

# STAY COMPETITIVE.

As a result of the difficulties associated with the current energy environment, many midstream organizations are experiencing tighter budget constraints and prioritized spending. As a thought-leader enveloped in the energy market, L&A understands these restrictions and has decided to invest in the midstream space by conducting the survey **FREE** of charge for the participating organizations in 2016.

Maintaining your company's competitive edge starts with taking a compensation survey. Participate in Longnecker & Associates' 3<sup>rd</sup> annual Midstream Industry Compensation Survey (MICS) to discover how market competitive salaries and targeted incentive compensation can become your strategic advantage.

The survey data will be effective **April 1, 2016** with a submission deadline on **April 29, 2016**. Results will be available to participants in **August 2016**.

#### **PARTICIPATING COMPANIES WILL RECEIVE DETAILED COMPENSATION INFORMATION, INCLUDING:**

- Compensation philosophy and pay practices
- Actual and targeted Total Cash Compensation
- Long-term incentive actual and targeted compensation, including vehicle prevalence
- Actual and targeted Total Direct Compensation

#### **WHO IS ELIGIBLE TO PARTICIPATE?**

MICS is a participant-only compensation survey for organizations whose operations include the transportation, storage and wholesale marketing of oil, natural gas and natural gas liquids.

**To sign up today** or request more information including the list of survey positions, please contact [surveys@longnecker.com](mailto:surveys@longnecker.com).

#### **PAST MIDSTREAM INDUSTRY COMPENSATION SURVEY PARTICIPANTS INCLUDE:**

American Midstream | Boardwalk Pipeline | Buckeye Partners | Cheniere Energy | Crestwood Midstream  
Genesis Energy | Kinder Morgan | Magellan Midstream | NGL Energy | NuStar Energy | ONEOK  
Spectra Energy | The Williams Companies

#### **ABOUT LONGNECKER & ASSOCIATES**

From boards to executives to all employees, determining cost-effective compensation for the talent of your organization can be overwhelming. When you're looking for an objective voice to account for every aspect of a compensation plan, turn to Longnecker & Associates. As a strategy, governance and compensation consulting firm, we provide you with an independent assessment and a plan of action for your broad-based employee group. Whether you're a public, private or not-for-profit entity, our highly experienced team works diligently to put your business on the right track because, at Longnecker, we're **all in** for you.

#### **SURVEYED DEPARTMENTS INCLUDE:**

Accounting  
Administration  
Business Development  
Commercial  
Corporate Affairs & Communications  
Design & Drafting  
Engineering  
Environmental Health & Safety  
Finance  
Human Resources  
Information Technology  
Legal & Regulatory Affairs  
Marketing & Sales  
Operations  
Project Management  
Risk Management  
Skilled Labor  
Supply Chain & Logistics



**LONGNECKER**  
**& ASSOCIATES**  
**ALL IN.**