



AAPL

Powering The Profession

2020 COMPENSATION SURVEY RESULTS

**Results of the 2020 and past surveys
are available at landman.org.**

Prepared by Data Point Consulting LLC

OVERALL INDUSTRY TRENDS

Over the past seven studies, landmen compensation has increased on average 16% from 1990 to 2019 (see table 1). Landmen in 2019 saw a decline in the average total compensation from 2017; however, given the medians identified, which account for outliers, the total median compensation has hovered around \$98,000 for landmen since 2000. Given the fluctuation, one can presumably find landmen making six figures in their career.

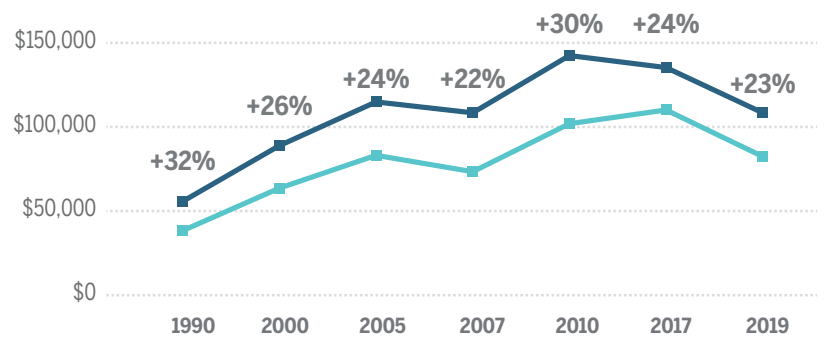
Table 1: Total Compensation (excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017	2019
Average	\$51,584	\$80,658	\$108,364	\$104,421	\$125,455	\$126,998	\$108,773
Median	\$46,000	\$75,000	\$100,000	\$93,000	\$100,000	\$105,000	\$95,000
Mode	\$40,000	\$60,000	\$100,000	\$120,000	\$100,000	\$100,000	\$100,000

According to the most recent data from the U.S. Census Bureau (2018), women on average earn 82 cents for every \$1 earned by men for full-time, year-round comparable work.¹ This translates into an 18-cent wage gap per dollar earned. In almost all industries, the gender wage gap is present, which is not surprising when analyzing the compensation data derived from the 2019 AAPL study. Males, on average, continue to report higher salaries than females. Since 1990, males earn on average \$21,393 or 26% more than females in the oil and gas industry, according to the self-reported data from AAPL's compensation study (see graph 1). Additionally, in 2019, land services employees saw the largest discrepancy in the gender gap where males accounted for 33% or \$26,542 more compensation than their female counterparts compared with employees of oil and gas companies and independent contractors (see graph 2).

1 U.S. Census Bureau 2018 American community survey one-year estimates. Retrieved May 3, 2020, from <https://www.americanprogress.org/issues/women/reports/2020/03/24/482141/quick-facts-gender-wage-gap/>.

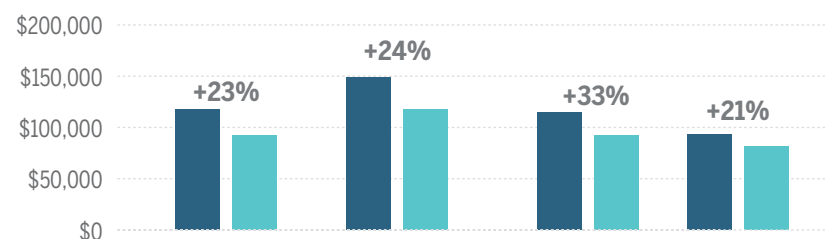
Graph 1. All Landmen Total Compensation by Gender (excluding cash bonuses and stock/grant options)*



Male	\$53,634	\$83,692	\$113,666	\$109,159	\$132,851	\$134,247	\$115,285
Female	\$40,746	\$66,647	\$91,765	\$89,840	\$101,991	\$108,149	\$93,643

*Percent indicates percentage change from male compensation compared to females in that year.

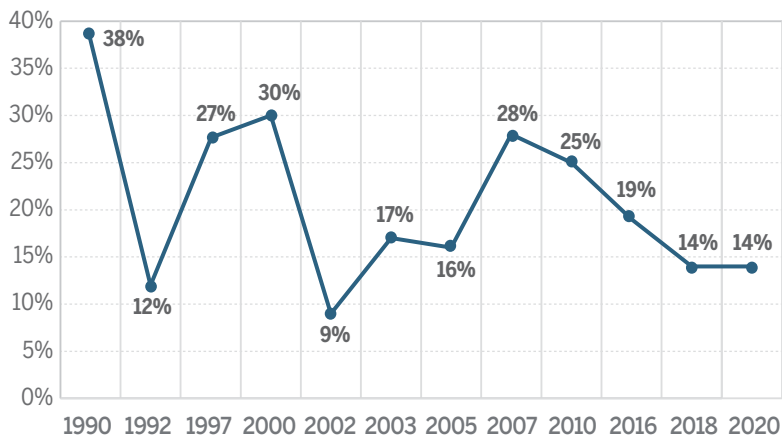
Graph 2. 2019 Landmen Total Compensation (excluding cash bonuses and stock/grant options)*



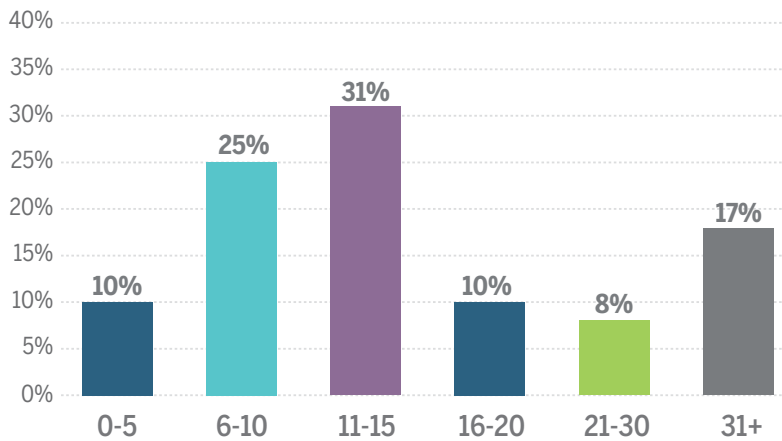
	All	Oil & Gas Company Employees	Land Services Employees	Independent Contractors
Male	\$115,285	\$148,229	\$107,241	\$96,841
Female	\$93,643	\$119,386	\$80,699	\$79,991

*Percent indicates percentage change from male compensation compared to females in each employment class.

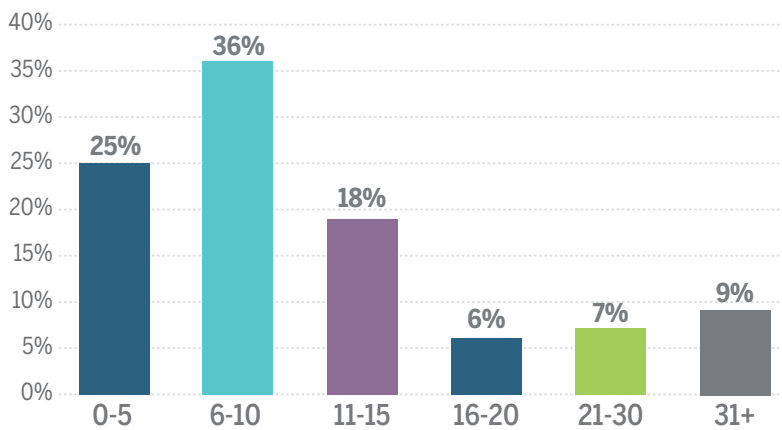
Graph 3. Compensation Survey Response Rate 1990-2020



Graph 4. Years of Landwork Experience



Graph 5. Years of AAPL Membership



▶ SURVEY METHODOLOGY

AAPL partnered with a third-party company, Data Point Consulting LLC, to administer, collect and analyze the results. The survey was successfully sent to 14,694 AAPL members with an additional pool of nonmembers in April 2020 and was open for three weeks. Reminders were sent out to increase the response rate while the survey was active. The overall member response rate was 14%, which aligns with 2018’s response rate (see graph 3).

The report is broken down into numerous components assessing overall compensation, geographic areas, employee benefits as well as data by gender and various employment classes, including oil and gas company employees, land services employees and independent contractors. New in 2020, exempt employees were divided into two different classifications — oil and gas company employees and land services employees — to assess the difference among exempt employees.

Given the sample of members who completed the survey, this data is representative of the general membership population when broken out by gender as gender makeup of both the survey (25% females, 59% males, 16% unknown) and membership (23% females, 65% males, 12% unknown) closely aligns.

▶ DEMOGRAPHIC MAKEUP RESPONDENTS

Landwork experience continues to climb with a majority of respondents reporting 11 to 15 years of experience while in the previous study the majority held 6 to 10 years of experience (see graph 4). Given that almost 20% of landmen have dedicated their time to the field for over 31 years, we could see this number decline in the next five years as more baby boomers retire.

More than a third of survey respondents have been an AAPL member for 6 to 10 years (36%), while 25% of the respondent sample were members of AAPL for 0 to 5 years (see graph 5).

