Mean	\$70,693	\$97,205	\$63,757	\$65,097
	Median	\$73,000	\$68,000	\$65,000	\$65,000
	N	79	23	82	51

\$18,250. The median gap between independent males and females was \$18,000, which was significantly higher than the 2007 result of \$7,000. The gap between non-CPL males and females was larger with company landmen where non-CPL company males earned \$15,000 more than non-CPL company females. Independent non-CPL females earned \$7,250 less than independent non-CPL males. While the CPL doesn't explain the gap in compensation between males and females, it did demonstrate that a CPL does generate higher income for both males and females alike.

A final comparison examined males and females with similar years of experience (zero to five years of experience) and the same educational level (see Table 41). The reason behind investigating compensation at this entry level of experience was to determine if females begin their career with a gap in compensation. Company landmen and independent males with zero to five years of land experience and a bachelor's degree earned \$80,000 and \$72,500 respectively (median). Female company landmen and independents with zero to five years of land experience and a bachelor's degree both earned \$73,000

and \$68,000 (median). So with similar years of experience and the same educational level, company landmen males earned \$7,000 more than females while independent males earned \$4,500 more than independent females. These results are puzzling.

In summary, the gap between male and female landmen continues to be significant at \$30,860, the largest difference ever. Females do not appear to be any closer in closing the gap with males regarding overall compensation in 2010 than they were in 1990. Moreover, when the medians were compared between male and female company landmen and independents with similar experience (zero to five years of experience) and the same educational background (bachelor's degree only), company landmen males earned \$7,000 more than company landmen females while independent males earned \$4,500 more than their female counterparts.

This large and unexplained difference in compensation between male and female company landmen remains a mystery. I recommend that the AAPL spends some time and energy to study this

Table 42: Compensation Averages and Medians by Onshore or Offshore

	2010 Onshore	2010 Offshore	2007 Onshore	2007 Offshore	2005 Onshore	2005 Offshore	2000 Onshore	2000 Offshore
Mean	\$122,712	\$167,167	\$105,809	\$147,352	\$106,448	\$146,487	\$82,494	\$102,508
Median	\$110,000	\$180,000	\$100,000	\$150,000	\$105,000	\$130,000	\$80,000	\$105,000

potentially divisive issue as the profession continues to add new members.

The Company Landman

Data were collected that pertain only to the company landman. Table 42 showed how landmen were compensated with regard to their work onshore or offshore. The data suggested that offshore company landmen (N=67) earned \$70,000 more than onshore landmen (N=1,478) when the median was examined for this compensation study. In addition, when medians were compared, offshore company landmen experienced a \$30,000 increase in compensation over the 2007 results while onshore company landmen saw their compensation increase by \$10,000. The current gap between onshore and offshore landmen of \$70,000 (median) is the largest gap in compensation since the compensation survey began in 1990.

Table 43 showed how different areas of responsibility were compensated from prior surveys. All major areas of responsibility increased in compensation from the 2007 survey. The largest increases over the 2007 study in areas of responsibility were international negotiations (\$21,222; 14.4 percent increase), general administration (\$19,399; 18.4 percent increase), all above in geographic area (\$17,847; 15.5 percent increase), titles/leasing (\$12,710; 16.8 percent), right-of-way (\$11,573; 12.7 percent), lease maintenance (\$9,213; 12.9 percent) and trades/contracts (\$2,862; 2 percent increase). Areas of responsibility that pay over \$100,000 were international negotiations (\$168,555), trades/contracts (\$141,606) all above in geographic area (\$132,808), general administration (\$125,057), right-of-way (\$103,007) and pooling/utilization (\$101,088). There were two areas of responsibility under \$100,000; titles/leasing (\$88,300) and lease maintenance (\$80,449).

Table 44 examined the influence CPL had with different major areas of responsibility for the 2010 survey only. Only those areas that had at least 10 landmen within both groups (CPL or non-CPL) were included. Utilizing the median because of the small sample

Table 43: Compensation by Major Area of Responsibility

Major Area of Responsibility	2010	2007	2005	2000	1990
Titles/Leasing	\$88,300	\$75,590	\$79,782	\$73,106	\$41,088
Trades/Contracts	\$141,606	\$138,744	\$141,127	\$94,165	\$59,921
Pooling/Utilization	\$101,088	n/a	n/a	n/a	n/a
All Above Geographic Area	\$132,808	\$114,961	\$112,356	\$88,347	\$57,130
International Negotiations	\$168,555	\$147,333	\$127,938		\$89,111
General Administration	\$125,057	\$105,658	\$101,193	\$80,112	\$63,530
Right-of-Way	\$103,007	\$91,434	\$102,423	\$67,117	\$68,703
Lease Maintenance	\$80,449	\$71,236	\$88,395	\$62,868	\$45,702

Table 44: Compensation by Major Area of Responsibility and CPL

Major Area of Responsibility	CPL	Mean	Median	N
Titles/Leasing	No	\$82,580	\$82,500	165
	Yes	\$137,968	\$137,000	19
Trades/ Contracts	No	\$122,710	\$120,000	83
	Yes	\$165,016	\$170,000	67
All Above Geographic Area	No	\$115,125	\$100,000	619
	Yes	\$165,875	\$160,000	331
General Administration	No	\$109,706	\$91,000	87
	Yes	\$162,156	\$157,000	36
Right-of-Way	No	\$96,056	\$93,720	43
	Yes	\$124,357	\$126,000	14

Table 45: Compensation by Type of Organization

Type of Organization	2010	2007	2005	2000	1990
Major Oil Corporation	\$127,863	\$118,113	\$130,470	\$89,239	\$60,569
Independent Exploration	\$125,257	\$107,950	\$107,875	\$84,969	\$56,927
Government Organization	\$89,422	\$94,857	\$82,500	\$62,096	\$48,314
Financial Institution	\$102,623	\$93,788	\$93,145	\$68,973	\$47,104
Utility/Telecommunication	\$89,760	\$96,607	\$103,361	n/a	n/a

size, company landmen with a CPL earned significantly more than company landmen without a CPL regardless of the area of responsibility. The largest difference between a CPL and non-CPL was \$66,500 (general administration) while the smallest difference was \$32,280 (right-of-way). Clearly the data implied that the CPL was worth the time and effort as it related to compensation for company landmen.

