

2018 AAPL COMPENSATION SURVEY RESULTS



2018 Membership Survey Shows Pockets of Progress, Areas for Improvement

As exempt salaries surge, independents are still gaining lost ground and the gender pay gap remains wide open.

STILL REBOUNDED FROM THE OIL AND GAS DOWNTURN THAT BEGAN IN 2014, THE LAND INDUSTRY IS POSTING SIGNIFICANT STRIDES in exempt employee salaries and modest gains among independent contractors, according to the 2018 AAPL Membership Compensation Survey.

Even if it's only "modest," a gain is still a gain.

Results from the latest survey show landmen salaries are continuing on an upward trajectory. Average total compensation (not including cash bonuses and stock/grant options) for all landmen inched up \$1,543 from 2010's \$125,455 to \$126,998 in 2017, while the median climbed \$5,000 from 2010's \$100,000 to \$105,000 in 2017



(see table 1).

But not all gains are equal. Although industry innovations in new technologies and techniques continue at a brisk pace, efforts to

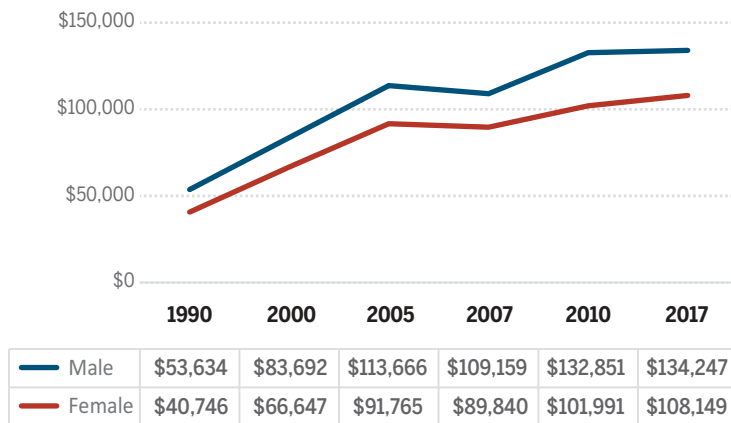
close the hefty gender pay gap have seen slower progress.

In 2017, landmen total compensation (not including cash bonuses and stock/grant options) was an average of \$134,247 for males compared with \$108,149 for females. That difference of \$26,098 is actually down from 2010's \$30,860 disparity. The gap was the smallest in 1990 — AAPL's first survey — when the average male salary of \$53,634 outpaced the female salary of \$40,746 by \$12,888. Though the gender pay gap remains stubbornly in place, both men and women working in the land industry have marked significant salary growth in the almost three decades since the initial survey (see graphs 1-2).

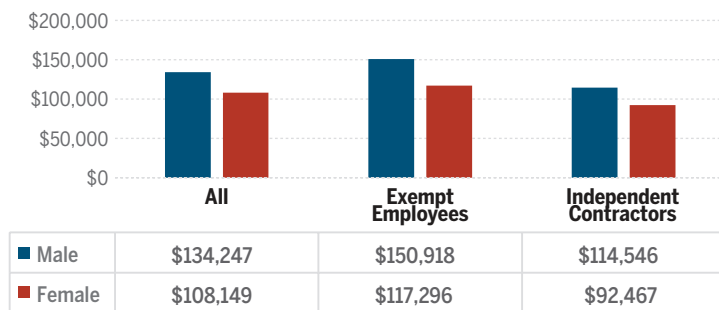
Table 1. Landmen Total Compensation
(excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017
Average	\$51,584	\$80,658	\$108,364	\$104,421	\$125,455	\$126,998
Median	\$46,000	\$75,000	\$100,000	\$93,000	\$100,000	\$105,000
Mode	\$40,000	\$60,000	\$100,000	\$120,000	\$100,000	\$100,000

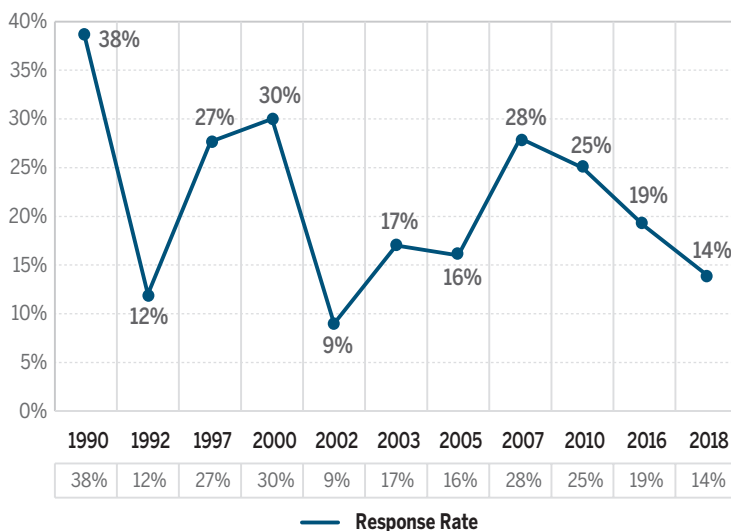
Graph 1. All Landmen Total Compensation by Gender
(excluding cash bonuses and stock/grant options)



Graph 2. 2017 Landmen Total Compensation
(excluding cash bonuses and stock/grant options)



Graph 3. Compensation Survey Response Rate 1990-2018



SURVEY HISTORY AND METHODOLOGY

Knowledge is power and AAPL has been equipping members — exempt employee landmen, independents and company leaders — with compensation, demographic and other industry insights since membership surveys began in 1990.

AAPL commissioned a consultant to administer the first nine surveys, which members filled out by hand and mailed in to a university for analysis. By 2002, online surveys were linked to the AAPL website but still coordinated by a consultant. In 2017, AAPL brought the survey in-house, taking full advantage of the breadth, depth and ease of use of commercially available survey and analysis tools to capture trends and developments from 2016. AAPL staff continued maximizing the cost savings and faster dissemination of results with the latest survey.

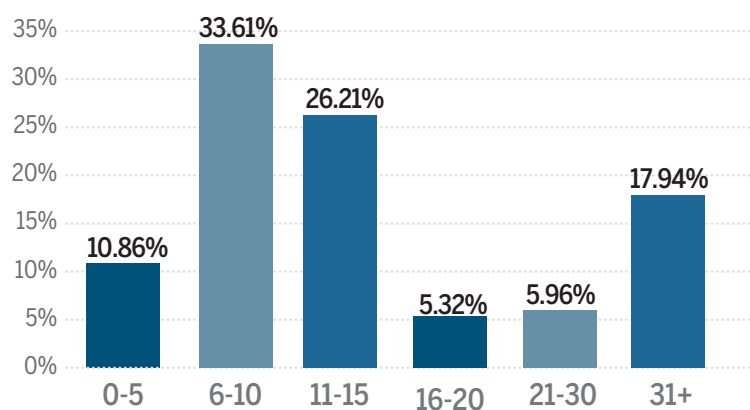
On April 18, AAPL emailed its 15,351 members an invitation to complete the 2018 online survey via Survey Monkey, a global leader in survey software. In total, 2,508 members participated, for a 16.3 percent response rate. This analysis compared the average and median income, and responses represent data from 2017. Median is a good barometer for changes in compensation as it measures the midway point of all income for the category.

In comparison, 2016's survey saw a 19 percent response rate. The first survey in 1990 garnered the highest participation rate at 38 percent, while 2002 drew the lowest response rate with 9 percent (see graph 3).

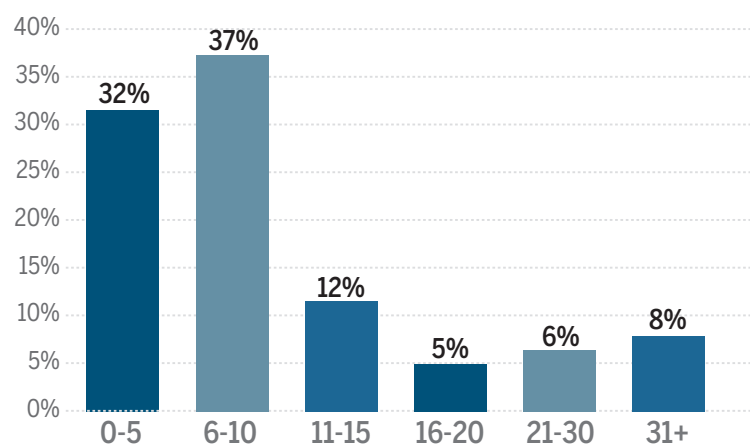
2018 SURVEY SUMMARY

The full 2018 Membership Compensation Survey report covers exempt employees and independent contractors and is divided into sections: respondent demographics; general compensation; state-by-state comparisons; compensation by certification, education and experience; and company projects. The gender gap — a glaring trend among 2018 results — is addressed throughout the various sections. Most graphs in the 2018 report compare data for the years 1990, 2000, 2005, 2007, 2010 and 2017. In many cases, for ease of reporting, percentages have been rounded up. If not specified as median, totals represent averages.

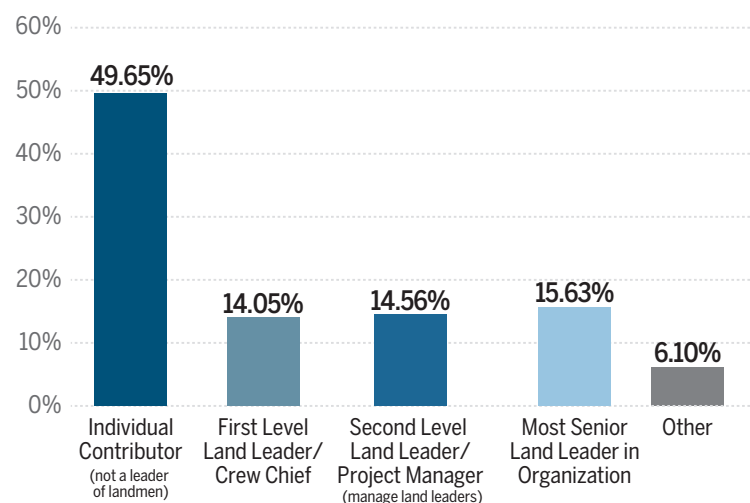
Graph 4. Years of Landwork Experience
Exempt Employees & Independent Contractors



Graph 5. Years of AAPL Membership



Graph 6. Job Function



ABOUT THE RESPONDENTS

More than half of the 2018 survey participants have 11 or more years of landwork experience. Almost 18 percent have been in the industry 31 years or more; close to 6 percent have 21-30 years of experience; 5 percent are in the 16-20 years category; 26 percent have 11-15 years of experience; almost 34 percent have six to 10 years in the industry; and just under 11 percent have been doing landwork for five years or less (see graph 4).