When identifying the age ranges among survey respondents, roughly two-thirds of the sample included individuals between the ages of 30 and 39 (31%) and 60-plus (29%), which has been consistent across survey results since 2016 (see graph 6).

The oil and gas industry is predominantly employed with males. Like the findings of respondents' gender, on average most respondents since 2007, have been males (72%; see graph 7). There was a slight uptick in females (2%) in 2020 compared with 2016.

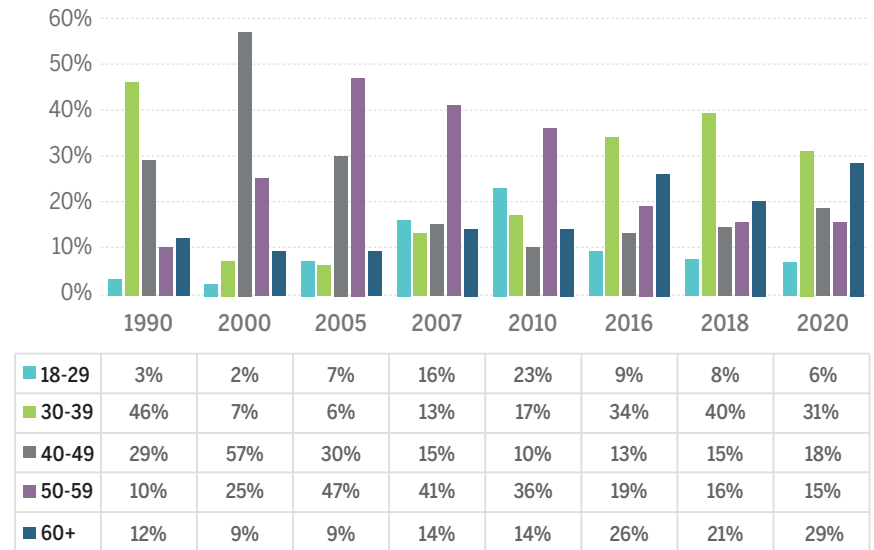
New in this year's study, master's degree in an AAPL-accredited program was added, although only 2% of respondents identified with that level of education. Over half (55%) of the respondents' highest level of education was some form of a four-year bachelor's degree, with 12% holding a four-year bachelor's degree in an AAPL-accredited program (see graph 8).

▶ ON THE JOB STATS

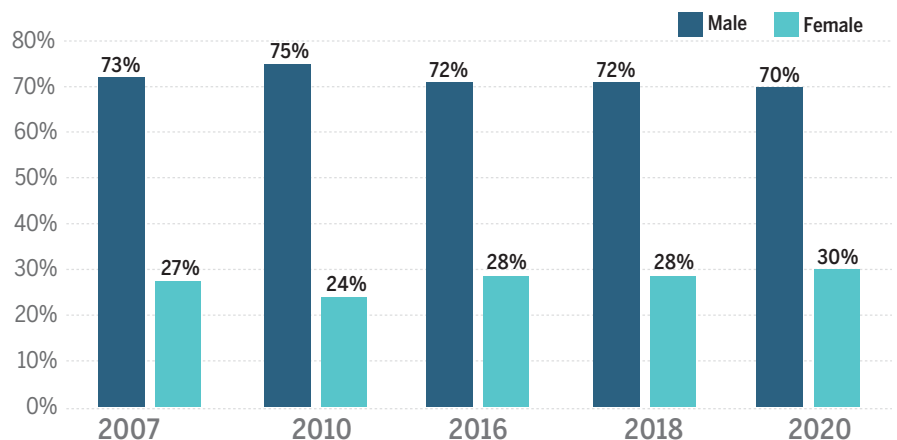
Over half (54%) of respondents indicated that their primary job function in 2019 was as an individual contributor — not as a leader of landmen (see graph 9).

In 2019, approximately 40% of respondents indicated that they are some type of landman, whether in the field or as a negotiator; however, this did not include a senior level landmen position (see graph 10). Specifically, 15% of respondents indicated that they held a senior landman/senior land negotiator position. These results are similar to the 2017 study.

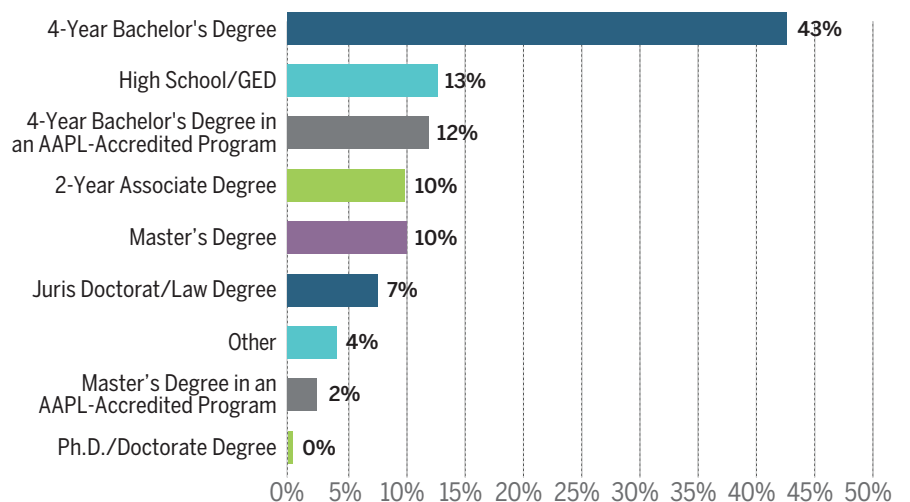
Graph 6. Age of Respondents: 1990-2020 Survey Comparison