Table 45 focused upon the compensation average by type of organization that employed the company landman. A majority of company landmen (80

percent) worked for the independent exploration/production organization even though the major oil corporations paid higher compensation. The percentage of landmen working for independent exploration (80 percent) in this survey was a slight decrease from the 2007 study of 83 percent. The largest increases in compensation over the 2007 survey were found with landmen working for independent exploration where they earned \$17,307 more (an increase of 16 percent). Other increases in compensation over the 2007 survey were reported by company

landmen working for major oil corporation \$9,750 (increase of 8.3 percent) and financial institution \$8,835 (increase of 9.4 percent). Declines in compensation from the 2007 survey were found with landmen working for utility/telecommunications where they earned \$6,847 less (decrease of 7.1 percent) followed by landmen at govern-

ment organization a decline in compensation of \$5,435 (decrease of 5.7 percent). Over the last five years, the difference in compensation between independent exploration firms and major oil corporations shrunk from \$22,595 in 2005 to \$2,606 for this study; the smallest since the compensation study began in 1990.

Table 46 focused upon compensation averages dependent upon the size of the independent exploration organization. There were across the board increases in compensation regardless of the size of the independent exploration organization. The largest increase in compensation was the smallest organization (one to 10 employees) where the increase was \$20,272 (19.8 percent increase). The next largest increase was associated with organization employing 11 to 39 employees \$18,253 (16.3 percent increase) followed by organizations employing 40 to 119 employees \$18,151 (17.4 increase), organizations employing more than 340 employees were next with \$16,176 (14.8 percent increase) and the organization employing 120 to 340 employees had the smallest increase of \$15,236 (14.7 percent increase). Generally the data in past compensation studies suggested the larger the organization the higher the compensation. However, for the 2010 study, organizations with 11 to 39 employees paid the highest wages followed by the largest organization to the smallest in terms of compensation.

Table 47 reported the compensation averages between supervisors and non-supervisors. The data suggested that organizations paid supervisors significantly more. The difference in compensation between supervisors and non-supervisors was \$37,981, up from \$32,776 in the 2007 survey, and was the largest difference ever noted in compensation studies.

Table 48 displayed the compensation for supervisor versus non-supervisor based upon type of organization. In comparing medians because of the small sample sizes, supervisors from major oil corporations (\$150,000) earned the most while supervisors from utility/telecommunication (\$96,000) earned the least. Government institutions were not included because of the extremely small sample sizes. In every situation supervisors earned more than non-supervisors, and the largest difference in compensation between a supervisor and non-supervisor was within major oil corporations with a difference of \$59,000.

Table 49 examined compensation paid by independent exploration companies to supervisors based upon the

Table 46: Compensation by Size of Independent Exploration Organization

Size of Organization	2010	2007	2005	2000	1990
1-10 Employees	\$122,579	\$102,307	\$104,426	\$78,889	\$50,557
11-39 Employees	\$130,248	\$111,995	\$106,806	\$81,343	\$55,147
40-119 Employees	\$122,383	\$104,232	\$107,063	\$83,427	\$56,744
120-340 Employees	\$123,319	\$107,483	\$111,882	\$88,126	\$57,440
341+ Employees	\$125,701	\$109,525	\$109,797	\$90,857	\$63,847

Table 47: Compensation by Supervisor vs. Non-Supervisor

Supervisor	2010	2007	2005	2000	1990
Yes	\$143,600	\$123,972	\$117,760	\$90,177	\$65,208
No	\$105,619	\$91,196	\$98,999	\$77,524	\$49,528

**Table 48:
Averages and Medians by Supervisor vs. Non-Supervisor by Organization**

Type of Organization	Supervisor	Mean	Median	N
Major Oil Corporation	Yes	\$156,852	\$150,000	83
	No	\$112,137	\$91,000	153
Independent Exploration	Yes	\$143,209	\$140,000	653
	No	\$105,285	\$92,000	582
Utility/Telecommunication	Yes	\$95,889	\$96,000	9
	No	\$84,244	\$83,500	10
Financial Institution	Yes	\$120,488	\$117,000	17
	No	\$77,950	\$78,500	12

**Table 49: Compensation Averages and Medians by Supervisor
by Size of Independent Company**

Number of Employees	Supervisor	Mean	Median	N
1-10 Employees	Yes	\$134,087	\$135,000	79
	No	\$99,267	\$90,000	39
11-39 Employees	Yes	\$141,844	\$135,000	141
	No	\$93,538	\$80,000	44
40-119 Employees	Yes	\$141,444	\$130,000	111
	No	\$94,121	\$90,000	73
120-340 Employees	Yes	\$139,821	\$145,000	75
	No	\$105,822	\$96,000	69
341+ Employees	Yes	\$142,233	\$148,250	254
	No	\$109,127	\$94,000	361

Table 50: Job Related Compensation Received by Type of Organization

Type of Organization	2010 Mean	2010 Median	2010 N	2007 Mean	2007 Median	2007 N
Major Oil Corporation	\$58,576	\$25,000	214	\$59,156	\$24,500	168
Independent Exploration	\$74,193	\$35,000	1109	\$72,105	\$30,000	1100
Government Organization	\$12,500	\$5,000	5	\$18,440	\$15,000	5
Utility/Telecommunication Organization	\$25,900	\$15,000	15	\$47,857	\$31,500	14
Financial Institution	\$27,459	\$12,000	23	\$33,007	\$14,000	28
Law Firm	n/a	n/a	4	\$8,583	\$6,750	6

company's size. The data were somewhat consistent when compared with past compensation surveys. Past surveys generally found on average the larger independent organizations paid supervisors more than smaller organizations. While this was the case for the two largest organizations, the two smaller organizations paid supervisors more than organizations in the middle with 40 to 119 employees. This group of organizations (40 to 119 employees) paid supervisors the least (\$130,000) when comparing medians.

