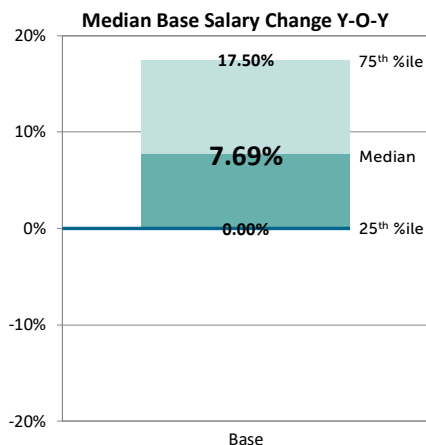


Executive Compensation Actions:

Energy Services Companies (22 companies)

Base Salary

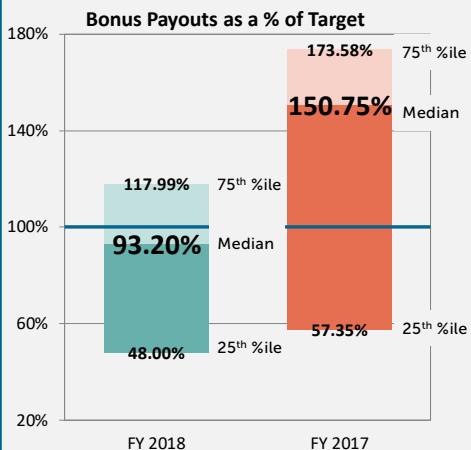
Median base salary levels increased ~7%, over last year.



- Base salary levels saw no change at the 25th percentile of the market.
- 33% of companies reported salaries that were unchanged from a year ago.
- Those companies that did provide a salary increase, the **average increase was 15%**.

Annual Incentives / Bonuses

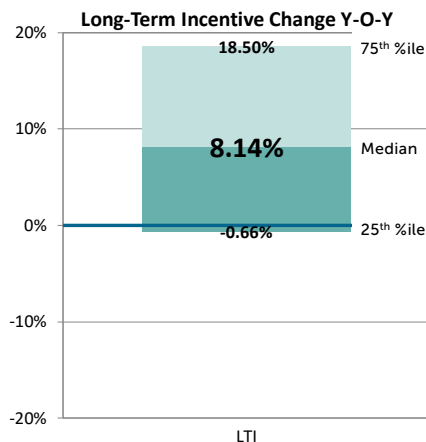
Bonus payouts as a % of target, dropped ~60%, year-over-year.



- Average payout for 2018 performance: **105% of target**
- Median (of top 20 industry companies) payout for 2018 performance: **93% of target**
- Both Target and Actual total cash were up approximately 10% year-over-year.

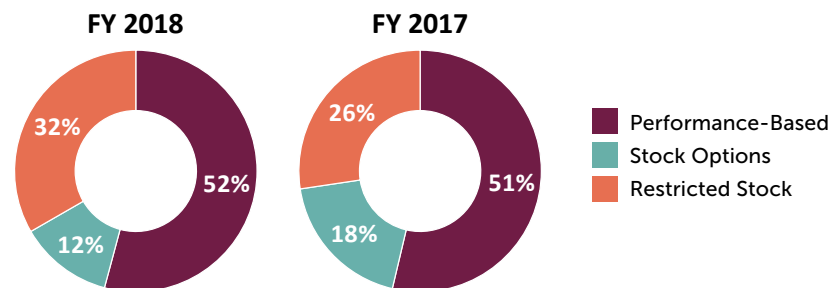
Long-Term Incentives (LTI)

72% of companies disclosed an increase to LTI over last year.



- Long-term incentive values increased approximately **8% year-over-year**.
- About 1/4th of companies actually saw a decrease to long-term incentive value.
- Those companies that chose to increase long-term incentive values, saw an average increase of just over 15%.

The use of stock options continues to decrease in prevalence.



- Time based equity accounts for nearly **60% of total LTI**.
- The transition still continues to be away from the use of stock options, seeing a drop of more than 10% of LTI mix.