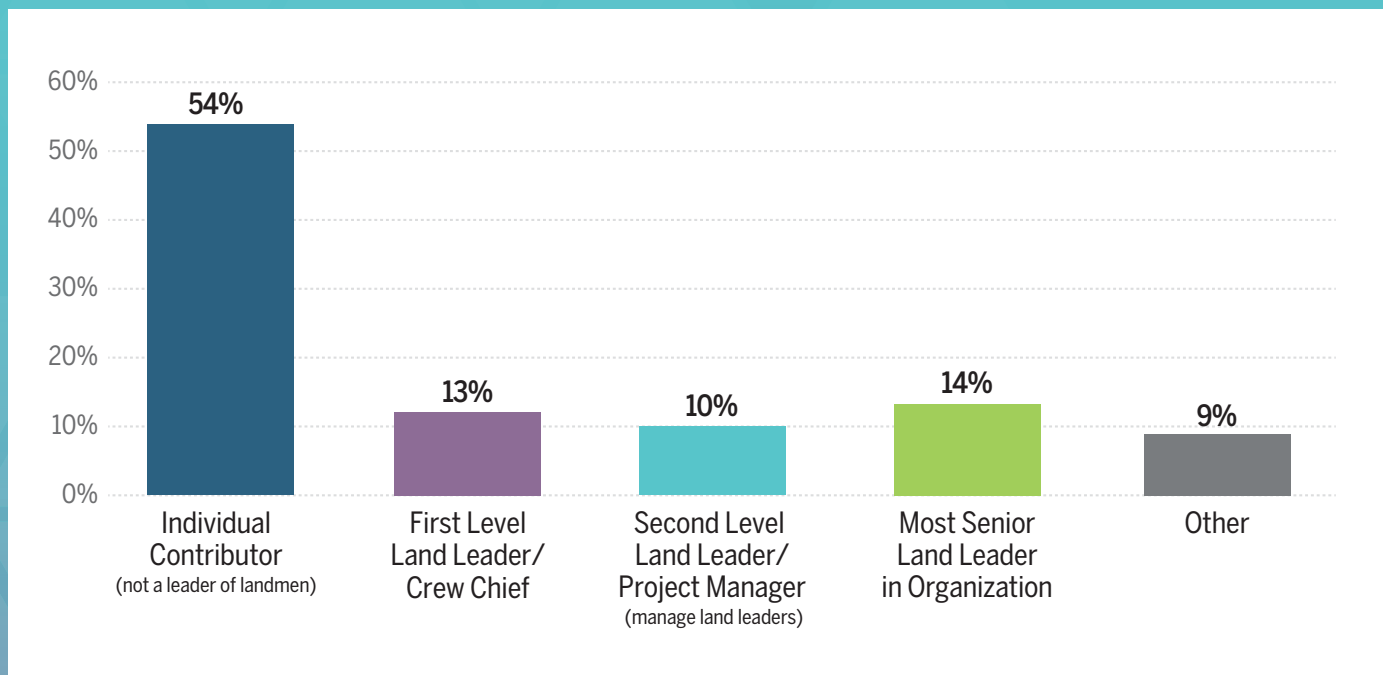
Graph 7. Response by Gender



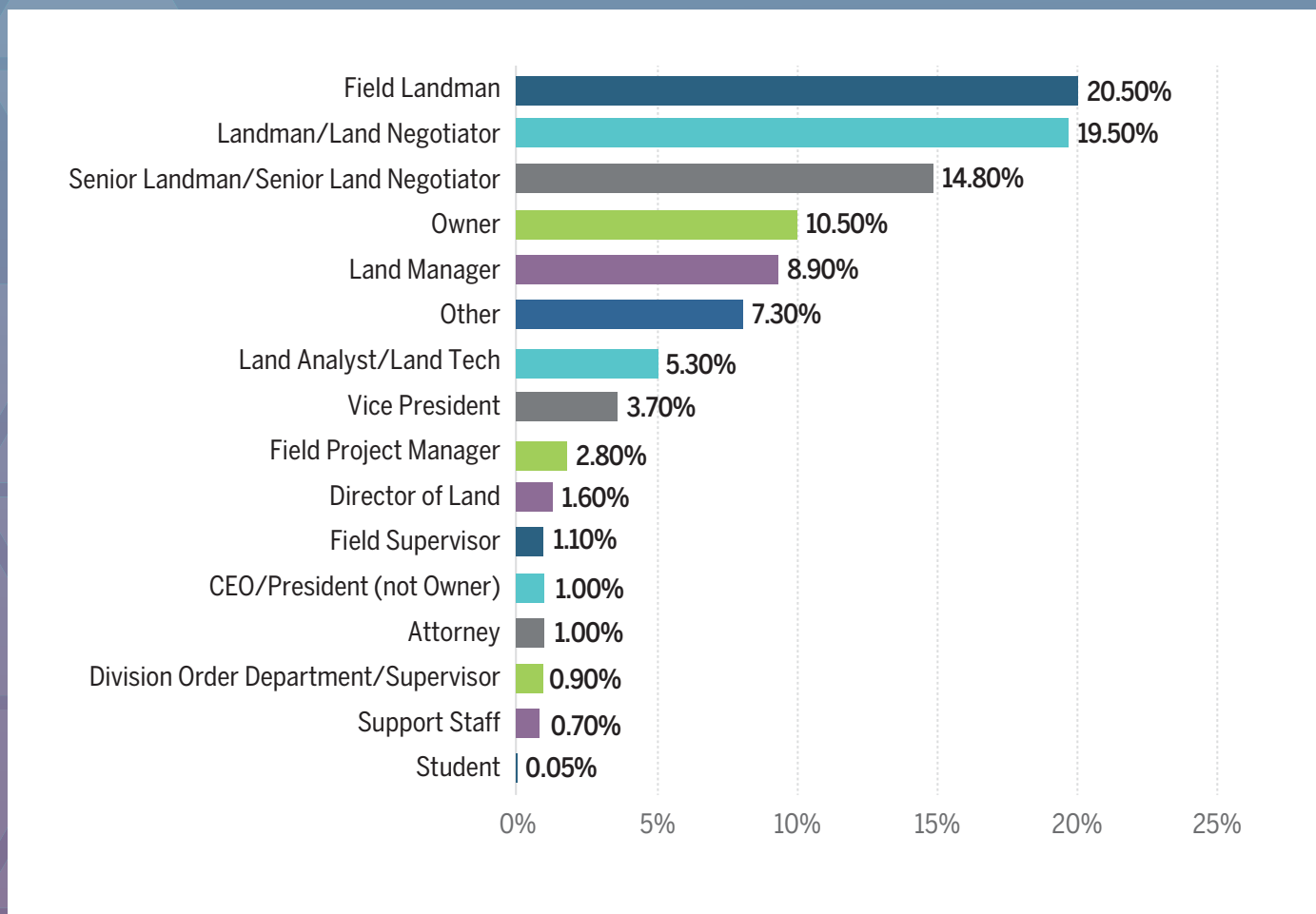
Graph 8. Highest Education Level



Graph 9. Job Function

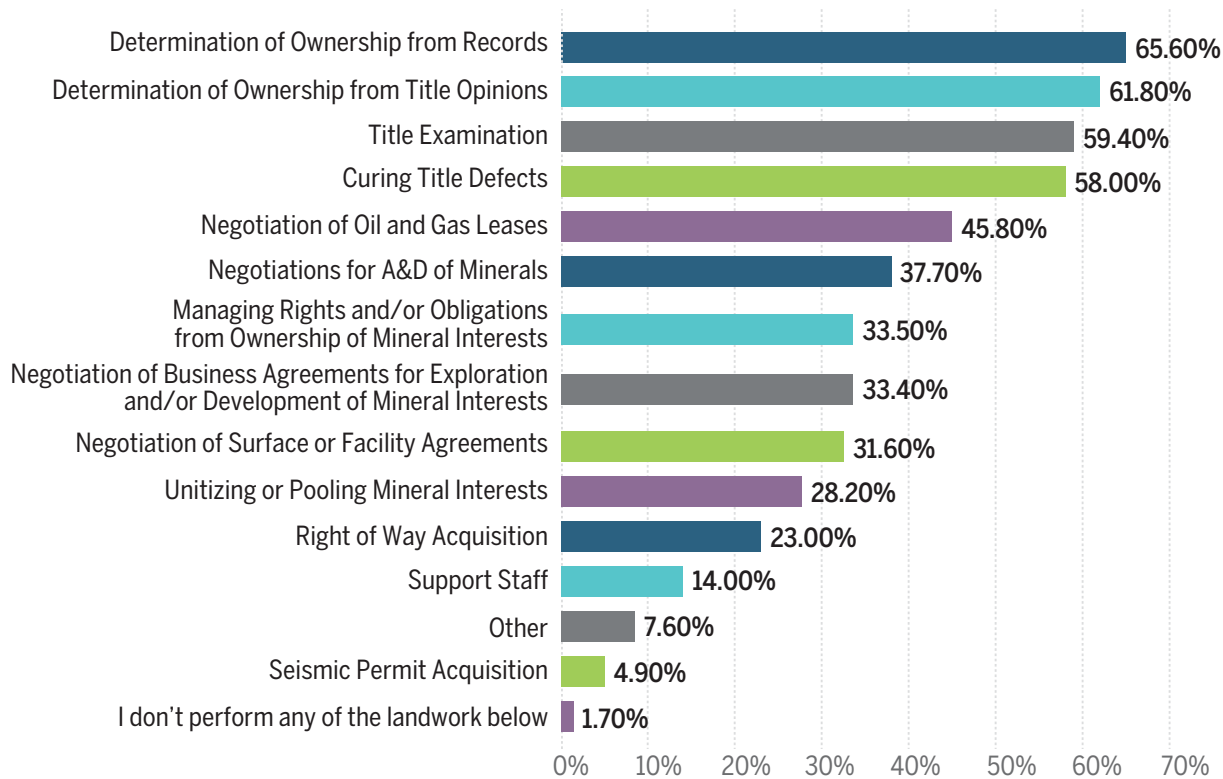


Graph 10. Organization Job Title

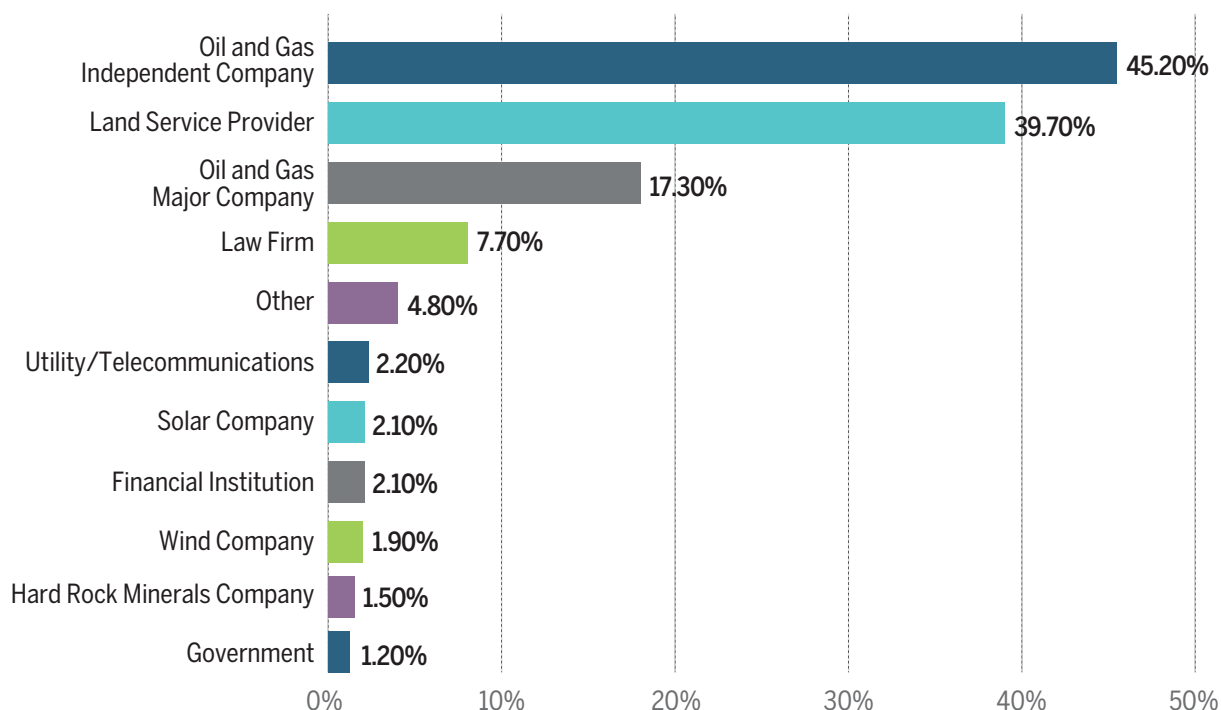


Landmen perform an assortment of work. Over half of respondents indicated that in 2019 they cured title defects (58%), performed title examination (59%), and determined ownership from title opinions (62%) and records (66%) (see graph 11). The least likely work performed in 2019 by landmen related to seismic permit acquisition (5%).