Data were collected regarding additional compensation that was received related to the job during the year 2010. Of the 1,564 company landmen that reported receiving compensation, 1,374 company landmen (88 percent) reported receiving additional job related compensation for this survey. This percentage

was slightly higher than the 85 percent reported in the 2007 study. Table 50 compared the additional job related compensation by type of organizations. Additional job related compensation provided by the independent exploration companies (\$74,193) was larger when compared to the major oil corporations (\$58,576), financial institutions (\$27,459), the utility/telecommunication (\$25,900) and government organizations (\$12,500). The median (a more accurate measure in this case) reflected a similar dynamic than the average reported above as the largest reported additional job related compensation was independent exploration companies (\$35,000), major oil corporations (\$25,000), utility/telecommunication companies (\$15,000), followed by financial institutions (\$12,000) and government organizations (\$5,000). When the

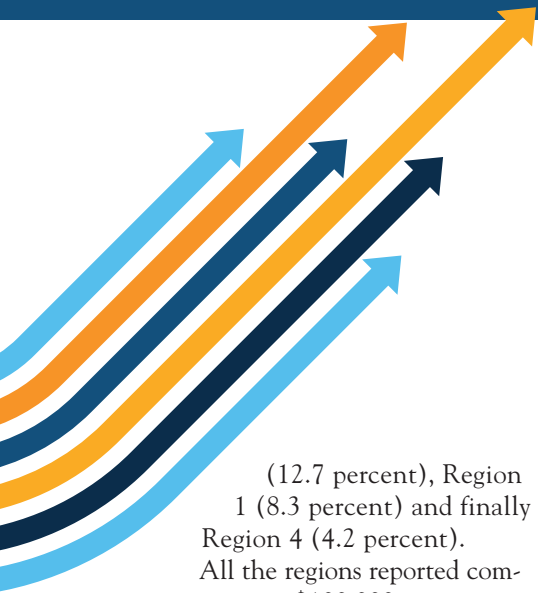
median for this study was compared to the medians reported in 2007, only the independent exploration companies and major oil corporations reported increases (16.7 percent and 2 percent respectively) while the other organizations reported decreases when compared to the 2007 study.

Company landmen were asked to indicate various forms of additional compensation they received in the year 2010. The most common answer was cash bonus (1,269) followed by stock options (735), professional membership/continuing education (629), participation/profit sharing (244), retention bonus (139), car allowance (131) and overriding royalty interest (75). As in prior surveys, cash bonus was the most common response. The major change from the 2007 survey was that retention bonus rose from last to above car allowance and overriding royalty interest.

Compensation data were collected by AAPL regions (see Table 51). Given the relative small sample size, the median was a more accurate measurement for comparison purposes. When data from this survey were compared with data from the 2007 study, all but one of the regions showed an increase. Region 7 had a \$1,000 decrease in compensation from the 2007 study (.8 percent decrease). The largest percentage increase over the 2007 survey was Region 6 (22 percent) followed by Region 2 (17.9 percent), Region 3 (17.4 percent), Region 10 (15.1 percent), Region 8

Table 51: Compensation by Company Landman by AAPL Region

Region Worked	2010 Mean	2010 Median	2010 N	2007 Mean	2007 Median	2007 N	2005 Mean	2005 Median	2005 N
Region 1	\$133,173	\$130,000	108	\$118,413	\$120,000	132	\$111,479	\$120,000	76
Region 2	\$102,245	\$89,250	208	\$83,153	\$75,714	150	\$92,447	\$84,500	40
Region 3	\$124,898	\$111,500	200	\$103,578	\$95,000	195	\$102,957	\$100,000	82
Region 4	\$136,285	\$125,000	317	\$124,232	\$120,000	262	\$120,653	\$113,000	185
Region 5	\$124,568	\$101,000	207	\$108,208	\$100,500	213	\$114,714	\$110,000	121
Region 6	\$124,301	\$110,000	235	\$99,627	\$90,000	284	\$101,445	\$102,500	140
Region 7	\$123,076	\$115,000	182	\$110,716	\$116,000	185	\$104,005	\$100,500	112
Region 8	\$125,640	\$112,715	80	\$106,125	\$100,000	94	\$103,481	\$107,000	54
Region 9	n/a	n/a	3	\$92,775	\$85,000	5	N/A	N/A	N/A
Region 10	\$163,640	\$175,000	5	\$149,080	\$152,070	8	\$139,693	\$140,000	8



(12.7 percent), Region 1 (8.3 percent) and finally Region 4 (4.2 percent).

All the regions reported compensation over \$100,000 except Region 2 (\$89,250).