The majority of respondents — 69 percent — have been AAPL members for 10 or fewer years: 32 percent have been members for five years or less; 37 percent six to 10 years; 12 percent 11-15 years; 5 percent 16-20 years; 6 percent 21-30 years; and 8 percent 31 years or more (see graph 5). In comparison, at the time the survey was taken, 67 percent of AAPL's full membership had been members for 10 years or less.

ON THE JOB

About half of the 2018 respondents were individual contributors at their organizations in 2017. Almost 16 percent were the most senior land leader, close to 15 percent were the second level land leader or project manager, just over 14 percent were a first level land leader/crew chief and 6 percent held another job function (see graph 6).

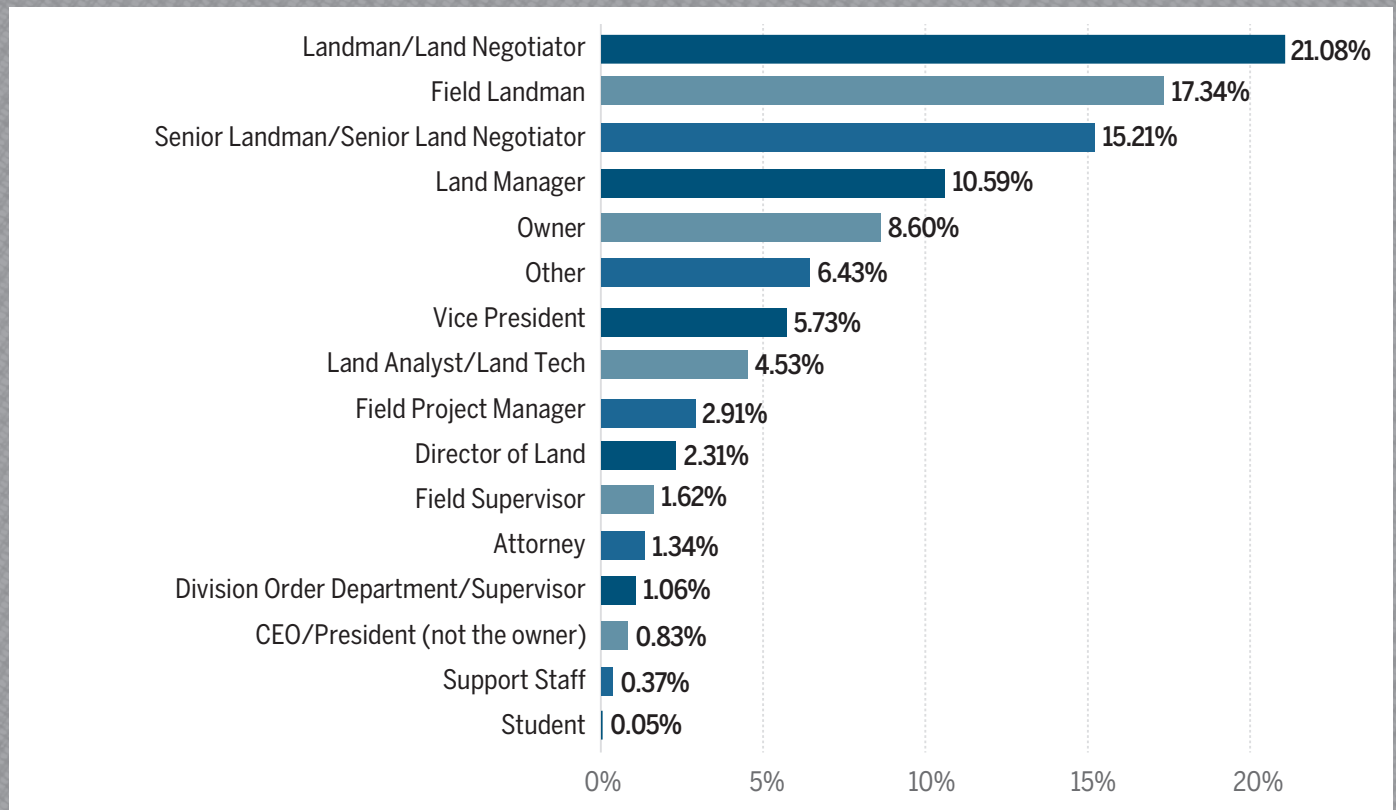
The most common job title reported was a landman or land negotiator, with field landman second and senior landman/senior land negotiator close behind. More than 8 percent of respondents are the owners of their company, and nearly 20 percent are in a supervisory role or upper-level management position (see graph 7).

Of all the types of landwork, most respondents indicated the majority of their time is spent determining ownership from title opinions and records, curing title defects and negotiating oil and gas leases (see graph 8).

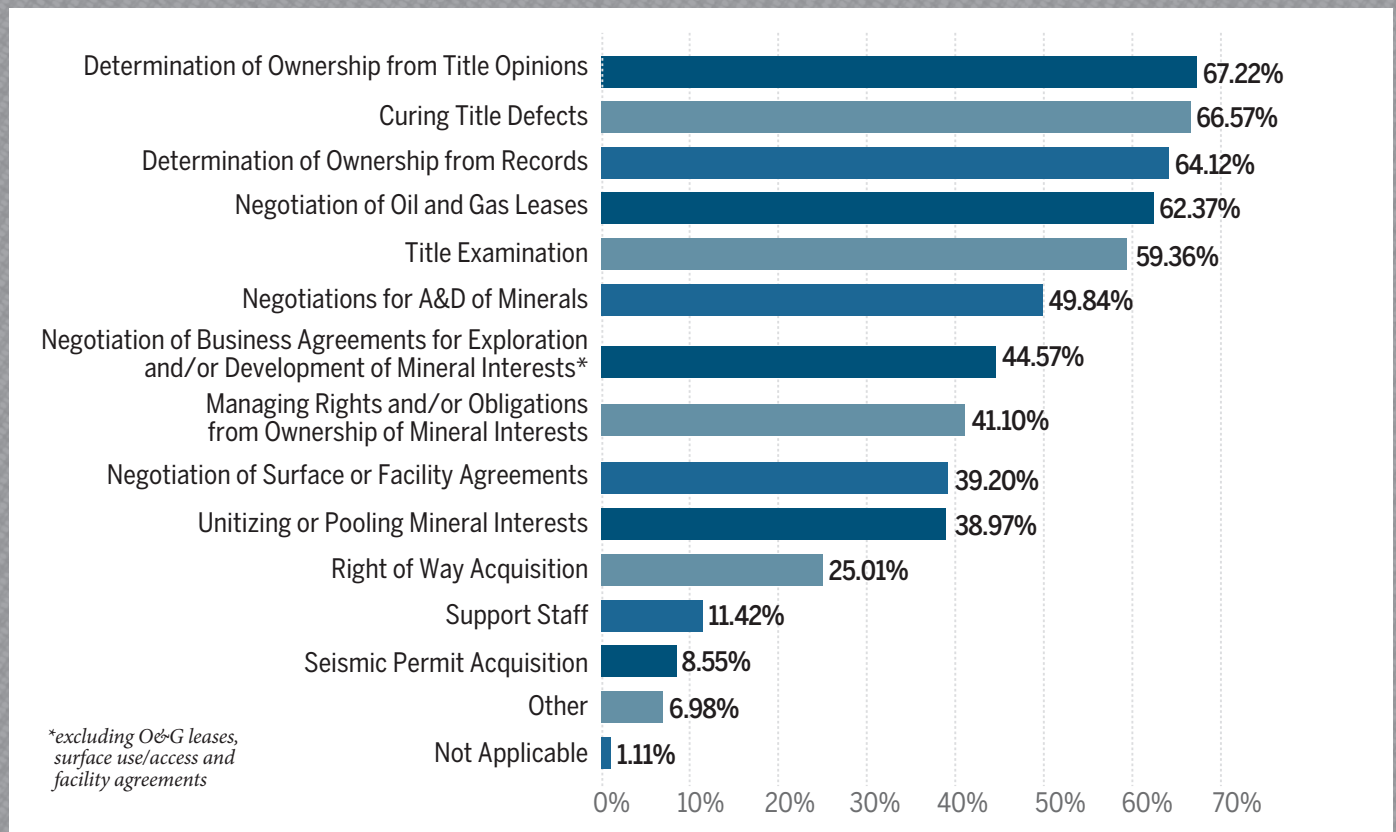
As for employers, the top three categories represented were oil and gas independent companies (46 percent), land service providers (34 percent) and oil and gas major companies (13 percent). (See graph 9).

In addition, almost 44 percent of respondents were independent contractors, while 56 percent were exempt employees (see graph 10).