Graph 11. Types of Landwork Performed



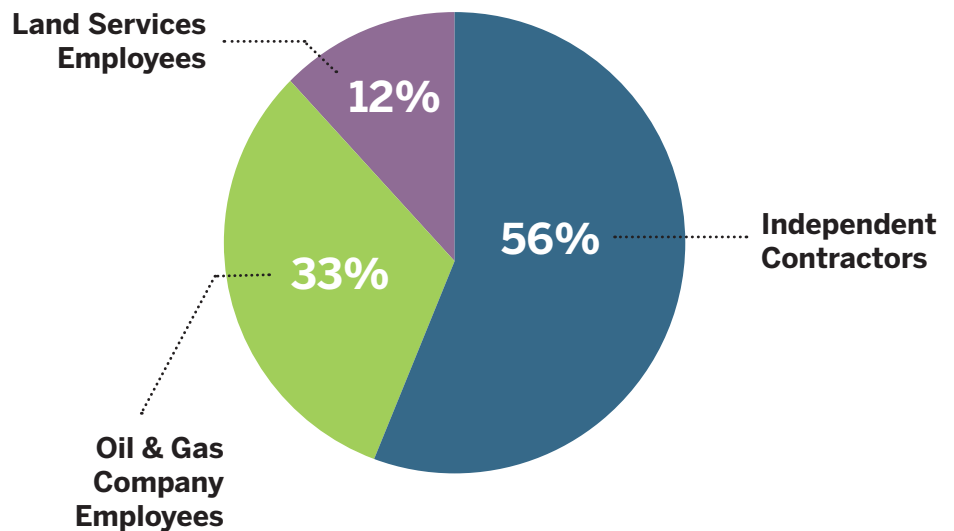
Graph 12. Types of Employer



When respondents were asked about their employer in 2019, approximately 45% indicated they work for an oil and gas company, followed by 40% of respondents indicating they work for a land services provider (see graph 12). Typically, as seen by the responses, one would not find many landmen working in utility/telecommunications (2%), solar (2%), wind (2%), hard rock mineral companies (2%), financial institutions (2%) or government (1%).

Again, new in 2020, the study broke out employment status in three different classification groups (see graph 13), specifically breaking down exempt from the previous year into oil and gas companies and land services companies. At 56%, independent contractors continued to make up the majority of those who completed the survey, as in the past. As expected, there is enough differentiation to breakdown exempt employees, specifically by oil and gas company employees (n = 738, 33%) and land services employees (n = 235, 12%).

Graph 13. Employment Status



► COMPENSATION & BENEFITS

In 2019, the average combined compensation for landmen was \$108,773. Respondents identifying as oil and gas company employees significantly increased the overall average as they reported an average of \$139,487, while land services employees averaged \$97,704 and independent contractors averaged \$92,060 (see tables 2-4). Overall, exempt employees or those working for an employer averaged more money than those who were self-employed, which has been consistent over the years.

Table 2. Oil & Gas Company Employee Total Compensation (excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017	2019
Average	\$57,477	\$84,858	\$109,936	\$108,557	\$124,641	\$140,475	\$139,487
Median	\$52,800	\$81,000	\$108,000	\$100,000	\$100,000	\$120,250	\$130,000
Mode	\$50,000	\$100,000	\$120,000	\$150,000	\$100,000	\$150,000	\$150,000

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

	1990	2000	2005	2007	2010	2017	2019
Average	\$41,406	\$71,401	\$105,346	\$98,593	\$126,608	\$109,378	\$92,060
Median	\$36,000	\$65,000	\$89,500	\$87,000	\$90,000	\$92,000	\$85,000
Mode	\$30,000	\$60,000	\$100,000	\$75,000	\$100,000	\$100,000	\$100,000

Table 4. NEW! Land Services Employee Total Compensation (excluding cash bonuses and stock/grant options)

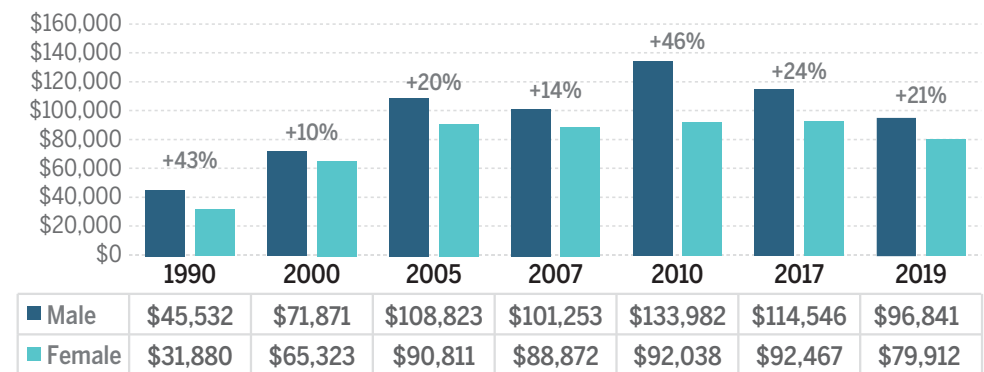
	2019
Average	\$97,704
Median	\$85,000
Mode	\$80,000

In general, oil and gas company employees continued to be the highest paid employment class. Although independent contractors reflected the lowest compensation, they presented the smallest gender gap (21%) in 2019 (see graph 2). For the 2019 survey, 21% of female independent contractors earned \$350/day compared with 13% of males earning that same day rate; however, 18% of males earned \$400/day compared with 12% of females earning the equivalent rate (see graph 15). Of the three employment types, land services employees presented the largest gender gap with males earning 33% more than females in 2019 (see graph 17). When projecting future compensation, oil and gas company employees' salaries showed promising gains; however, independent contractors' compensation continued a downward trajectory with a decline since 2010 (see graphs 14 and 16).

In 2019, AAPL members made on average 7% more in total compensation compared with nonmembers (see graph 18).

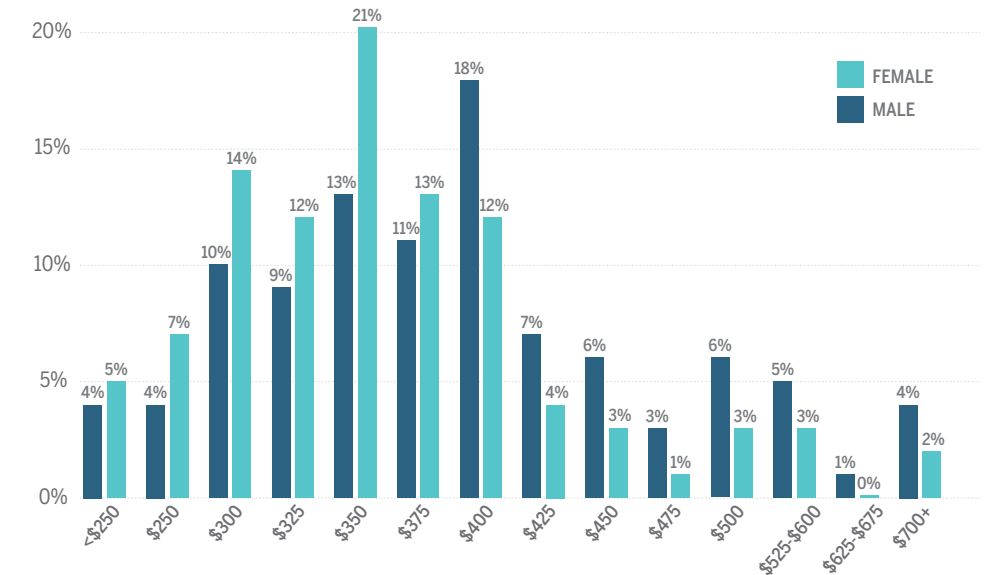
In general, oil and gas company employees had more benefits compared with land services employees in 2019 (see graph 19). The top three benefits offered to oil and gas company employees included health insurance (94%), paid vacation (93%) and dental insurance (89%) while land services employees were offered health insurance (65%), paid vacation (59%) and vision insurance (55%). The least likely benefit either classification would have the ability to participate in was profit sharing (see graph 19).

Graph 14. Independent Contractors – Total Compensation by Gender 1990-2019 Survey Comparison (excluding cash bonuses and stock/grant options)*



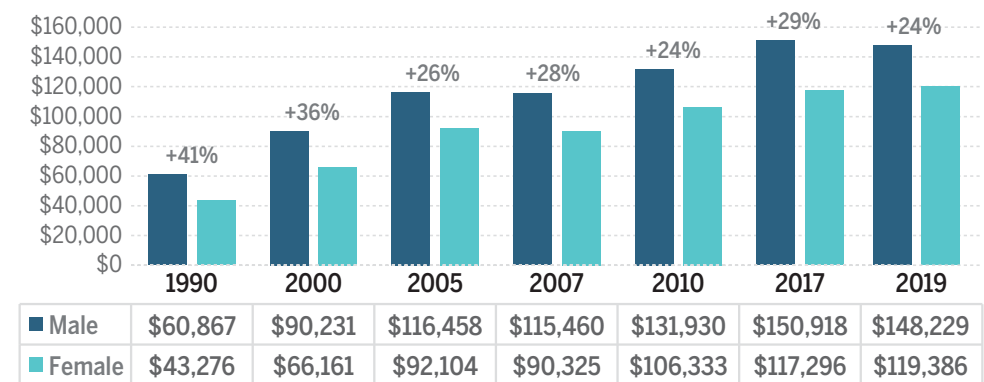
* Percent indicates percentage change from male compensation compared to females in each employment class.

