

Table 8. CPL and CPL/ESA Oil & Gas Company Employee Total Compensation

| CPL or CPL/ESA | | 2007 | 2010 | 2017 | 2019 |
|----------------|---------|-----------|-----------|-----------|-----------|
| Yes | Average | \$134,823 | \$162,525 | \$168,841 | \$166,039 |
| | Median | \$130,000 | \$156,000 | \$154,000 | \$156,000 |
| No | Average | \$88,866 | \$104,851 | \$124,850 | \$128,866 |
| | Median | \$80,000 | \$91,000 | \$103,750 | \$112,750 |

Table 9. RPL Oil & Gas Company Employee - Total Compensation

| Registered Professional Landmen | | 2007 | 2010 | 2017 | 2019 |
|---------------------------------|---------|-----------|-----------|-----------|-----------|
| Yes | Average | \$114,968 | \$117,178 | \$122,559 | \$125,591 |
| | Median | \$104,556 | \$101,000 | \$110,000 | \$118,000 |
| No | Average | \$88,866 | \$104,851 | \$124,850 | \$128,866 |
| | Median | \$80,000 | \$91,000 | \$103,750 | \$112,750 |

Table 10. CPL and CPL/ESA Independent Contractor Total Compensation

| CPL or CPL/ESA | | 2007 | 2010 | 2017 | 2019 |
|----------------|---------|-----------|-----------|-----------|-----------|
| Yes | Average | \$125,424 | \$163,039 | \$142,474 | \$106,838 |
| | Median | \$102,494 | \$113,101 | \$105,000 | \$92,625 |
| No | Average | \$88,632 | \$113,573 | \$99,399 | \$85,280 |
| | Median | \$79,063 | \$85,000 | \$86,000 | \$80,000 |

Table 11. RPL Independent Contractor Total Compensation

| Registered Professional Landmen | | 2007 | 2010 | 2017 | 2019 |
|---------------------------------|---------|-----------|-----------|-----------|----------|
| Yes | Average | \$117,404 | \$191,562 | \$109,339 | \$95,930 |
| | Median | \$106,000 | \$99,000 | \$98,700 | \$90,000 |
| No | Average | \$88,632 | \$113,573 | \$99,399 | \$85,280 |
| | Median | \$79,063 | \$85,000 | \$86,000 | \$80,000 |

Table 12. New! CPL and CPL/ESA Land Services Employee Total Compensation

| CPL or CPL/ESA | | 2007 | 2010 | 2017 | 2019 |
|----------------|---------|------|------|------|-----------|
| Yes | Average | N/A | N/A | N/A | \$123,353 |
| | Median | N/A | N/A | N/A | \$110,000 |
| No | Average | N/A | N/A | N/A | \$88,846 |
| | Median | N/A | N/A | N/A | \$79,000 |

Table 13. New! RPL Land Services Employee Total Compensation

| Registered Professional Landmen | | 2007 | 2010 | 2017 | 2019 |
|---------------------------------|---------|------|------|------|----------|
| Yes | Average | N/A | N/A | N/A | \$91,972 |
| | Median | N/A | N/A | N/A | \$87,500 |
| No | Average | N/A | N/A | N/A | \$88,846 |
| | Median | N/A | N/A | N/A | \$79,000 |