In sum, the data suggested that company landmen earned higher compensation working offshore rather than onshore. Areas of responsibility that pay over \$100,000 were international negotiations (\$168,555), trades/contracts (\$141,606) all above in geographic area (\$132,808), general administration

(\$125,057), right-of-way (\$103,007) and pooling/utilization (\$101,088). Two areas of responsibility were under \$100,000; titles/leasing (\$88,300) and lease maintenance (\$80,449). Company landmen who worked for major oil corporations earned more than landmen who worked for independent exploration companies however; the gap in compensation between these two types of organizations has closed dramatically. Regardless of the organization, the best way for someone to increase their compensation was to acquire a CPL or become a supervisor. Company landmen that were supervisors received higher compensation than those that were not supervisors. The data reported the 88 percent of company landmen received additional job related compensation. The organizations that provided the most in additional job related compensation (by the median) were given by independent exploration companies (\$35,000), followed by major oil corporations (\$25,000), utility/telecommunication companies (\$15,000), then

financial institutions (\$12,000) and finally government organizations (\$5,000). The three most common methods of additional job related compensation given to company landmen were cash bonus, stock options and professional membership/continuing education. Finally, compensation by AAPL regions (medians) noted that Region 10 company landmen earned the highest with \$175,000 followed by company landmen in Region 1 (\$130,000), Region 4 (\$125,000), Region 7 (\$115,000), Region 8 (\$112,715), Region 6 (\$110,000) and Region 5 (\$101,000). Company landmen in Region 2 reported the lowest compensation data with \$89,250.

The Independent

Table 52 displayed the number of hours and days worked by independents. As noted in prior studies since 2000, independents continued to work nine-hour days, 45 hours per week, and 250 days a year. This data suggested that independents were finding work to keep them employed full-time. Finally, the number of days needed to promote the business remained the same from the 2005 survey of five days when the median was compared.

Table 53 reported compensation averages and medians by major areas of responsibility of those independents that desired to work full-time in 2010. Five areas of responsibility were reported on this survey. Two areas (buying-right-of-way, and seismic permitting) had fewer than 30 respondents. In interpreting the compensation averages for areas of responsibility with less than 30 respondents, it must be understood that one individual can skew the average because of either extremely high or

Table 52: Number of Hours and Days Worked by Independents

		2010	2007	2005	2000	1990
Number of hours worked per day	Mean	8.78	8.85	9.10	9.06	8.95
	Median	8.00	9.00	9.00	9.00	9.00
	Mode	8.00	9.00	8.00	8.00	
Number of hours worked per week	Mean	45.65	44.58	45.78	45.99	45.70
	Median	45.00	45.00	45.00	45.00	48.00
	Mode	40.00	40.00	40.00	40.00	
Number of days worked in year	Mean	241.93	254.44	253.96	249.78	221.64
	Median	250.00	250.00	250.00	250	240.00
	Mode	250.00	250.00	240.00	250	
Number of days committed to business	Mean	12.15	9.69	9.02	11.14	21.61
	Median	5.00	5.00	5.00	7.00	10.00
	Mode	0.00	0.00	0.00	0.00	

Table 53: Compensation Averages and Medians by Major Area of Responsibility

Major Area of Responsibility	2010 Average	2010 Median	2010 N	2007 Average	2007 Median	2007 N	2005 Average	2005 Median	2005 N
Title/Leasing	\$130,379	\$90,000	782	\$96,803	\$85,000	806	\$106,985	\$88,000	317
Title Work (Curative)	\$122,993	\$84,500	164	\$98,346	\$82,000	48	\$79,511	\$80,000	35
Buying Right-of-Way	\$93,087	\$81,000	28	\$89,784	\$87,750	118	\$101,813	\$98,000	17
Acquisition/Due Diligence	\$115,625	\$100,000	110	\$122,835	\$102,000	101	\$117,860	\$101,725	49
Seismic Permitting	\$100,375	\$86,000	8	\$119,071	\$90,000	7	\$105,880	\$87,500	6

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extremely low compensation. In small sample sizes, the median is a more accurate point of reference. The largest concentration of independents (N=782) was found in the category title/leasing followed by title work (curative) (N=164) and acquisition/due diligence (N=110). The highest level of compensation by median was acquisition/due diligence (\$100,000), the only area in six figures. The lowest compensation by median was buying right-of-way (\$81,000).

When comparing medians from the 2007 study, two areas of responsibility demonstrated an improvement while three areas noted a decline. Those areas of responsibility that demonstrated

improvement were title/leasing (\$5,000 increase) and title work (curative) (\$2,000 increase). Areas of responsibility that declined from the 2007 study were buying right-of-way (\$6,750 decline), seismic permitting (\$4,000 decline) and acquisition/due diligence (\$2,000 decline).

Table 54 examined the influence CPL had on the different areas of responsibility for independents. Only those areas that had at least 10 independents in one cell were included. Acquisition/due diligence with a CPL reported the highest median of compensation (\$135,000). The data showed that independents with a CPL earned higher compensation than independents

without the CPL in each of the areas of responsibility when either the average or the medians were compared. Perhaps most interesting, when comparing medians across the 2010 and 2007 studies, in every case independents with a CPL reported an increase in compensation over the 2007 data while that was not the case for non-CPL independents.

There were mixed news regarding for independents for median day rates. Table 55 displayed all the regions that had an adequate sample size. One region saw an increase over the 2007 study; most saw declines, and some reported no difference. The only region to report an increase was Region 2 (\$50 increase). Regions that reported declines over the 2007 study were Regions 7 and 8 (\$50 decline), Region 6 (\$25 decline) and Region 3 (\$20 decline). Regions 1, 4 and 5 reported no change from the median day rates reported in the 2007 study. Region 8 had the highest day rate (\$450) while Region 2 reported the lowest day rate of \$350.

Table 56 examined the relationship the CPL had with the day rates. In every case, the average and median were higher for the independent with a CPL than the independent without the CPL. The largest median difference between a CPL and non-CPL were as follows: Region 5 (\$125), Region 8 (\$125), Region 2 (\$115), Region 6 (\$100), Region 7 (\$100), Region 3 (\$100), Region 4 (\$88), and the smallest difference was Region 1 (\$50). Overall, the data demonstrated the value of the CPL where in every case CPL independents earned more than non-CPL independents when day rates were compared.