Graph 15. Independent Contractor: Day Rate Comparison by Gender (excluding cash bonuses and stock/grant options)*



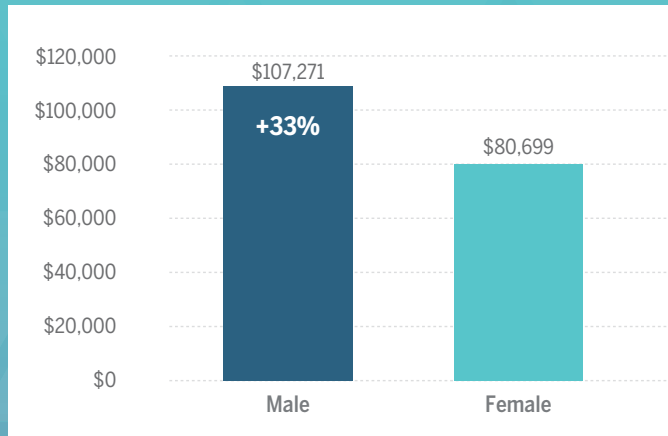
* Percent indicates percentage change from male compensation compared to females in each employment class.

Graph 16. Oil & Gas Company Employees – Total Compensation by Gender 1990-2019 Survey Comparison (excluding cash bonuses and stock/grant options)*†

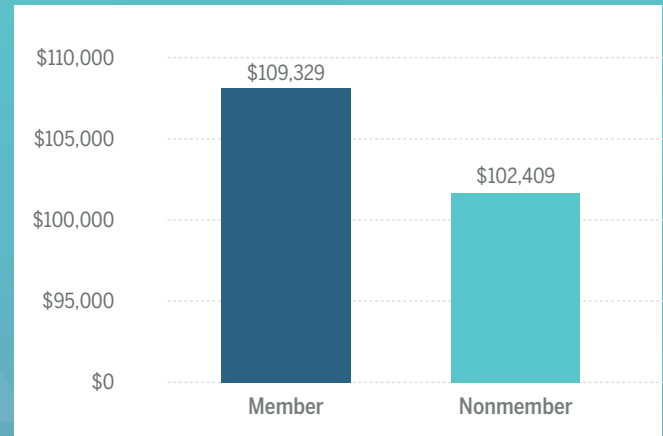


* Percent indicates percentage change from male compensation compared to females in each employment class.
 † 1990-2010 surveys referred to this group as in-house company landmen. The 2017 survey modified the naming of this category to include all exempt employees, and the 2019 survey updated the category to reflect oil and gas company employees.

Graph 17. NEW! Land Services Employee – Total Compensation by Gender 2019 Survey Comparison (excluding cash bonuses and stock/grant options)*

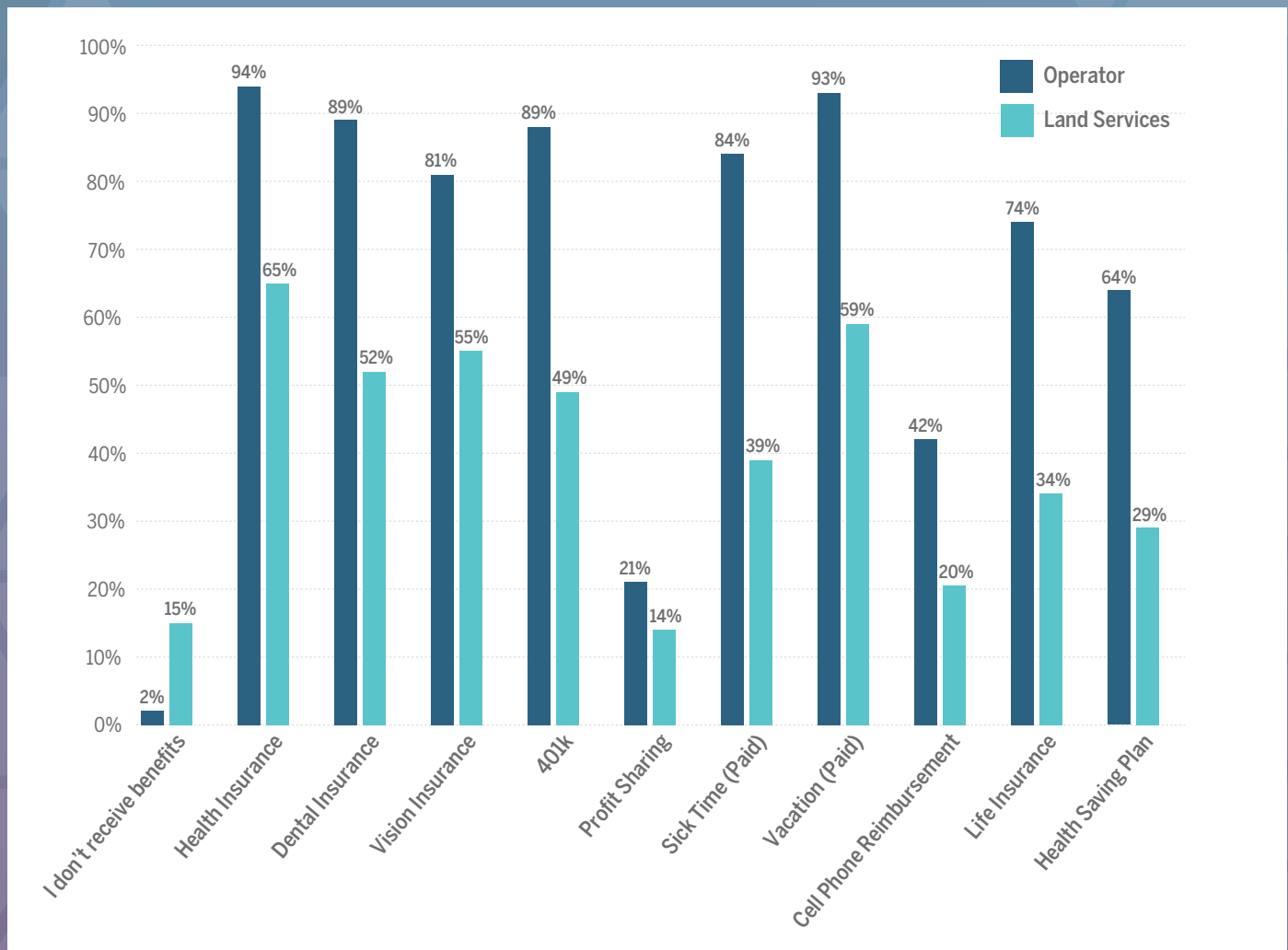


Graph 18. NEW! Membership Status Average Total Compensation (excluding cash bonuses and stock/grant options)



*Percent indicates percentage change from male compensation compared to females in that year.

Graph 19. NEW! Benefits by Employment Status (excluding cash bonuses and stock/grant options)



► **MAJOR CITY OF RESIDENCE**

The larger the words, the more respondents who reside in that city (see graph 20). For example, many more respondents live in Houston compared with Salt Lake City.

Graph 20. Major City of Residence



► **STATE BY STATE**

Overall, when comparing average compensation among the most common seven states, oil and gas company employees made the most in Texas (\$148,848), land services employees reported the highest earnings in West Virginia (\$120,972) and independent contractors were compensated the highest in Colorado (\$109,542) (see graph 21 and table 5). Independent contractors made up more than half of the employment class in Texas, Oklahoma, Louisiana, West Virginia and Ohio.