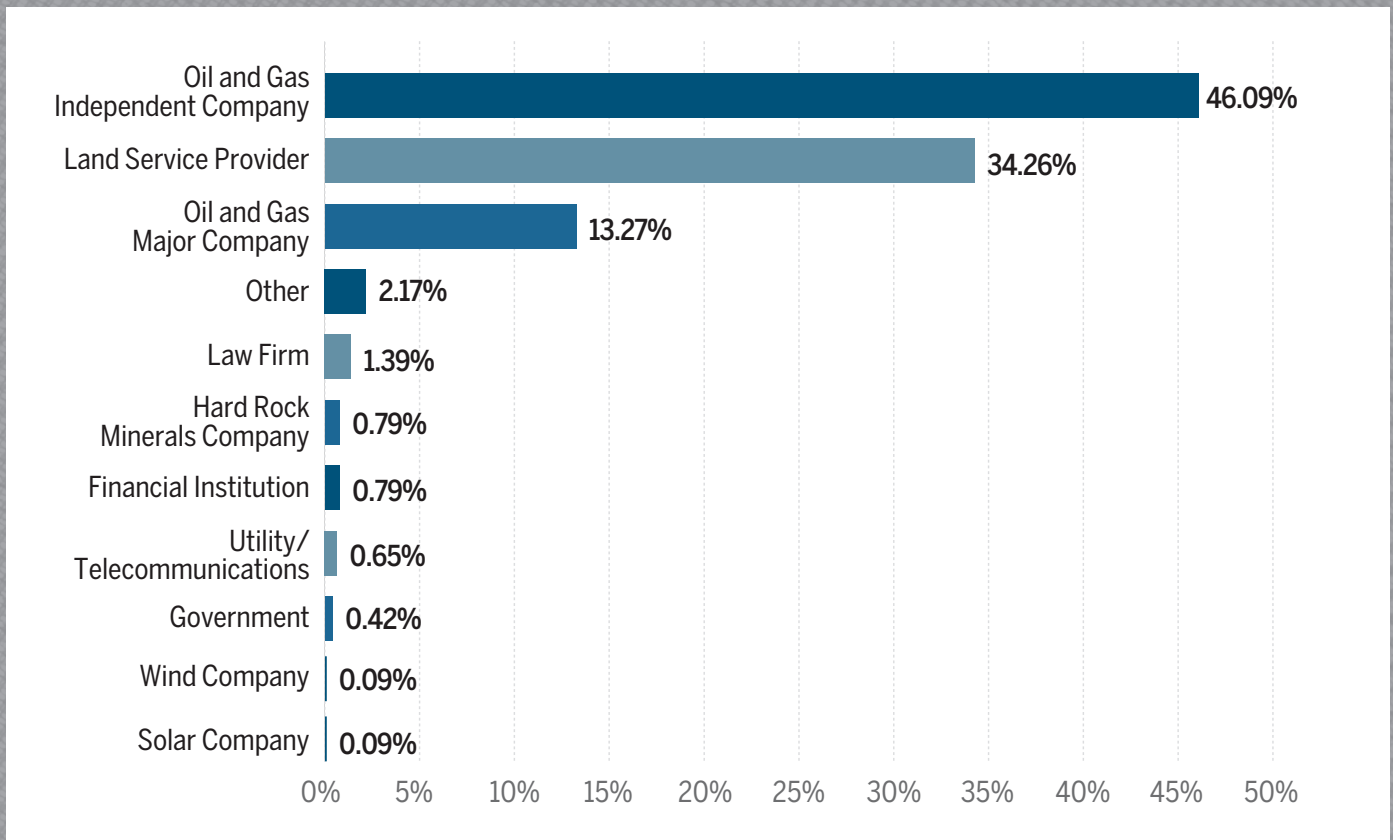
Graph 7. Organization Job Title



Graph 8. Type of Landwork Performed

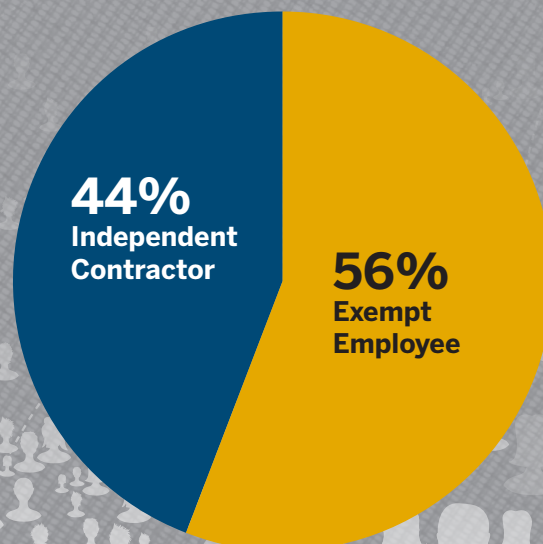


Graph 9. Type of Employer



The top three categories represented were oil and gas independent companies (46%), land service providers (34%) and oil and gas major companies (13%).

Graph 10. Employment Status



AGE

The 30-39 age demographic remained the largest reporting age group, climbing 6 percent-age points over last year's survey sample. The 60-plus age group followed for 2018 at 21 percent and then ages 50-59 at 16 percent. The 18-29 category had the lowest number of respondents at 8 percent, possibly a lingering impact of the 2014 industry downturn (see graph 11).

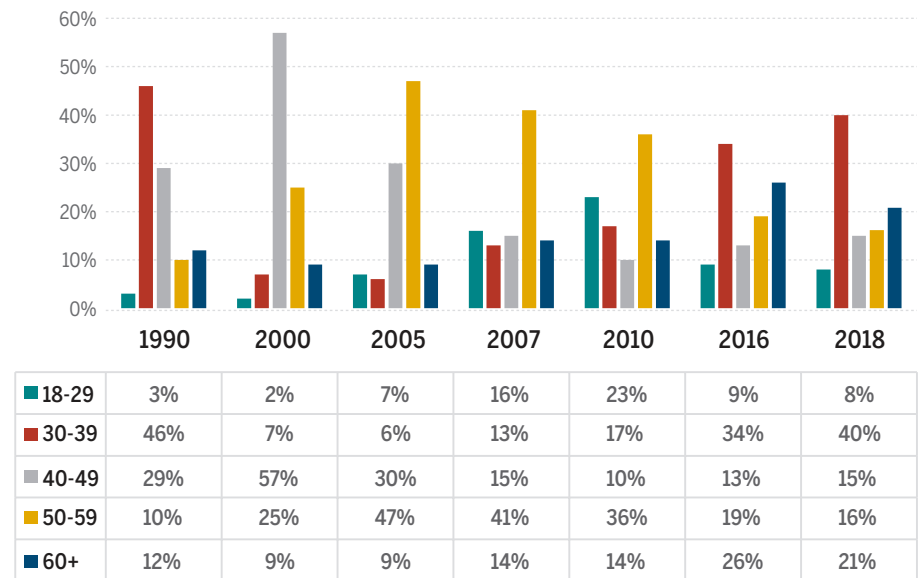
In contrast, for the 2010 survey the ages 50-59 category made up the largest group of respondents (36 percent), followed by 18-29 (23 percent) and 30-39 (17 percent).

As the industry rebounds, AAPL continues to be proactive in attracting and equipping the next generation of landmen. To date, the Landman Scholarship Trust has awarded more than \$2 million in scholarships to aspiring young landmen, including over \$250,000 in awards to 51 graduate and undergraduate students in university programs nationwide in 2018.

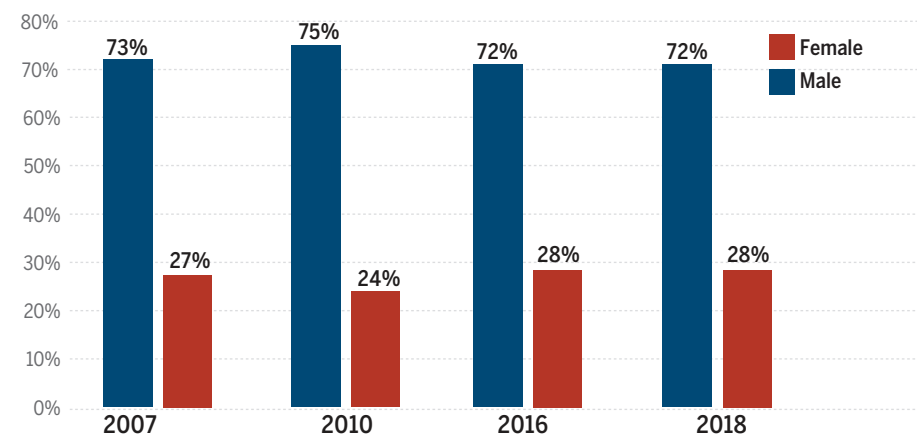
GENDER

The gender response rate matches the current AAPL membership (see image 1), which is made up of 72 percent males and 28 percent females (see graph 12).

Graph 11. Age of Respondents: 1990-2018 Survey Comparison

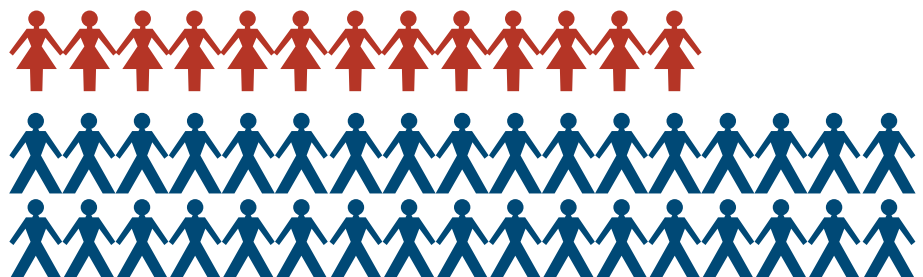


Graph 12. Response by Gender



28%
FEMALE

72%
MALE





GENERAL COMPENSATION

Overall, exempt employees posted significant gains in total compensation (excluding cash bonuses and stock/grant options), with a 2017 average of \$140,475 and median of \$120,250 — up \$15,834 and \$10,250, respectively, over 2010's figures.

Salaries for independent contractors haven't matched the pace. While 2017's \$92,000 median is a modest \$2,000 gain over 2010's \$90,000, the average fell from 2010's survey high of \$126,608 to \$109,378 — a \$17,230 loss (see tables 2 and 3).

The gender pay gap was slimmer among independents in 2017 but still sizable. Male independent contractors reported total compensation (excluding cash bonuses and stock/grant options) of \$114,546 — \$22,079 higher than females' \$92,467. In 2010, independent contractor pay for men was a whopping \$41,944 more — \$133,982 vs. \$92,038 (see graph 13).

Men are consistently drawing a higher day rate, as well (see graph 14).

For company landmen, the gender pay gap is widening. Male exempt employees reported \$150,918 in 2017 total compensation — a \$33,622 leap over their female counterparts at \$117,296. In 2010, the difference was \$25,597 — \$131,930 vs. \$106,333 (see graph 15).