Table 54: Compensation Averages and Medians by Major Area and CPL

Major Area	CPL	2010 Average	2010 Median	2010 N	2007 Average	2007 Median	2007 N
Titles/Leasing	Yes	\$164,179	\$110,000	118	\$124,933	\$100,000	139
	No	\$124,372	\$86,000	664	\$87,791	\$75,000	290
Title Work (Curative)	Yes	\$174,015	\$114,625	18	\$123,865	\$111,000	24
	No	\$116,702	\$82,000	146	\$79,409	\$77,500	52
Acquisition/Due Diligence	Yes	\$151,222	\$135,000	27	\$114,946	\$103,500	28
	No	\$104,046	\$90,000	83	\$123,739	\$102,000	23

Table 55: Median Day Rates

Region	2010	2007	2005	2000	1990
1	\$375	\$375	\$350	\$275	\$175
2	\$350	\$300	\$325	\$250	\$163
3	\$365	\$385	\$400	\$275	\$175
4	\$400	\$400	\$400	\$275	\$175
5	\$400	\$400	\$400	\$275	\$175
6	\$375	\$400	\$375	\$256	\$150
7	\$400	\$450	\$425	\$288	\$175
8	\$450	\$500	\$400	\$300	\$175

Table 56: Day Rates by Region by CPL

Certified Professional Landman		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8
Yes	Average	\$430	\$447	\$490	\$496	\$501	\$461	\$536	\$669
	Median	\$400	\$450	\$450	\$463	\$500	\$450	\$500	\$525
	N	46	29	41	54	37	27	28	18
No	Average	\$365	\$340	\$359	\$384	\$385	\$369	\$401	\$434
	Median	\$350	\$335	\$350	\$375	\$375	\$350	\$400	\$400
	N	134	180	316	261	191	121	117	48

Table 57 addressed the issue of other income received by independents. Before examining the numbers, it is important for the reader to understand how the numbers in Table 57 were compiled. For Table 57, those independents that noted they did not receive additional income (reported a zero) or left the response area blank were excluded from the analysis

tional income when compared to the 2007 average (11.8 percent increase). Unfortunately, the median for 2010 when compared to the median of 2007 noted no improvement, as it was exactly the same amount at \$25,000. The large standard deviation in this study indicated that the additional

difference. The only region to report an increase in the median day rate was Region 2 (\$50). Regions that reported declines over the 2007 study concerning day rates were Region 7 and Region 8 (\$50 decline), Region 6 (\$25 decline) and Region 3 (\$20 decline). Regions 1, 4 and 5 reported no change from the median day rates reported in the 2007 study. Region 8 had the highest day rate (\$450) while Region 2 reported the lowest day rate of \$350. In every case the day rate average and/or median were higher for the independent with a CPL than the independent without the CPL. Finally, approximately 35 percent of independents in this survey earned additional income from non-day rate activities. For this study, independents reported a significant increase of additional income when compared to the 2007 average (11.8 percent increase). Unfortunately, the median for 2010 when compared to the median of 2007 noted no improvement in the amount received, as it was exactly the same amount at \$25,000. The large standard deviation in this study indicated that the additional income reported varied significantly. The additional income reported (by average) in this survey was the highest ever for independents.

resulting in a sample of only those respondents that indicated they received some additional income. It is important to note that over 65 percent of the independents reported they did not receive any additional non-day rate income for the 2010 survey. This percentage of independents not receiving additional income was a little lower than the 2007 study where 69 percent reported that they did not receive additional income. Obviously, this was a positive step with slightly more independents receiving additional non-day income. For this study, independents reported a significant increase of addi-

income reported varied significantly.

In sum, independents worked eight-hour days but 45-hour weeks. They worked 250 days a year and used only five days to promote and take care of their business. Most independents considered titles/leasing as their major area of responsibility; however, they earned the highest pay doing acquisition/due diligence when examining the median but titles/leasing when focused on the average. Within any major areas of responsibility, an independent earned higher compensation by obtaining a CPL. One region saw an increase over the 2007 study in its median day rate; most saw declines and some reported no

Table 57:
Additional Income Received Counting Only Those that Responded

	2010	2007	2005	2000
Average	\$128,503	\$114,943	\$108,285	\$67,867
Median	\$25,000	\$25,000	\$25,000	\$23,000
Mode	\$20,000	\$5,000	\$10,000	\$20,000
Std. Deviation	\$463,698	\$483,623	\$276,091	\$170,107
Minimum	\$100	\$21	\$25	\$100
Maximum	\$5,000,000	\$7,500,000	\$2,000,000	\$1,500,000
N	271	276	157	262

Table 58: Career Commitment

	2010	2007	2005	2000
Company Landman	30.5	30.4	29.5	25.9
Independent	31.0	31.1	30.6	26.8
Total	30.7	30.7	29.9	26.2

Table 59: Career Commitment by Age Categories

Age	Mean	N
18-29 Years Old	30.48	328
30-34 Years Old	30.03	201
35-39 Years Old	30.43	99
40-44 Years Old	30.44	79
45-49 Years Old	30.66	115
50-59 Years Old	30.94	718
60+ Years Old	31.23	280
Total	30.73	1820

Table 60: Career Commitment by Gender

Gender	Mean	N
Male	30.64	1366
Female	31.02	455
Total	30.73	1821

Table 61: Proactive Behavior

	2010	2007	2005	2000
Company Landmen	3.80	3.78	3.78	3.64
Independent	3.86	3.90	3.77	3.64
All Landmen	3.83	3.84	3.78	3.64