Graph 21. Most Common States of Residence

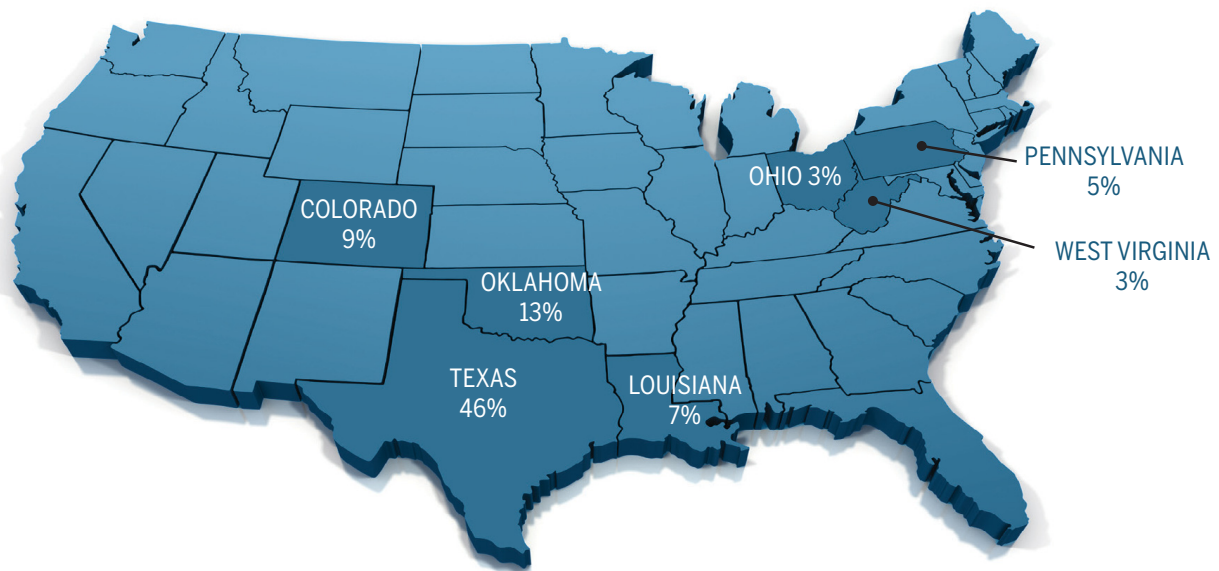


Table 5. Compensation by State

State		Oil & Gas Company Employees	Land Services Employees	Independent Contractors
Texas	Average	\$148,848	\$101,618	\$99,782
	Median	\$140,000	\$95,000	\$90,000
	Responses	350	88	507
Oklahoma	Average	\$135,971	\$96,566	\$79,398
	Median	\$127,000	\$84,500	\$75,561
	Responses	99	27	148
Colorado	Average	\$141,932	\$106,868	\$109,542
	Median	\$130,000	\$102,000	\$88,400
	Responses	104	17	69
Pennsylvania	Average	\$119,861	\$83,423	\$76,012
	Median	\$120,500	\$77,000	\$75,500
	Responses	31	25	50
Louisiana	Average	\$105,536	\$108,107	\$92,531
	Median	\$105,000	\$91,000	\$88,000
	Responses	14	14	119
West Virginia	Average	\$102,000	\$120,972	\$99,795
	Median	\$100,000	\$78,000	\$77,188
	Responses	11	22	34
Ohio	Average	\$105,333	\$76,923	\$71,948
	Median	\$100,000	\$80,000	\$65,000
	Responses	9	13	47

Graph 22. Primary Geological Region of Work

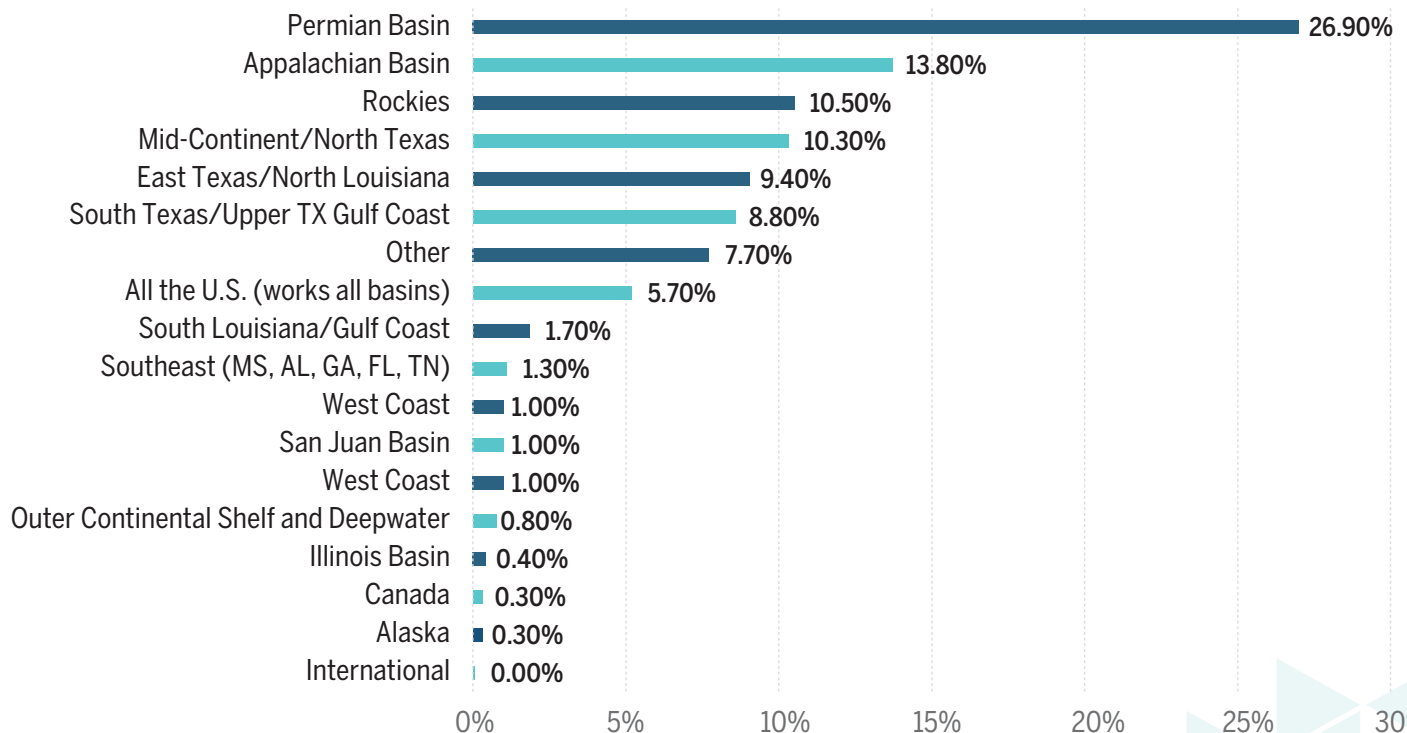


Table 6. Top 7 Primary Regions of Work (excluding cash bonuses and stock/grant options)

	% Working in Region	Oil & Gas Company Employees		Land Services Employees		Independent Contractors	
		Average Total Compensation*	Number of Respondents	Average Total Compensation*	Number of Respondents	Average Total Compensation*	Number of Respondents
Permian Basin	27%	\$145,756	213	\$95,406	38	\$98,503	305
Appalachian Basin	14%	\$127,982	76	\$94,515	63	\$83,994	141
Rockies	11%	\$137,278	110	\$100,197	19	\$100,377	96
Mid-Continent/ North Texas	10%	\$131,118	75	\$105,885	24	\$87,103	120
East Texas/ North Louisiana	9%	\$160,898	32	\$72,810	11	\$89,662	155
South Texas/ Upper TX Gulf Coast	9%	\$132,765	45	\$92,372	19	\$96,876	116
All the US (works all basins)	6%	\$152,369	42	\$104,457	35	\$98,232	34

Approximately 27% of respondents indicated they worked in the Permian Basin in 2019, while the next highest reported area was the Appalachian Basin (14%). Oil and gas company employees reported the highest earnings in East Texas/North Louisiana (\$160,898), and land services employees reported the most in Mid-Continent/North Texas (\$105,885). Independent contractors made the least in the Appalachian Basin (\$83,994), while averaging the most money in the Rockies (\$100,377) (see table 6). For a complete list of all primary geological regions of work see graph 22 on page 11.

► EDUCATION & CERTIFICATION LEVEL BREAKDOWN

It is not unusual to see that the higher degree one has, the higher their return on investment, specifically in compensation. Given the breakdowns in table 7, the majority of landmen hold at least a bachelor's degree, and the more education they have, the higher the compensation. Roughly half the respondents indicated they do not hold any AAPL certification (see graph 23).

It is not surprising that certification typically increased salaries. Respondents indicating they hold an AAPL CPL or CPL/ESA certification continue to earn substantially more money than those without certification. In 2019, oil and gas company employees with a CPL or CPL/ESA certification reported a median salary of \$156,000 compared with \$112,750 for no certification (see table 8). Although having an RPL certification still brings in more money, the gap between oil and gas company employees' median salaries with (\$118,000) and without (\$112,750) was much smaller (see table 9). Similar results were found across certification statuses among independent contractors (see tables 10 and 11) and land services employees (see tables 12 and 13).