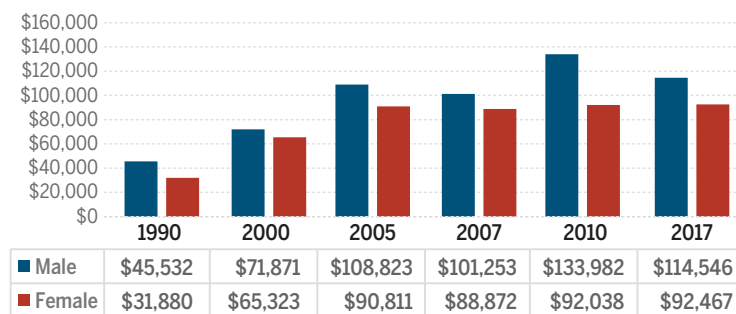
Table 2. Exempt Employees – Total Compensation
(excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017
Average	\$57,477	\$84,858	\$109,936	\$108,557	\$124,641	\$140,475
Median	\$52,800	\$81,000	\$108,000	\$100,000	\$110,000	\$120,250
Mode	\$50,000	\$100,000	\$120,000	\$150,000	\$100,000	\$150,000

Table 3. Independent Contractors – Total Compensation
(excluding cash bonuses and stock/grant options)

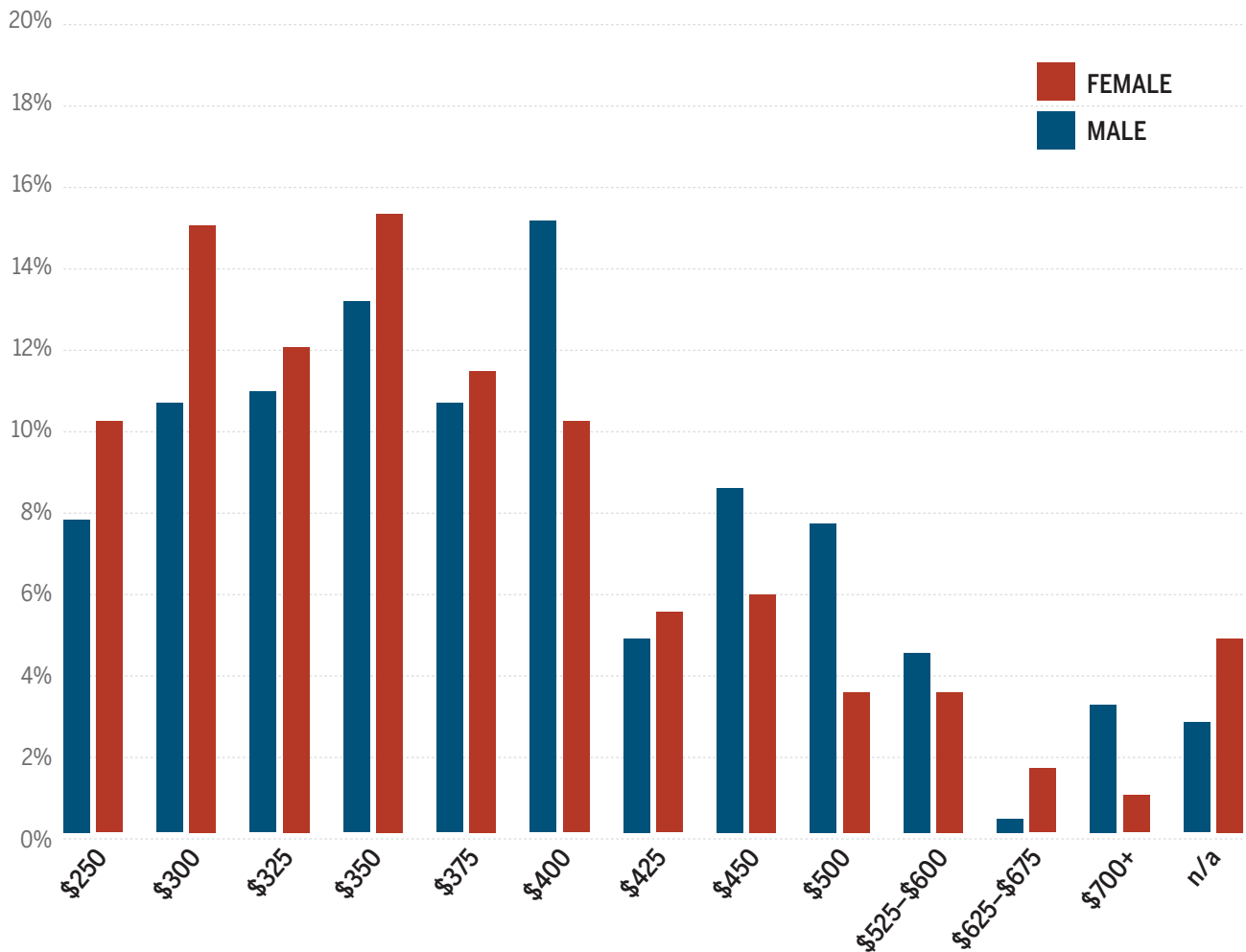
	1990	2000	2005	2007	2010	2017
Average	\$41,406	\$71,401	\$105,346	\$98,593	\$126,608	\$109,378
Median	\$36,000	\$65,000	\$89,500	\$87,000	\$90,000	\$92,000
Mode	\$30,000	\$60,000	\$100,000	\$75,000	\$100,000	\$100,000

Graph 13. Independent Contractors – Total Compensation by Gender 1990-2018 Survey Comparison
(excluding cash bonuses and stock/grant options)

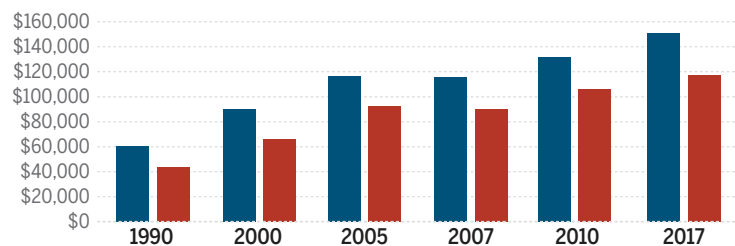


For company landmen, the gender pay gap is widening. Male exempt employees reported \$150,918 in 2017 total compensation — a \$33,622 leap over their female counterparts at \$117,296.

Graph 14. Independent Contractor Day Rate Comparison by Gender



Graph 15. Exempt Employees – Total Compensation by Gender 1990-2018 Survey Comparison
(excluding cash bonuses and stock/grant options)



Male	\$60,867	\$90,231	\$116,458	\$115,460	\$131,930	\$150,918
Female	\$43,276	\$66,161	\$92,104	\$90,325	\$106,333	\$117,296

STATE-BY-STATE

Texas represents the largest number of respondents and highest median salaries. Almost 48 percent of respondents hail from the Lone Star State, where exempt employee respondents reported a median salary of \$135,000 compared with \$100,000 for independent contractors. Oklahoma recorded the second most responses (15 percent), followed by Colorado, Pennsylvania, Louisiana, West Virginia, Ohio and Michigan. Representatives from other states made up 9 percent of respondents (see graph 16).

Behind Texas, Colorado-based respondents reported the highest median salary for exempt employees at \$125,000, followed by Oklahoma (\$116,500), Louisiana (\$104,000), West Virginia (\$100,000), Pennsylvania (\$95,000) and Ohio (\$80,000). Rounding out the top four states behind Texas for median independent contractor salaries were Colorado and West Virginia — both at \$90,000 — and Oklahoma at \$84,255.

In Texas, Colorado and Oklahoma,



median salaries for independents were more than \$30,000 less than what their exempt employee counterparts reported. Though other gaps were less extreme, median salaries for independent contractors were lower than exempt employees in all seven states (see table 4).

The Permian Basin leads as the most active region of work. Independent contractors working the Permian Basin region reported the highest average total compensation

(excluding bonuses and stock grants/options) at over \$123,000, followed by those working in the East Texas/North Louisiana area at almost \$110,000. Among exempt employees, respondents working the entire country reported the highest average total compensation (excluding bonuses and stock grants/options) at just over \$195,000, followed by those working in the South Texas/Upper Texas Gulf Coast area with \$152,000 and change. (see graph 17, tables 5-6).

Graph 16. State of Residence

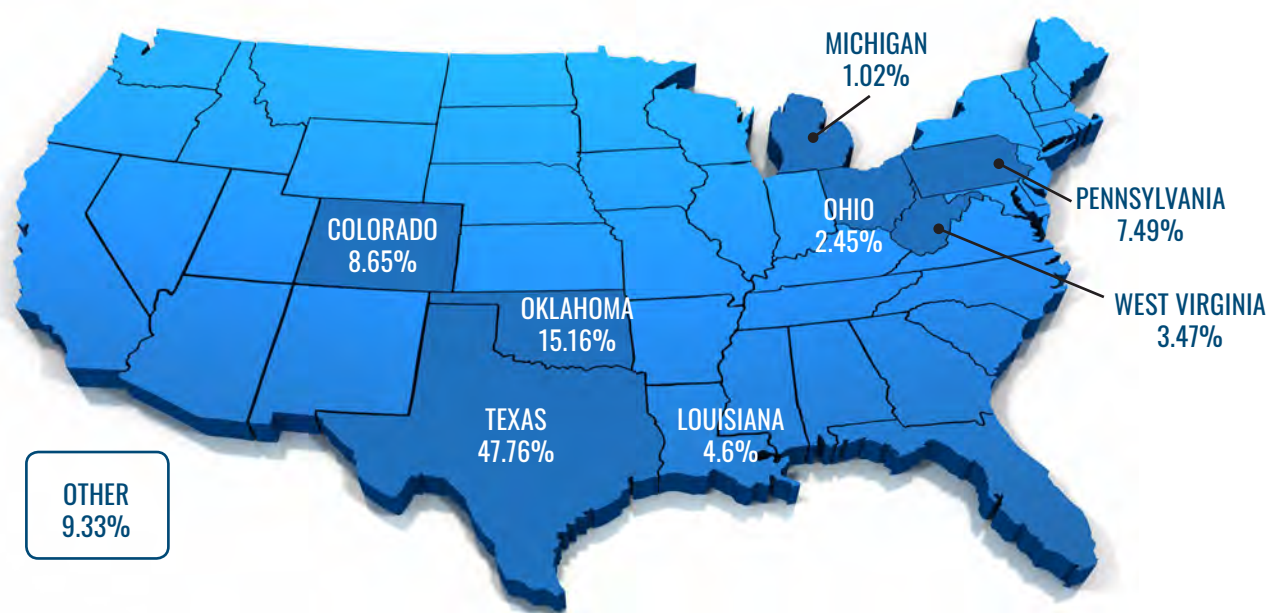


Table 4. Compensation by State

State		Exempt Employees	Independent Contractors
Texas	Average	\$153,349	\$115,587
	Median	\$135,000	\$100,000
	Responses	592	427
Oklahoma	Average	\$132,592	\$106,483
	Median	\$116,500	\$84,255
	Responses	182	144
Colorado	Average	\$144,677	\$98,938
	Median	\$125,000	\$90,000
	Responses	141	67
Pennsylvania	Average	\$110,315	\$104,280
	Median	\$95,000	\$79,500
	Responses	100	61
Louisiana	Average	\$112,325	\$94,743
	Median	\$104,000	\$77,000
	Responses	34	47
West Virginia	Average	\$101,449	\$113,880
	Median	\$100,000	\$90,000
	Responses	33	46
Ohio	Average	\$93,500	\$81,585
	Median	\$80,000	\$76,500
	Responses	17	34