Table 62: Intended Turnover

	2010	2007	2005	2000
Company Landman	5.1	5.1	5.4	6.8
Independent	5.4	5.2	5.2	6.9
All Landmen	5.2	5.2	5.3	6.9

Table 63: Organizational Commitment

	2010	2007	2005	2000
Company Landman	57.9	59.4	58.06	56.3

Table 64: Recommend Land Profession to Child or Friends

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	54	1.8	2.8	2.8
Disagree	108	3.5	5.7	8.5
Neither Agree or Disagree	389	12.6	20.4	28.9
Agree	819	26.6	43.0	71.9
Strongly Agree	535	17.4	28.1	100.0
Total	1905	61.9	100.0	
Missing System	1173	38.1		
Total	3078	100.0		

Table 65: Averages for Recommend Land Profession to Child or Friends

	2010	2007	2005	2000	1990
Company Landmen	3.95	3.8	3.5	2.5	2.7
Independent	3.80	3.7	3.5	2.5	2.4
All Landmen	3.88	3.75	3.5	2.5	2.6

Commitment, Proactive Behavior and Intended Turnover

Besides data concerning demographics and compensation, data concerning the commitment landmen have to their career, their proactive behavior, their intention of leaving the profession, their commitment to the organization and whether all landmen would recommend the land profession to their children or friends were collected.

Career Commitment Career commitment measures one's attitude toward

one's profession or vocation — in this case the land profession. For this sample of landmen (N=1,820), the average for career commitment was 30.7, the same as reported in the 2007 survey (see Table 58). While the current average for this study represents neither high nor low career commitment, the results lean more to high than low career commitment. Independents (N=876) averaged 31.0 while company landmen (N=945) averaged 30.5. The ANOVA test indicated a slight statistical significance between independents and company landmen ($p<.0067$) meaning that

independents exhibited more career commitment than company landmen. There was no significant relationship between career commitment and compensation. A negative correlation ($r = -.623$; $p<.0$) between intended turnover and career commitment suggested that landmen with high career commitment were less likely to leave the profession.

Given the influx of new landmen into the profession, do these new landmen have the same attitude and commitment towards the land profession? Table 59 notes, based upon the age categories, that some differences exist regarding career commitment. Not surprisingly, older individuals have a higher career commitment than younger landmen given the time and effort they have given to the profession. When comparing landmen 50 years old and older with landmen 34 years old and younger, there is a significant difference ($p<.001$). This result was not too surprising. Perhaps more interesting was determining if a significant difference existed between 18 to 29 years old and 30 to 34 years old given the difference in means (30.48 to 30.03). The ANOVA test indicated no significant difference ($p<.345$). In sum, examining career commitment by age noted that as the landmen ages in the profession, career commitment grows stronger.

Table 60 compares career commitment based on gender. While the means do differ where females have a higher career commitment than males, statistically the difference is not significant. The ANOVA test indicated no statistical significance between males and females as it related to career commitment ($p<.117$). Therefore, neither males nor females were more committed to the land profession than the other.

Proactive Behavior The prototypic proactive behavior is one who looks for opportunities, shows initiative, takes action and works to find and solve problems. People who are not proactive passively adapt to, and even endure, their circumstances. Overall, landmen averaged 3.83 (N=1,788), indicating some leanings to proactive behavior (see Table 61). Independents

averaged 3.86 (N=862) while company landmen averaged 3.80 (N=926). The ANOVA test indicated a statistical significance difference between independents and company landmen meaning that independents exhibited more proactive behavior than company landmen. There was no significant relationship between proactive behavior and compensation.

Intended Turnover The survey questioned respondents on their intentions of staying in the profession. Independents (N=928) averaged 5.4 while company landmen (N=978) averaged 5.1 (see Table 62). These averages were similar to the findings from 2007, except the independent was slightly higher than 2007. As with the 2007 study, fewer landmen were thinking of

leaving the profession now than compared with results earlier this decade.

An interesting question raised in the 1990 study was, "Can an individual be committed to the profession even if the profession cannot provide a livable wage?" In prior studies in the 1990s, the answer was no; however, since 2000 the answer was yes. For this study, there was a slight significant negative relationship between intended turnover and compensation for company landmen ($r = -.065$; $p < .043$) but not for independents. This weak relationship suggested that company landmen when contemplating leaving the profession were influenced by money or the lack of money as those on the lower pay scale were more likely to leave the profession. The lack of a relationship by independents noted that

these landmen when choosing to leave considered other variables besides money to decide whether to stay or leave the profession in this survey.

Organizational Commitment

Organizational commitment measures the strength of an individual's identification with and involvement in a particular organization. The 15-item Organizational Commitment Questionnaire (OCQ) was utilized to test the commitment of company landmen. The average for company landmen (N=1,024) was 57.9 — the lowest average in the last five years (see Table 63). This number demonstrated a slightly strong feeling of commitment to the organization by company landmen in 2010. There was a statistically significant relationship between organizational commitment and compensation ($r = .072$; $p < .022$). The positive relationship suggested that as the company landman exhibited stronger organizational commitment, his/her compensation increased.

Recommend Land Profession

Landmen were asked if they would recommend the land profession to their children or friends upon entering college. Table 64 reported their responses. Overall, 8.5 percent of the respondents would not recommend the land profession (answered either strongly disagree or disagree), but 71 percent indicated that they would recommend the land profession. The average of 3.88 (1=Strongly Disagree and 5=Strongly Agree) for all landmen was the highest ever for this question in comparing prior studies (see Table 65). Clearly, the data for this survey implied that the opinions landmen have of their profession had changed for the positive, and dissatisfaction over the profession was the lowest it had ever been since compensation studies were conducted.