Table 7. Compensation by Education Level

Education Level		Oil & Gas Company Employees	Land Services Employees	Independent Contractors
High School Diploma	Average	\$121,196	\$93,123	\$90,979
	Median	\$108,500	\$75,943	\$87,950
	Responses	42	34	180
2-Year Associate Degree	Average	\$92,975	\$83,720	\$83,332
	Median	\$85,500	\$80,000	\$79,500
	Responses	26	29	148
4-Year Bachelor's Degree	Average	\$138,508	\$104,424	\$90,483
	Median	\$130,000	\$90,000	\$87,500
	Responses	283	107	498
4-Year Bachelor's Degree in an AAPL-Accredited Program	Average	\$138,000	\$81,935	\$88,193
	Median	\$125,000	\$85,500	\$80,000
	Responses	166	14	71
Master's Degree	Average	\$145,530	\$123,802	\$106,747
	Median	\$126,750	\$98,000	\$85,000
	Responses	88	16	97
Master's Degree in an AAPL-Accredited Program	Average	\$146,570	\$71,400	\$140,433
	Median	\$150,000	\$62,000	\$90,767
	Responses	23	5	11
Juris Doctorate/ Law Degree	Average	\$169,541	\$97,423	\$107,746
	Median	\$156,000	\$90,500	\$80,000
	Responses	61	28	56

Graph 23. Level of Certification

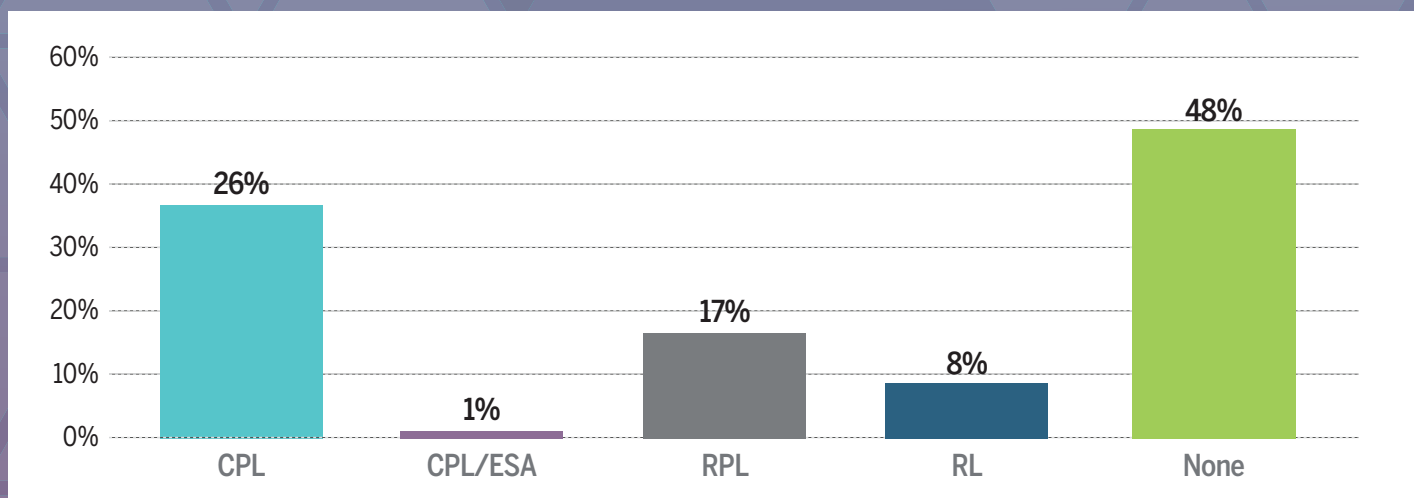


Table 8. CPL and CPL/ESA Oil & Gas Company Employee Total Compensation

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

Table 14. Compensation by CPL and CPL/ESA Designation and Experience

CPL or CPL/ESA	Years of Experience		Oil & Gas Company Employees	Land Services Employees	Independent Contractors
Yes	0 to 5 years	Average	no data	no data	no data
		Median	no data	no data	no data
		Responses	no data	no data	no data
	6 to 10 years	Average	\$141,941	\$94,400	\$110,752
		Median	\$138,761	\$92,000	\$93,613
		Responses	49	5	14
	11 to 15 years	Average	\$154,763	\$111,207	\$117,874
		Median	\$152,000	\$110,000	\$100,000
		Responses	105	17	49
	16 to 20 years	Average	\$194,417	\$113,333	\$116,233
		Median	\$178,000	\$119,000	\$97,500
		Responses	30	3	18
	21 to 30 years	Average	\$160,516	\$129,200	\$129,494
		Median	\$160,000	\$120,000	\$90,000
		Responses	19	5	23
31+ years	Average	\$190,192	\$148,500	\$89,695	
	Median	\$200,000	\$115,000	\$73,500	
	Responses	67	14	75	
No	0 to 5 years	Average	\$89,033	\$69,330	\$59,063
		Median	\$85,000	\$70,000	\$57,000
		Responses	39	20	49
	6 to 10 years	Average	\$108,289	\$88,227	\$85,071
		Median	\$103,000	\$80,000	\$76,000
		Responses	54	45	137
	11 to 15 years	Average	\$130,687	\$81,334	\$88,228
		Median	\$134,000	\$75,000	\$84,500
		Responses	62	26	172
	16 to 20 years	Average	\$121,983	\$112,045	\$91,156
		Median	\$120,000	\$100,000	\$80,000
		Responses	15	11	71
	21 to 30 years	Average	\$218,350	\$79,000	\$79,503
		Median	\$205,750	\$76,000	\$85,000
		Responses	10	11	52
31+ years	Average	\$199,891	\$135,500	\$94,232	
	Median	\$200,000	\$82,500	\$90,000	
	Responses	25	10	77	

Table 15. Compensation by CPL and CPL/ESA Designation and Experience

CPL and CPL/ESA Designation		0-5 Years	% More Money *	6-10 Years	% More Money *	11-15 Years	% More Money *	16-20 Years
Oil & Gas Company Employees with CPL and CPL/ESA	Average	no data	N/A	\$141,941	35%	\$154,763	13%	\$194,417
	Median	no data		\$138,761		\$152,000		\$178,000
	Responses	no data		49		105		30
Oil & Gas Company Employees without designation	Average	\$89,033		\$108,289		\$130,687		\$121,983
	Median	\$85,000		\$103,000		\$134,000		\$120,000
	Responses	39		54		62		15
Land Services Employees with CPL and CPL/ESA	Average	no data	N/A	\$94,400	15%	\$111,207	47%	\$113,333
	Median	no data		\$92,000		\$110,000		\$119,000
	Responses	no data		5		17		3
Land Services Employees without designation	Average	\$69,330		\$88,227		\$81,334		\$112,045
	Median	\$70,000		\$80,000		\$75,000		\$100,000
	Responses	20		45		26		11
Independent Contractors with CPL and CPL/ESA	Average	no data	N/A	\$110,752	23%	\$117,874	18%	\$116,233
	Median	no data		\$93,613		\$100,000		\$97,500
	Responses	no data		14		49		18
Independent Contractors without designation	Average	\$59,063		\$85,071		\$88,228		\$91,156
	Median	\$57,000		\$76,000		\$84,500		\$80,000
	Responses	49		137		172		71

*Percent more money with CPL or CPL/ESA. Percentage increase is based off median.

Table 16. Compensation by RPL Designation and Experience

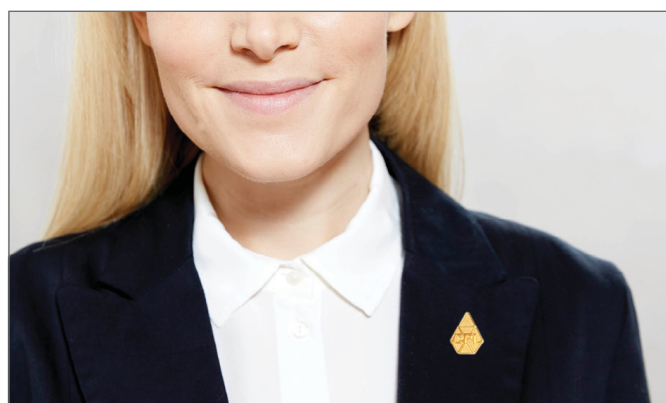
RPL Designation		0-5 Years	% More Money *	6-10 Years	% More Money *	11-15 Years	% More Money *	16-20 Years
Oil & Gas Company Employees with RPL	Average	\$107,044	22%	\$115,391	12%	\$129,531	-3%	\$113,225
	Median	\$104,000		\$115,000		\$129,500		\$112,250
	Responses	18		46		32		8
Oil & Gas Company Employees without designation	Average	\$89,033		\$108,289		\$130,687		\$121,983
	Median	\$85,000		\$103,000		\$134,000		\$120,000
	Responses	39		54		62		15
Land Services Employees with RPL	Average	no data	N/A	\$86,095	6%	\$104,698	26%	\$69,667
	Median	no data		\$85,000		\$94,200		\$76,000
	Responses	no data		13		14		3
Land Services Employees without designation	Average	\$69,330		\$88,227		\$81,334		\$112,045
	Median	\$70,000		\$80,000		\$75,000		\$100,000
	Responses	20		45		26		11
Independent Contractors with RPL	Average	\$76,000	32%	\$81,102	12%	\$103,422	13%	\$129,707
	Median	\$75,000		\$85,000		\$95,480		\$87,500
	Responses	3		47		67		16
Independent Contractors without designation	Average	\$59,063		\$85,071		\$88,228		\$91,156
	Median	\$57,000		\$76,000		\$84,500		\$80,000
	Responses	49		137		172		71

*Percent more money with CPL or CPL/ESA. Percentage increase is based off median.