Graph 17. Primary Geological Region of Work

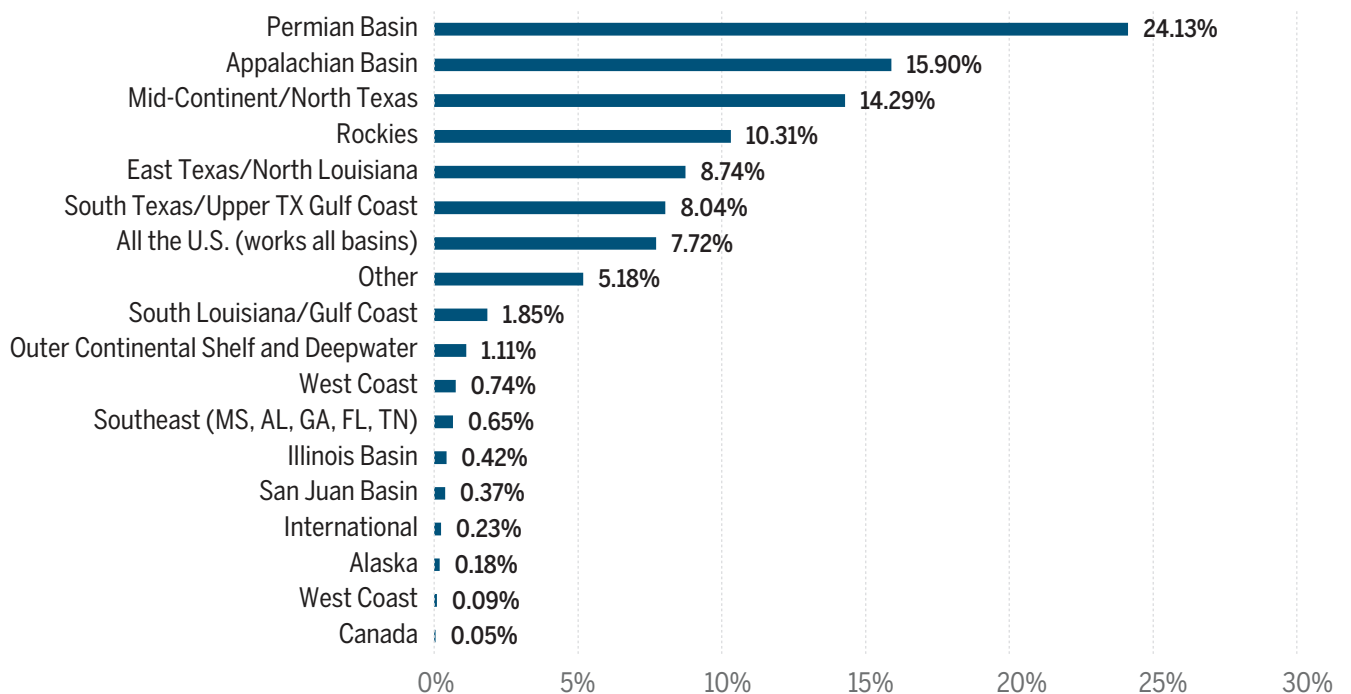


Table 5. Top 7 Primary Regions of Work for Independent Contractors

Regions	Average Total Compensation (excluding bonuses, stock grants/options)	Percentage of Respondents
Permian Basin	\$123,461	26.51%
Appalachian Basin	\$103,556	17.71%
Mid-Continent/ North Texas	\$106,960	15.31%
East Texas/ North Louisiana	\$109,832	14.06%
South Texas/ Upper TX Gulf Coast	\$107,413	9.94%
Rockies	\$108,657	7.77%
All the U.S. (works all basins)	\$100,801	4.80%

Table 6. Top 7 Primary Regions of Work for Exempt Employees

Regions	Average Total Compensation (excluding bonuses, stock grants/options)	Percentage of Respondents
Permian Basin	\$138,905	24.39%
Appalachian Basin	\$110,572	16.00%
Mid-Continent/ North Texas	\$128,304	14.97%
Rockies	\$139,079	13.24%
All the U.S. (works all basins)	\$195,093	10.73%
South Texas/ Upper TX Gulf Coast	\$152,322	7.44%
East Texas/ North Louisiana	\$139,477	5.54%

EDUCATION & CERTIFICATION

The 2018 survey sample represents a very well-educated group, with 90 percent reporting an associate degree or higher: 60 percent hold bachelor's degrees (and 16 percent of those are in petroleum land management or energy management), 12 percent have master's degrees and 9 percent earned law degrees (see graph 18).

For exempt employees, the four-year PLM/EM degree may get the biggest bang for the buck, with respondents reporting a median salary of \$135,000 compared with \$103,000 for a high school diploma, \$119,000 for a different bachelor's degree, \$115,000 for a master's degree and \$130,000 for a law degree. Median salaries among independent contractors had less variation, ranging from a low of

\$90,000 for a master's degree to a high of \$96,000 for a law degree (see table 7).

More than half of the 2018 respondents carry an AAPL designation: 28 percent are Certified Professional Landmen, 21 percent are Registered Professional Landmen and 7 percent are Registered Landmen. In comparison, about 41 percent of eligible AAPL members currently hold certifications (see graph 19).

"In today's tight job market, it's extremely important for landmen to distinguish themselves through continuing education and certification," said Melanie B. Bell, CPL, executive vice president of AAPL. "AAPL offers numerous on-site and online continuing education programs, and companies know that AAPL's RL, RPL and CPL designations are the gold standard for professionalism, knowledge and expertise. The AAPL leadership and staff is constantly looking for ways to expand our educational offerings to meet our members' evolving needs."

AAPL certification is a prudent investment. In survey after survey, CPLs and RPLs consistently report

Graph 18. Education Level

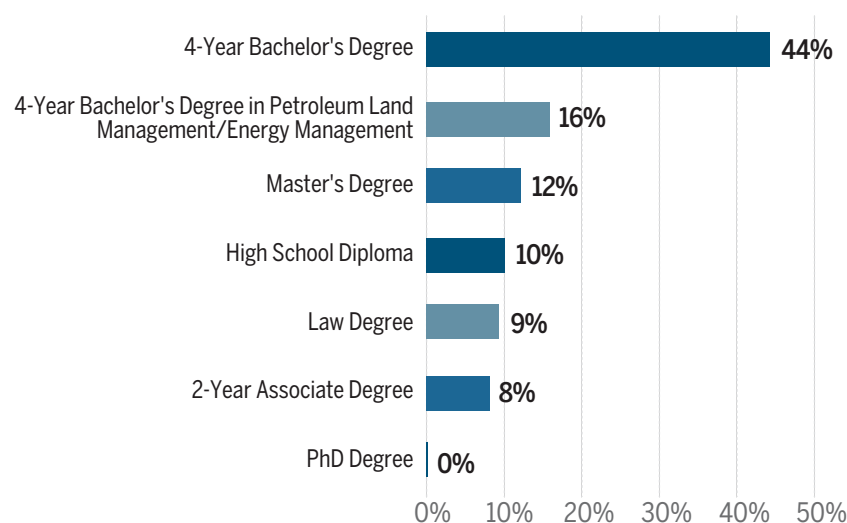


Table 7. Compensation by Education Level

Education Level		Exempt Employees	Independent Contractors
High School Diploma	Average	\$115,072	\$100,548
	Median	\$103,000	\$92,000
	Responses	64	146
2-year Associate Degree	Average	\$110,993	\$105,097
	Median	\$102,250	\$93,187
	Responses	53	117
4-year Bachelor's Degree	Average	\$137,143	\$113,086
	Median	\$119,000	\$94,000
	Responses	515	410
4-year Bachelor's Degree in Petroleum Land Management/ Energy Management	Average	\$156,062	\$108,563
	Median	\$135,000	\$95,000
	Responses	253	80
Master's Degree	Average	\$135,294	\$109,659
	Median	\$115,000	\$90,000
	Responses	168	85
Law Degree	Mean	\$157,525	\$106,812
	Median	\$130,000	\$96,000
	Responses	138	57
PhD Degree	Average	No data	No data
	Median	No data	No data
	Responses	No data	No data

“In today’s tight job market, it’s extremely important for landmen to distinguish themselves through continuing education and certification.”