In sum, independents are more committed to their career than company landmen. Older landmen had a stronger career commitment than younger landmen, but neither males or females are more committed to their profession than the other. In addition,

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independents exhibited more initiative or proactive behavior than company landmen, but neither demonstrated a significant relationship between proactive behavior and higher compensation. Company landmen demonstrated a weaker commitment to the organization than their level of commitment in the 2007 survey, and there was a slight significant relationship between compensation and commitment. Results from this survey indicated that fewer landmen were thinking of leaving the profession as compared to prior surveys. Moreover, more landmen than ever were willing to recommend this profession to children or friends than landmen in past surveys. Obviously, landmen in 2010 were feeling very positive about the future of the land profession.

Conclusion

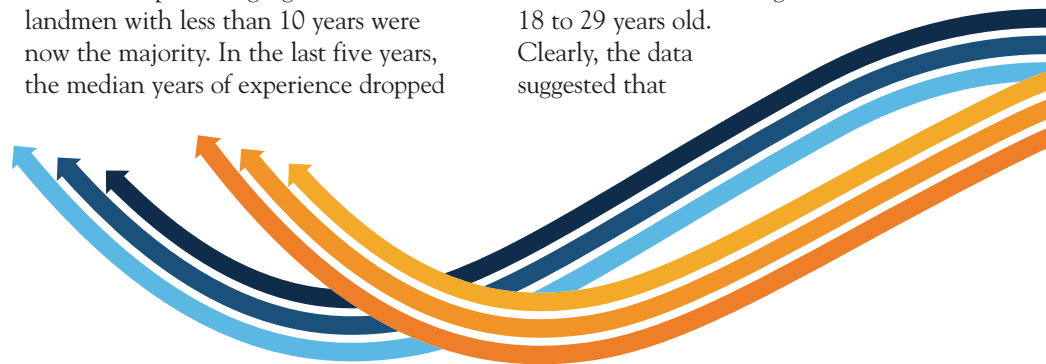
With many tables and thousands of numbers associated with this compensation study, it is easy to lose focus on what is important and useful from this report. The purpose of the section is to outline what is thought to be important for both the AAPL leadership and its members from this study.

First, the data from 2010 has captured a profession growing with new young members while maintaining a continued upward trend of compensation during one of the worst economic periods in United States history. To begin, the average age of respondents has continued to decline moving from 47.1 years old in 2007 to 45.0 years old in 2010. Moreover, the median has remained fairly constant in the last five years demonstrating that as landmen retired from the profession, the same number entered. In addition, the percent of respondents under the age of 30 years old increased from 7.4 percent of the sample in 2005 to 16 percent of the sample in 2007 to almost 23 percent of sample in 2010. While the data suggested that the aging population for landmen has begun to decline, the fact remains that over 50 percent of the respondents were over 50 years old. Clearly the profession continues to be bimodal where close to 35 percent of the sample was less

than 35 years old while 50 percent of the respondents were 50 years old or older. The continued increased growth in the number of young people is a positive step in the right direction for AAPL and the profession; however, this influx of young people must continue and be sustained for the profession to prosper over the next 10 years.

Another promising sign was that landmen with less than 10 years were now the majority. In the last five years, the median years of experience dropped

from 25 years of experience to nine years of experience, a significant decrease. Moreover, in 2005, almost 17 percent of the landmen had 10 years or less of experience whereas in 2010 over half of the respondents (52.7 percent) had 10 or less years of experience. The data suggest as the data did in 2007, that not all the new landmen entering the profession were between the ages of 18 to 29 years old. Clearly, the data suggested that



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many individuals entering the land profession had work experience elsewhere. This view was supported by the fact that over 900 respondents had less than five years experience, but only 691 were younger than 30 years old. Results from this survey suggested the long awaited change in the demographics of the land profession has begun. The continued increased growth in the number of young people beginning with the 2005 survey is a continued step in the right direction for AAPL and the profession. As long as this movement is maintained, the profession should be sustained for the coming future.

Second, the demographic data paint a picture of the typical land professional. The land professional is male, and he has an oil and gas position within a company. He is a member of the local landman association and AAPL. He has a four-year bachelor's degree (neither a PLM nor EM major). Chances are he has not passed a competency exam and is therefore neither an RPL nor CPL. If you meet this typical landman on the street he is either 50 years old with nine to 15 years of experience in the land profession or he is under 34 with less than five years of land experience. Regardless of his age and experience, most likely he lives in Texas and is a resident of either the Dallas-Fort Worth or Houston area.

Third, the increase in compensation for both company landmen and independents was rather remarkable given the continued influx of inexperienced talent into the profession and an economy in a recession. The first wave of new talent in 2007 caused a decrease in compensation; however in 2010 the profession had absorbed them as well as others and continued to grow in compensation.

Obviously the supply/demand ratio for landmen continues to tilt towards demand thus increasing compensation. Moreover, a detailed look of compensation by experience and certification explored in this report (see Table 35) reinforced the belief that the market pays a high price for expertise. For this study, this is the first time when comparing the compensation average that independents earned more than company landmen. However, when comparing medians (not as susceptible to extreme numbers), the gap between company landmen and independents in 2010 grew to \$20,000, which was very similar to all other years except for the last survey in 2007. So, what does the data say about compensation between company landmen and independents? Although on average independents earned more, I would guess that in the majority of cases, company landmen earned more than independents. The advantage of being an independent was that the ceiling for compensation (earning at much higher levels) was greater for an independent than a company landman, meaning there is more risk-to-reward opportunity for independents.