MELANIE B. BELL, CPL, EXECUTIVE VICE PRESIDENT OF AAPL

Graph 19. Level of Certification

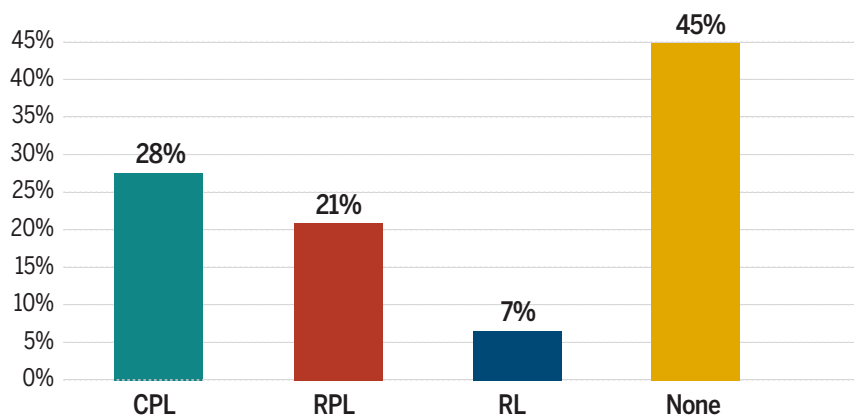


Table 8. CPL Exempt Employee - Total Compensation

Certified Professional Landmen		2007	2010	2017
Yes	Average	\$134,823	\$162,525	\$168,841
	Median	\$130,000	\$156,000	\$154,000
No	Average	\$88,866	\$104,851	\$124,850
	Median	\$80,000	\$91,000	\$103,750

Table 9. RPL Exempt Employee - Total Compensation

Registered Professional Landmen		2007	2010	2017
Yes	Average	\$114,968	\$117,178	\$122,559
	Median	\$104,556	\$101,000	\$110,000
No	Average	\$88,866	\$104,851	\$124,850
	Median	\$80,000	\$91,000	\$103,750

Table 10. CPL Independent Contractor - Total Compensation

Certified Professional Landmen		2007	2010	2017
Yes	Average	\$125,424	\$163,039	\$142,474
	Median	\$102,494	\$113,101	\$105,000
No	Average	\$88,632	\$113,573	\$99,399
	Median	\$79,063	\$85,000	\$86,000

Table 11. RPL Independent Contractor - Total Compensation

Registered Professional Landmen		2007	2010	2017
Yes	Average	\$117,404	\$191,562	\$109,339
	Median	\$106,000	\$99,000	\$98,700
No	Average	\$88,632	\$113,573	\$99,399
	Median	\$79,063	\$85,000	\$86,000

higher median salaries than those without. For example, the median CPL salary reported was \$130,000 compared with \$80,000 for exempt employee members without certification in 2007; \$156,000 vs. \$91,000 in 2010; and \$154,000 vs. \$103,750 in 2017 (see tables 8-11).

AAPL certification designations hold their value throughout a landman's career — in terms of increasing knowledge and expertise as well as rising salaries (see table 12).

When factoring in years of experience along with AAPL certification designations, exempt employees holding CPL status with six to 10 years in the industry saw a 28 percent salary boost over their non-CPL counterparts. CPL-holding independent contractors with 21-30 years of industry experience also reported 28 percent higher salaries than independents without CPL status at the same experience level.

Among RPLs, exempt employees with five years or less experience saw the biggest wage gap, with RPLs reporting 20 percent higher salaries than landmen without. For independents, RPLs with 31-plus years of experience saw the most significant pay perks and reported salaries 24 percent higher than longtime independents without RPL designation. (see tables 13-14).

While not even the prestigious CPL designation is enough to completely close the gender pay gap, it makes significant progress when comparing median salaries. In 2017 the median salary for men with CPL certification was \$157,500 compared with \$150,000 for female CPLs. For independents with CPLs, it's even closer: \$105,000 for men and \$104,000 for women (see table 15).

Table 12. Compensation by CPL Designation and Experience

CPL	Years of Experience		Exempt Employees	Independent Contractors
Yes	6-10 years	Average	\$127,551	\$106,750
		Median	\$125,000	\$100,000
		Responses	82	16
	11-15 years	Average	\$145,318	\$125,325
		Median	\$145,500	\$104,000
		Responses	154	47
	16-20 years	Average	\$171,299	\$93,750
		Median	\$175,000	\$97,500
		Responses	27	8
	21-30 years	Average	\$171,080	\$144,472
		Median	\$176,000	\$119,000
		Responses	30	18
	31+	Average	\$216,556	\$180,519
		Median	\$200,000	\$115,000
		Responses	149	53
No	6-10 years	Average	\$101,454	\$96,979
		Median	\$97,250	\$81,000
		Responses	157	195
	11-15 years	Average	\$133,742	\$98,087
		Median	\$125,000	\$90,000
		Responses	79	140
	16-20 years	Average	\$151,693	\$99,857
		Median	\$150,000	\$102,000
		Responses	15	28
	21-30 years	Average	\$160,019	\$104,803
		Median	\$145,000	\$93,000
		Responses	17	28
	31+	Average	\$188,944	\$115,301
		Median	\$180,000	\$100,000
		Responses	64	49

AAPL certification designations hold their value throughout a landman's career — in terms of increasing knowledge and expertise as well as rising salaries.

Table 13. Compensation by CPL Designation and Years of Experience

CPL Designation		6-10 Years	% More Money with CPL	11-15 Years	% More Money with CPL	16-20 Years	% More Money with CPL	21-30 Years	% More Money with CPL	31+ Years	% More Money with CPL
Exempt Employee with CPL	Average	\$127,551	28%	\$145,318	16%	\$171,299	17%	\$171,080	21%	\$216,556	11%
	Median	\$125,000		\$145,500		\$175,000		\$176,000		\$200,000	
	Responses	82		154		27		30		149	
Exempt Employee without CPL	Average	\$101,454		\$133,742		\$151,693		\$160,019		\$188,944	
	Median	\$97,250		\$125,000		\$150,000		\$145,000		\$180,000	
	Responses	156		79		15		17		64	
Independent Contractor with CPL	Average	\$106,750	23%	\$125,325	15%	\$93,750	0%	\$144,472	28%	\$180,519	15%
	Median	\$100,000		\$104,000		\$97,500		\$119,000		\$115,000	
	Responses	16		47		8		18		53	
Independent Contractor without CPL	Average	\$96,979		\$98,087		\$99,857		\$104,803		\$115,301	
	Median	\$81,000		\$90,000		\$102,000		\$93,000		\$100,000	
	Responses	195		140		28		28		49	

Table 14. Compensation by RPL Designation and Years of Experience

RPL Designation		0-5 Years	% More Money with RPL	6-10 Years	% More Money with RPL	11-15 Years	% More Money with RPL	16-20 Years	% More Money with RPL	21-30 Years	% More Money with RPL	31+ Years	% More Money with RPL
Exempt Employee with RPL	Average	\$99,610	20%	\$108,638	11%	\$109,073	0%	\$125,442	0%	\$173,428	14%	\$183,126	0%
	Median	\$96,450		\$108,000		\$108,300		\$125,000		\$165,000		\$178,827	
	Responses	28		124		42		7		7		34	
Exempt Employee without RPL	Average	\$79,022		\$101,454		\$133,742		\$151,693		\$160,019		\$188,944	
	Median	\$80,000		\$97,250		\$125,000		\$150,000		\$145,000		\$180,000	
	Responses	91		156		79		15		17		64	
Independent Contractor with RPL	Average	No data	No data	\$102,664	17%	\$102,860	11%	\$105,607	6%	\$99,301	7%	\$130,334	24%
	Median			\$95,000		\$100,000		\$97,000		\$100,000		\$124,000	
	Responses			68		65		14		14		16	
Independent Contractor without RPL	Average	\$72,580		\$96,979		\$98,087		\$99,857		\$104,803		\$115,301	
	Median	\$68,000		\$81,000		\$90,000		\$102,000		\$93,000		\$100,000	
	Responses	56		195		140		28		28		49	

Table 15. Compensation by CPL Designation and Gender

CPL Certification			Exempt Employees 2007	Exempt Employees 2010	Exempt Employees 2017	Independent Contractors 2007	Independent Contractors 2010	Independent Contractors 2017
Male	Yes	Average	\$139,878	\$167,935	\$173,106	\$128,749	\$170,659	\$148,665
		Median	\$136,750	\$160,000	\$157,500	\$107,000	\$119,000	\$105,000
		Responses	390	375	342	175	146	124
	No	Average	\$97,271	\$113,434	\$135,551	\$88,637	\$126,880	\$107,351
		Median	\$118,500	\$140,000	\$110,000	\$100,000	\$101,000	\$93,250
		Responses	344	358	495	296	421	585
Female	Yes	Average	\$119,118	\$143,201	\$156,073	\$103,160	\$101,224	\$115,656
		Median	\$118,500	\$140,000	\$150,000	\$100,000	\$101,000	\$104,000
		Responses	132	105	101	24	18	18
	No	Average	\$72,126	\$94,778	\$102,844	\$88,458	\$91,088	\$90,370
		Median	\$72,000	\$85,000	\$97,420	\$80,000	\$80,000	\$82,000
		Responses	180	335	271	95	174	199

YEARS OF EXPERIENCE

Experience matters and it pays. Average and median compensation amounts for exempt employees climbed with every jump in years of experience in the 2007, 2010 and 2017 survey results. For independents, median salaries increased along with years of experience in 2010 and 2017, and both median and average compensation rose incrementally with experience in 2017 (see table 16 and graph 20).

Experience still is not enough to bridge the gender pay gap. For respondents with 31-plus years of experience, average salaries for male independent contractors outpaced their female counterparts by an overwhelming \$50,021 — \$157,228 vs. \$107,207 — while average salaries for male exempt employees eclipsed females by a

staggering \$60,434 — \$221,318 vs. \$160,884 (see table 17).

EXPERIENCE + EDUCATION

Tables 18a-f may serve as a helpful reference for apples-to-apples salary comparisons among landmen with similar experience and education levels.

It is interesting to note that although the sample sizes are quite small, there are categories where women in land out-earned men at the same experience and education level — especially in the 11-15 years of experience category. In that category, female exempt employees with high school diplomas reported a median 2017 salary of \$85,000 compared with \$70,000 for men in the same group. Female exempt employees with a bachelor's PLM degree reported a median salary of \$179,500 compared with \$149,417 for the men. Also at the same experience level, female exempt employees with a master's

degree reported a median salary \$2,000 higher than their male counterparts — \$136,000 vs. \$134,000 — and those with a law degree reported \$17,000 more in median salaries.

Female exempt employees with law degrees posted higher median salaries at several experience levels: zero to five years (\$96,300 vs. \$88,750), six to 10 years (\$120,000 vs. \$118,500) and 11-15 years (\$162,000 vs. \$145,000).

For independent contractors with a high school diploma, women with 16-20 years of experience outpaced their male counterparts \$115,750 to \$95,000 when comparing median salaries.

However, in other comparison groups, the disparities are shocking. Female exempt employees with a bachelor's degree and 21-30 years of experience reported a median salary of \$118,500 compared with \$195,000 for their male counterparts — a colossal \$76,500 difference (see tables 18a-f).

Table 16. Compensation by Years of Land Experience

Years of Experience		2007 Exempt Employees	2010 Exempt Employees	2017 Exempt Employees	2007 Independent Contractors	2010 Independent Contractors	2017 Independent Contractors
0-5	Average	\$70,135	\$83,904	\$84,719	\$70,152	\$97,472	\$76,742
	Median	\$70,000	\$80,000	\$85,000	\$70,000	\$72,000	\$68,000
	Responses	449	438	151	463	360	79
6-10	Average	\$87,360	\$103,855	\$108,306	\$103,927	\$110,296	\$101,502
	Median	\$85,000	\$100,000	\$105,500	\$88,000	\$90,000	\$85,000
	Responses	101	282	399	99	288	319
11-15	Average	\$104,328	\$122,503	\$146,915	\$100,874	\$98,770	\$108,448
	Median	\$100,000	\$120,000	\$131,000	\$90,000	\$87,000	\$96,000
	Responses	85	93	285	68	79	278
16-20	Average	\$115,628	\$137,322	\$153,631	\$110,809	\$109,127	\$110,056
	Median	\$115,000	\$130,000	\$140,000	\$108,500	\$97,000	\$98,000
	Responses	90	59	58	68	50	56
21-30	Average	\$131,384	\$152,359	\$175,504	\$117,458	\$217,559	\$112,827
	Median	\$130,000	\$150,000	\$165,000	\$104,000	\$108,000	\$100,000
	Responses	617	296	59	313	124	68
31+	Average	\$138,477	\$164,295	\$205,156	\$126,804	\$163,160	\$149,352
	Median	\$135,500	\$160,000	\$195,000	\$100,000	\$120,000	\$115,000
	Responses	194	377	258	140	191	127

Graph 20. Independent Contractor Day Rate by Years of Experience

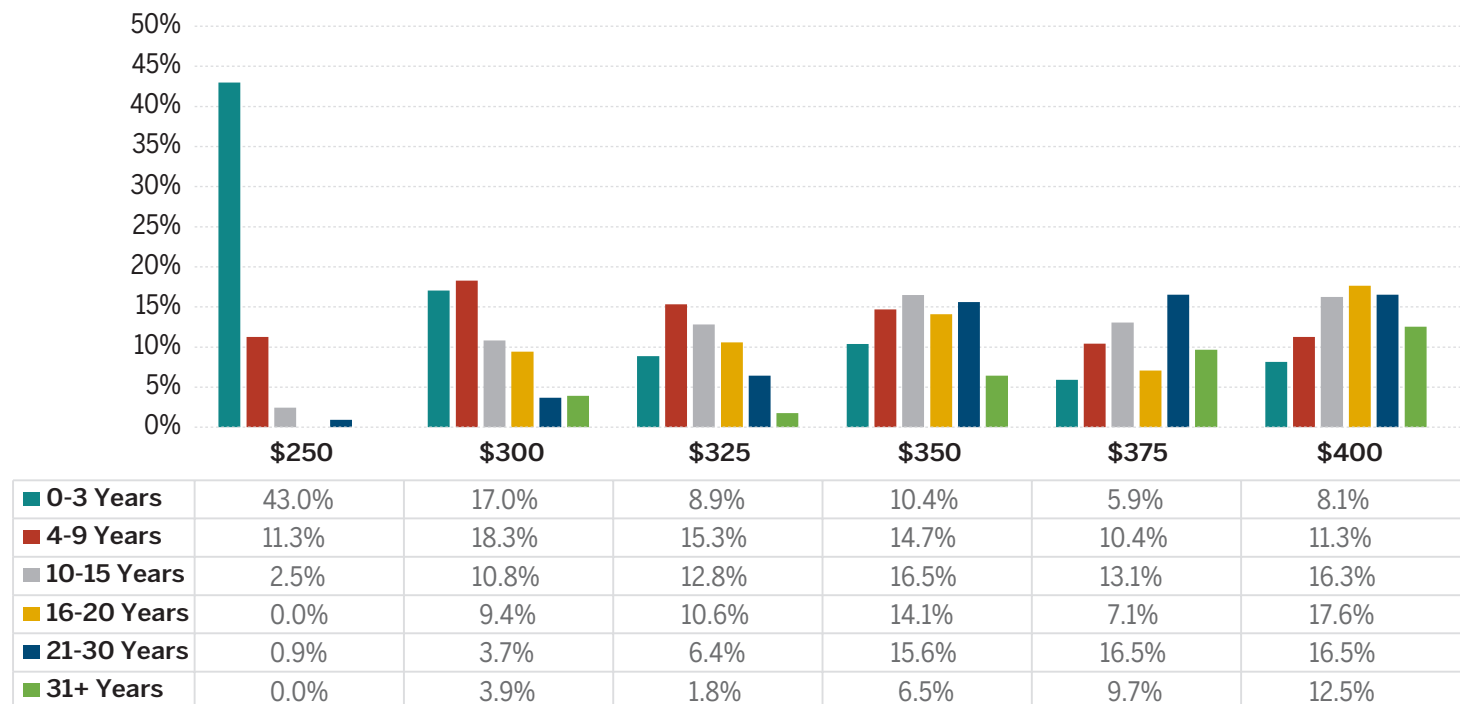


Table 17. Compensation by Gender and Years of Experience

Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	\$68,610.00	\$78,648.00	\$78,292.00	\$88,799.00
	Median	\$75,000.00	\$67,750.00	\$85,000.00	\$85,000.00
	Responses	15	64	58	93
6-10	Average	\$79,861.00	\$107,697.00	\$98,922.00	\$112,892.00
	Median	\$75,000.00	\$90,000.00	\$98,000.00	\$110,000.00
	Responses	71	248	131	268
11-15	Average	\$93,248.00	\$113,562.00	\$127,940.00	\$153,092.00
	Median	\$89,000.00	\$100,000.00	\$121,250.00	\$135,000.00
	Responses	70	208	70	215
16-20	Average	\$99,244.00	\$101,636.00	\$121,510.00	\$170,536.00
	Median	\$90,000.00	\$98,000.00	\$112,500.00	\$172,500.00
	Responses	21	33	20	38
21-30	Average	\$104,750.00	\$115,734.00	\$157,347.00	\$187,103.00
	Median	\$100,000.00	\$100,000.00	\$145,000.00	\$186,200.00
	Responses	18	50	23	36
31+	Average	\$107,207.00	\$157,228.00	\$160,884.00	\$221,318.00
	Median	\$94,000.00	\$115,000.00	\$160,000.00	\$201,000.00
	Responses	20	107	69	189

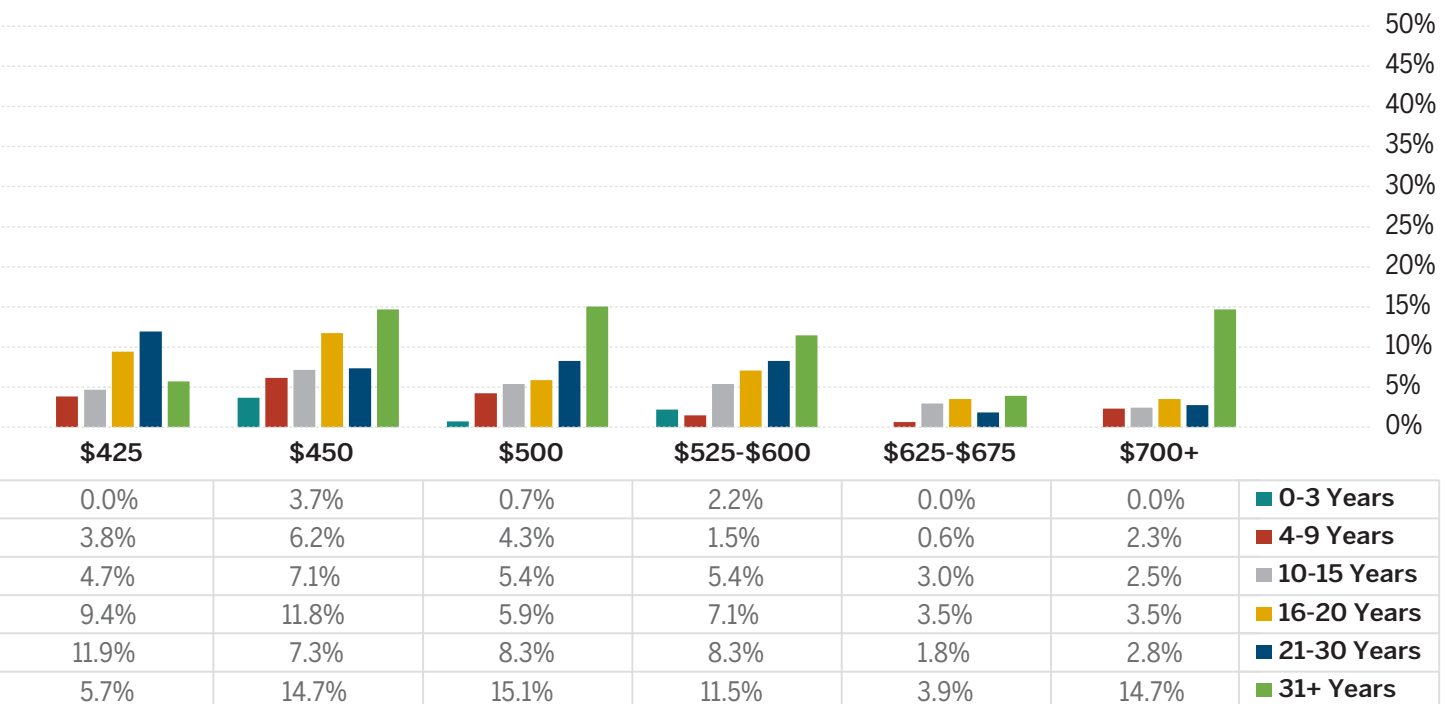


Table 18a. Compensation by Education and Years of Experience

High School Education					
Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	no data	no data	no data	no data
	Median	no data	no data	no data	no data
	Responses	no data	no data	no data	no data
6-10	Average	\$77,480	\$93,906	\$69,250	\$106,757
	Median	\$73,500	\$88,000	\$70,000	\$95,000
	Responses	10	30	8	8
11-15	Average	\$85,618	\$105,607	\$81,600	\$76,600
	Median	\$87,500	\$100,000	\$85,000	\$70,000
	Responses	16	37	5	5
16-20	Average	\$109,416	\$101,800	no data	\$103,722
	Median	\$115,750	\$95,000	no data	\$115,000
	Responses	6	5	no data	9
21-30	Average	\$95,812	\$99,944	no data	no data
	Median	\$91,750	\$105,000	no data	no data
	Responses	8	9	no data	no data
31+	Average	no data	\$140,034	\$150,571	\$165,230
	Median	no data	\$100,000	\$150,000	\$160,000
	Responses	no data	9	8	13