Fourth, the data strongly suggested that compensation reacted favorably to years of land experience and certification. The CPL had a significant relationship with compensation as did years of land experience. Education sent a very positive message to the company landmen where advanced degrees equated to higher compensation, but education had no influence on compensation for independents. Therefore, for the company landman, the quickest way to improve one's compensation was to acquire an RPL or CPL or an advanced educational degree (master's or law). For an independent wanting to improve his compensation, he could pass either the CPL exam or gain land experience in time.

Fifth, the leadership of the AAPL must understand the large and unexplained difference in compensation between male and female company landmen. The gap between male and female landmen continues to be very significant at \$30,860, the largest difference ever. Females do not appear to be any closer



in closing the gap with males regarding overall compensation in 2010 than they were in 1990. Moreover, when the medians were compared between male and female company landmen and independents with similar experience (zero to five years of experience) and educational background (bachelor's degree only), company landmen males earned \$7,000 more than company landmen females while independent males earned \$4,500 more than their female counterparts. This large and unexplained difference in compensation between male and female company landmen remains a mystery. It is recommended that the AAPL devote some time and energy to study this potentially divisive issue as the profession continues to add new members.

Sixth, the data suggested that company landmen earned higher compensation working offshore rather than onshore. Areas of responsibility that pay over \$100,000 were international negotiations (\$168,555), trades/contracts (\$141,606) all above in geographic area (\$132,808), general administration (\$125,057), right-of-way (\$103,007), and pooling/utilization (\$101,088). Two areas of responsibility were under \$100,000; titles/leasing (\$88,300) and lease maintenance (\$80,449). Company landmen who worked for major oil corporations earned more than landmen who worked for independent exploration companies however; the gap in compensation between these two types of organizations has closed dramatically. Regardless of the organization, the best way for someone to increase their compensation was to

acquire a CPL or become a supervisor. Company landmen who were supervisors received higher compensation than those that were not supervisors. The data reported that 88 percent of company landmen received additional job related compensation. The organizations that provided the most in additional job related compensation (by the median) were given by independent exploration companies (\$35,000), followed by major oil corporations (\$25,000), Utility/Telecommunication companies (\$15,000), financial institutions (\$12,000) and finally government organizations (\$5,000). The three most common methods of additional job related compensation given to company landmen were cash bonus, stock options and professional membership/continuing education. Finally, compensation by AAPL regions (medians) noted that Region 10 company landmen earned the highest with \$175,000, followed by company landmen in Region 1 (\$130,000), Region 4 (\$125,000), Region 7 (\$115,000), Region 8 (\$112,715), Region 6 (\$110,000) and Region 5 (\$101,000). Company landmen in Region 2 reported the lowest compensation data with \$89,250.

Seventh, independents worked eight-hour days but 45-hour weeks. They worked 250 days a year and used only five days to promote and take care of their business. Most independents considered titles/leasing as their major area of responsibility; however, they earned the highest pay doing acquisition/due diligence when examining the median but titles/leasing when focused on the average. Within any major areas of responsibility, an independent earned higher compensation by obtaining a CPL. One region saw an increase over the 2007 study in its median day rate; most saw declines, and some reported no difference. The only region to report an increase in the median day rate was Region 2 (\$50). Regions that reported declines over the 2007 study concerning day rates were Region 7 and Region 8 (\$50 decline), Region 6 (\$25 decline) and Region 3 (\$20 decline). Regions 1, 4 and 5 reported no change from the median day rates reported in the 2007 study.

Region 8 had the highest day rate (\$450) while Region 2 reported the lowest day rate of \$350. In every case the day rate average and/or median were higher for the independent with a CPL than the independent without the CPL. Finally, approximately 35 percent of independents in this survey earned additional income from non-day rate activities. For this study, independents reported a significant increase of additional income when compared to the 2007 average (11.8 percent increase). Unfortunately,

The data suggests these current days are very good times for landmen and their profession.

the median for 2010 when compared to the median of 2007 noted no improvement in the amount received, as it was exactly the same amount at \$25,000. The large standard deviation in this study indicated that the additional income reported varied significantly. The additional income reported (by average) in this survey was the highest ever for independents.

Eight, independents are more committed to their career than company landmen. Older landmen had a stronger career commitment than younger landmen but neither males or females are more committed to their profession than the other. In addition, independents exhibited more initiative or proactive behavior than company landmen but neither demonstrated a significant relationship between proactive behavior and higher compensation. Company landmen demonstrated a weaker commitment to the organization than their level of commitment in the 2007 survey, and there was a slight significant relationship

between compensation and commitment. Results from this survey indicated that fewer landmen were thinking of leaving the profession as compared to prior surveys. Moreover, more landmen than ever were willing to recommend this profession to children or friends than landmen in past surveys. Obviously, landmen in 2010 were feeling very positive about the future of the land profession.

Finally, as the author has stated in prior compensation surveys, the findings presented here should be helpful to both the AAPL leadership and its membership in planning the future. The data for 2010 captured continued feelings of optimism and confidence that were first noted in the 2007 survey. The continued influx of new talent into the profession is a strength that was once a weakness for the profession. How the AAPL and the profession nurtures and grows the influx of new talent is a major challenge for the profession. A tremendous strength for the profession continues to be the potential wage a landman can earn. Adding new members into the profession and growing compensation in a terrible economic time, as was performed here, is an amazing accomplishment. The data suggests these current days are very good times for landmen and their profession. At no another time in the last 20 years have landmen enjoyed such strong compensation and a positive view of the future. A question that was asked at the end of all prior compensation studies was, "The experienced landmen in this profession will be soon leaving due to retirement; how will the profession move forward?" I do think the profession has answered this question. Now the questions are, "How can the AAPL ensure that the young talent in the profession will continue to have a future?" and "Is there anything the AAPL can do to avoid the boom/bust cycle that seems so prevalent in the landman profession?" 