Table 18b. Compensation by Education and Years of Experience

2-Year Associate Degree					
Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	no data	\$100,452	no data	no data
	Median	no data	\$97,000	no data	no data
	Responses	no data	23	no data	no data
6-10	Average	\$84,346	no data	\$69,375	no data
	Median	\$71,000	no data	\$65,000	no data
	Responses	16	no data	8	no data
11-15	Average	\$117,666	\$100,101	\$96,285	no data
	Median	\$91,500	\$96,000	\$100,000	no data
	Responses	12	27	7	no data
16-20	Average	no data	\$94,125	\$116,314	no data
	Median	no data	\$93,500	\$115,000	no data
	Responses	no data	8	7	no data
21-30	Average	no data	\$103,428	NA	no data
	Median	no data	\$92,000	NA	no data
	Responses	no data	7	NA	no data
31+	Average	no data	\$100,750	\$119,285	no data
	Median	no data	\$99,500	\$125,000	no data
	Responses	no data	12	7	no data

Table 18c. Compensation by Education and Years of Experience

4-Year Bachelor's Degree					
Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	no data	\$57,111	\$65,306	\$74,396
	Median	no data	\$58,000	\$63,500	\$71,500
	Responses	no data	18	15	23
6-10	Average	\$81,523	\$97,067	\$93,583	\$103,217
	Median	\$76,000	\$85,500	\$93,000	\$100,000
	Responses	25	126	56	114
11-15	Average	\$88,822	\$124,374	\$124,655	\$133,148
	Median	\$84,500	\$104,000	\$118,000	\$130,000
	Responses	22		30	111
16-20	Average	\$87,000	\$108,307	\$119,000	\$166,912
	Median	\$85,000	\$100,000	\$106,000	\$160,000
	Responses	6	13	9	15
21-30	Average	no data	\$105,468	\$130,200	\$206,923
	Median	no data	\$98,750	\$118,500	\$195,000
	Responses	no data	16	10	23
31+	Average	\$112,625	\$132,600	\$162,758	\$206,418
	Median	\$92,500	\$120,000	\$167,000	\$200,000
	Responses	8	53	28	75

Table 18d. Compensation by Education and Years of Experience

4-Year Bachelor's PLM Degree					
Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	no data	\$79,979	\$90,710	\$88,216
	Median	no data	\$72,500	\$90,500	\$90,988
	Responses	no data	24	21	43
6-10	Average	no data	\$94,000	\$111,146	\$128,237
	Median	no data	\$85,000	\$110,000	\$125,000
	Responses	no data	14	16	47
11-15	Average	no data	\$88,714	\$181,000	\$152,001
	Median	no data	\$85,000	\$179,500	\$149,417
	Responses	no data	7	6	26
16-20	Average	no data	no data	no data	\$196,100.00
	Median	no data	no data	no data	\$180,000.00
	Responses	no data	no data	no data	9
21-30	Average	no data	\$122,666	\$200,875	no data
	Median	no data	\$110,000	\$196,500	no data
	Responses	no data	9	8	no data
31+	Average	no data	\$121,692	\$187,585	\$234,212
	Median	no data	\$120,000	\$172,000	\$222,500
	Responses	no data	13	14	56

Table 18e. Compensation by Education and Years of Experience

Master's Degree					
Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	no data	\$91,166	\$64,785	\$83,212
	Median	no data	\$87,500	\$62,000	\$85,350
	Responses	no data	6	7	8
6-10	Average	\$73,814	\$99,437	\$109,211	\$111,743
	Median	\$70,000	\$92,500	\$105,000	\$109,410
	Responses	7	24	17	50
11-15	Average	\$89,200	\$108,266	\$137,755	\$143,640
	Median	\$84,000	\$104,000	\$136,000	\$134,000
	Responses	9	17	9	41
16-20	Average	no data	no data	no data	\$153,000
	Median	no data	no data	no data	\$175,000
	Responses	no data	no data	no data	5
21-30	Average	no data	no data	no data	no data
	Median	no data	no data	no data	no data
	Responses	no data	no data	no data	no data
31+	Average	no data	\$112,483	\$183,750	\$234,934
	Median	no data	\$95,000	\$200,000	\$225,000
	Responses	no data	6	4	21

Table 18f. Compensation by Education and Years of Experience

Law Degree					
Years of Experience		Female Independent Contractors	Male Independent Contractors	Female Exempt Employees	Male Exempt Employees
0-5	Average	no data	\$109,125	\$98,360	\$115,433
	Median	no data	\$71,500	\$96,300	\$88,750
	Responses	no data	8	10	12
6-10	Average	\$98,000	\$113,252	\$119,660	\$130,508
	Median	\$95,500	\$103,000	\$120,000	\$118,500
	Responses	6	21	23	44
11-15	Average	no data	\$111,428	\$176,925	\$148,580
	Median	no data	\$100,000	\$162,000	\$145,000
	Responses	no data	7	8	20
16-20	Average	no data	no data	no data	no data
	Median	no data	no data	no data	no data
	Responses	no data	no data	no data	no data
21-30	Average	no data	no data	no data	no data
	Median	no data	no data	no data	no data
	Responses	no data	no data	no data	no data
31+	Average	no data	\$97,602	\$198,748	\$205,097
	Median	no data	\$93,000	\$184,996	\$216,000
	Responses	no data	5	4	13

BONUSES AND OTHER COMPENSATION

In addition to their salaries, exempt employees and independents alike received other forms of compensation for landwork in 2017, with landmen in the 31-plus-year category reporting the highest averages for both groups:

\$104,001 for exempt employees and \$75,610 for independent contractors. The 31-plus-year group also reported the highest cash bonus total for 2017 among exempt employees at \$64,838, while landmen with 11-15 years of experience reported the highest

averages among independents at \$15,145. Exempt employees with 21-30 years of experience reported the highest cash value of stock grants and options in 2017 at \$67,590 (see tables 19-20).

Table 19. Average Exempt Employee Bonuses

Exempt Employees	Cash value of any other form of compensation received for land work in 2017	Number of Responses	Equivalent cash value of any stock grants or options received in 2017	Number of Responses	Total value of any cash bonus received in 2017	Number of Responses
0-5 Years	\$27,162	8	\$17,000	54	\$13,407	115
6-10 Years	\$53,356	38	\$30,929	150	\$24,613	325
11-15 Years	\$61,733	42	\$59,478	95	\$33,073	231
16-20 Years	No data	No data	\$52,896	16	\$40,556	47
21-30 Years	\$63,916	12	\$67,590	22	\$43,853	47
31+ Years	\$104,001	58	\$93,014	99	\$64,838	203

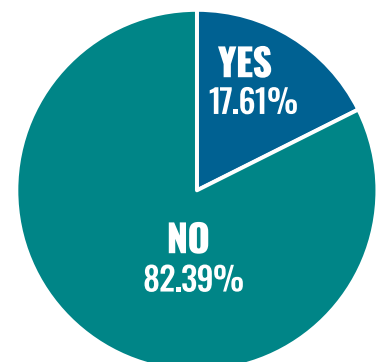
Table 20. Average Independent Contractor Bonuses

Independent Contractors	Cash value of any other form of compensation received for land work in 2017	Number of Responses	Equivalent cash value of any stock grants or options received in 2017	Number of Responses	Total value of any cash bonus received in 2017	Number of Responses
0-5 Years	\$61,888	9	No data	No data	\$6,650	16
6-10 Years	\$50,940	34	No data	No data	\$13,028	64
11-15 Years	\$59,900	30	No data	No data	\$15,145	46
16-20 Years	No data	No data	No data	No data	\$11,683	7
21-30 Years	\$17,200	5	No data	No data	No data	No data
31+ Years	\$75,610	39	No data	No data	\$10,127	18

COMPANY PROJECTS

New for the 2018 survey, AAPL asked respondents about opportunities to participate in company projects, such as acquiring overriding royalties or working interest in drilling projects. Almost 18 percent of respondents are afforded such opportunities by their employers (see graph 21).

Graph 21. Option by Employer to Participate in Company Projects
(e.g., acquire overriding royalty or purchase working interest in drilling projects)



BRIDGING THE GAPS

AAPL staff and leaders are continually evaluating programs and exploring new opportunities to equip and empower members for success — at every stage of their careers.

In response to member feedback, the landman.org website is being expanded to bring even more tools to members' fingertips, and AAPL is rolling out an exciting slate of

in-person and online opportunities, making continuing education more accessible than ever for AAPL members.

In addition, AAPL leaders are working to close the gender pay gap by creating more opportunities for networking and professional growth for women. NAPE Summit will debut Connections & Conversations for Women in Energy, an event focused

on leadership and networking for women. The 2019 Annual Meeting & Conference in Pittsburgh will also feature special events tailored for women in land. And the AAPL Education Committee is hosting numerous top female executives as speakers for education programs at the Annual Meeting, regional institutes and other educational workshops.