% More Money *	21-30 Years	% More Money *	31+ Years	% More Money *
48%	\$160,516	-22%	\$190,192	0%
	\$160,000		\$200,000	
	19		67	
	\$218,350		\$199,891	
	\$205,750		\$200,000	
	10		25	
19%	\$129,200	58%	\$148,500	39%
	\$120,000		\$115,000	
	5		14	
	\$79,000		\$135,500	
	\$76,000		\$82,500	
	11		10	
22%	\$129,494	6%	\$89,695	-18%
	\$90,000		\$73,500	
	23		75	
	\$79,503		\$94,232	
	\$85,000		\$90,000	
	52		77	

% More Money *	21-30 Years	% More Money *	31+ Years	% More Money *
-6%	\$99,333	-50%	\$196,817	2%
	\$102,000		\$204,500	
	3		12	
	\$218,350		\$199,891	
	\$205,750		\$200,000	
	10		25	
-24%	\$120,000	58%	\$71,013	3%
	\$120,000		\$85,000	
	1		3	
	\$79,000		\$135,500	
	\$76,000		\$82,500	
	11		10	
9%	\$100,089	2%	\$81,840	-22%
	\$86,750		\$70,000	
	16		25	
	\$79,503		\$94,232	
	\$85,000		\$90,000	
	52		77	

Overall, holding some type of AAPL certification provides value not only through increased knowledge in certain areas, but also increased income. Oil and gas company employees with a CPL or CPL/ESA certification and working in the industry for 6 to 30 years earned significantly more money than land services employees and independent contractors (see table 15). Land services employees with an RPL working in the industry for 11 to 15 years earned 26% more than land services employees without an RPL (see table 16). More notable differences were seen among one's career longevity, as some respondents reported median salaries over \$200,000 a year after working 31-plus years in the oil and gas industry compared with under \$100,000 for those only in the industry for 0 to 5 years, certifications aside (see table 14).



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Table 17. Compensation by CPL and CPL/ESA Designation and Gender

CPL and CPL/ESA Certification		Oil & Gas Company Employees	Land Services Employees	Independent Contractors	
Male	Yes	Average	\$167,706	\$133,531	\$109,136
		Median	\$156,000	\$110,000	\$92,813
		Responses	215	33	156
	No	Average	\$141,281	\$95,755	\$89,778
		Median	\$130,000	\$80,000	\$85,000
		Responses	\$133	\$75	\$367
Female	Yes	Average	\$159,523	\$92,818	\$91,254
		Median	\$156,000	\$104,000	\$92,225
		Responses	\$55	\$11	23
	No	Average	\$106,247	\$78,050	\$76,636
		Median	\$103,000	\$75,000	\$74,000
		Responses	\$73	\$48	\$191

Although salaries between males and females showed larger differences among employment classifications in general, the median salaries did not show much distinction between males and females for those holding a CPL or CPL/ESA certification (see table 17). While there was not a significant compensation gap among gender when holding a CPL or CPL/ESA certification, there were notable differences for males holding a CPL or CPL/ESA certification compared with other males not holding this certification and the same for females with and without this certification level.

Across employment classifications, landmen typically find as they continue to build a career in the industry, that their compensation increase (see table 18). Most respondents identifying as independent contractors reported earning \$300 to \$400 per day (see graph 24) with some fluctuation given years of experience in the field.

Female oil and gas company employees who have been working in the industry for 0 to 5 years reported slightly higher compensation, averaging \$90,110 compared with \$88,351 for their male counterparts (see table 19).

In addition to compensation, oil and gas company employees and land services employees received additional income through stock grants or other options in 2019. All employment classifications reported bonuses averaging roughly \$33,500 (see tables 20-22).

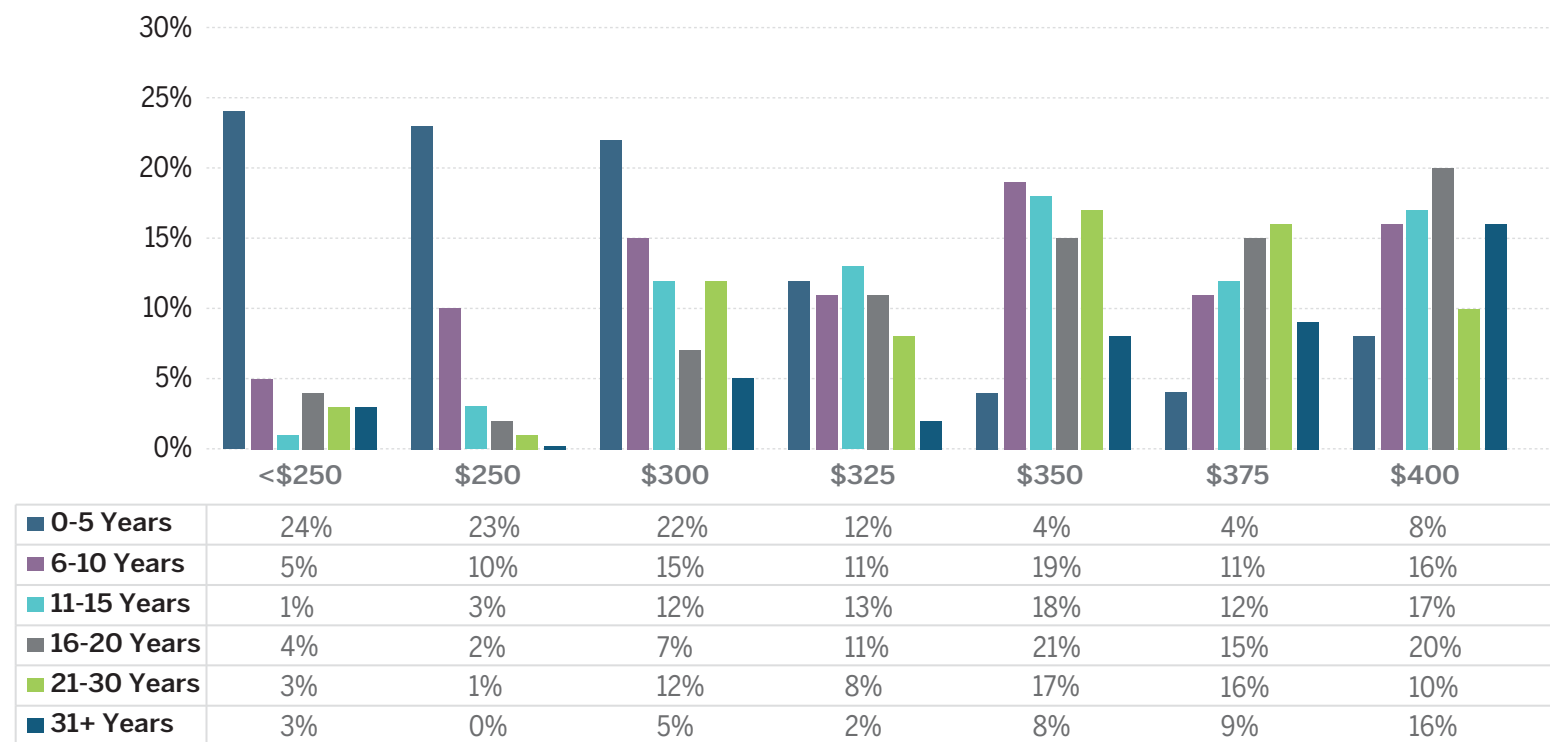
Table 18. Compensation by Years of Land Experience

Years of Experience		Oil & Gas Company Employees	Land Services Employees	Independent Contractors
0-5	Average	\$91,787	\$68,730	\$65,571
	Median	\$90,000	\$70,000	\$66,000
	Responses	79	28	81
6-10	Average	\$119,552	\$95,234	\$85,848
	Median	\$115,000	\$85,000	\$80,000
	Responses	183	83	257
11-15	Average	\$139,522	\$96,416	\$95,252
	Median	\$140,000	\$91,500	\$90,000
	Responses	228	66	337
16-20	Average	\$158,070	\$107,306	\$101,345
	Median	\$150,000	\$100,000	\$89,000
	Responses	58	18	127
21-30	Average	\$165,866	\$90,950	\$99,343
	Median	\$160,000	\$89,500	\$86,000
	Responses	35	20	113
31+	Average	\$188,078	\$134,381	\$95,287
	Median	\$195,000	\$100,000	\$88,000
	Responses	114	29	206

Table 19. Compensation by Gender and Years of Experience

Years of Experience		Female Oil & Gas Company Employees	Male Oil & Gas Company Employees
0-5	Average	\$90,110	\$88,351
	Median	\$93,500	\$87,000
	Responses	34	44
6-10	Average	\$111,125	\$123,268
	Median	\$107,750	\$120,000
	Responses	56	127
11-15	Average	\$123,132	\$146,300
	Median	\$122,000	\$145,500
	Responses	65	162
16-20	Average	\$128,600	\$173,580
	Median	\$122,500	\$152,500
	Responses	20	38
21-30	Average	\$125,650	\$181,952
	Median	\$125,750	\$173,000
	Responses	10	25
31+	Average	\$154,222	\$200,169
	Median	\$150,000	\$204,000
	Responses	30	84

Graph 24. Independent Contractor Day Rate by Years of Experience



Female Land Services Employees	Male Land Services Employees	Female Independent Contractors	Male Independent Contractors
\$61,371	\$72,216	\$54,731	\$68,451
\$60,000	\$72,000	\$55,000	\$70,000
9	19	17	64
\$79,703	\$102,752	\$75,917	\$90,802
\$76,000	\$87,500	\$71,000	\$85,375
25	57	89	166
\$89,830	\$102,106	\$79,418	\$102,036
\$79,000	\$100,000	\$80,000	\$95,000
26	37	104	231
\$95,100	\$112,000	\$75,680	\$114,483
\$100,000	\$100,000	\$75,000	\$91,500
5	13	43	84
\$83,333	\$102,375	\$101,770	\$97,971
\$79,500	\$106,000	\$85,000	\$86,000
12	8	35	77
insufficient data	\$154,565	\$86,725	\$97,144
insufficient data	\$120,000	\$75,000	\$89,000
insufficient data	23	37	168

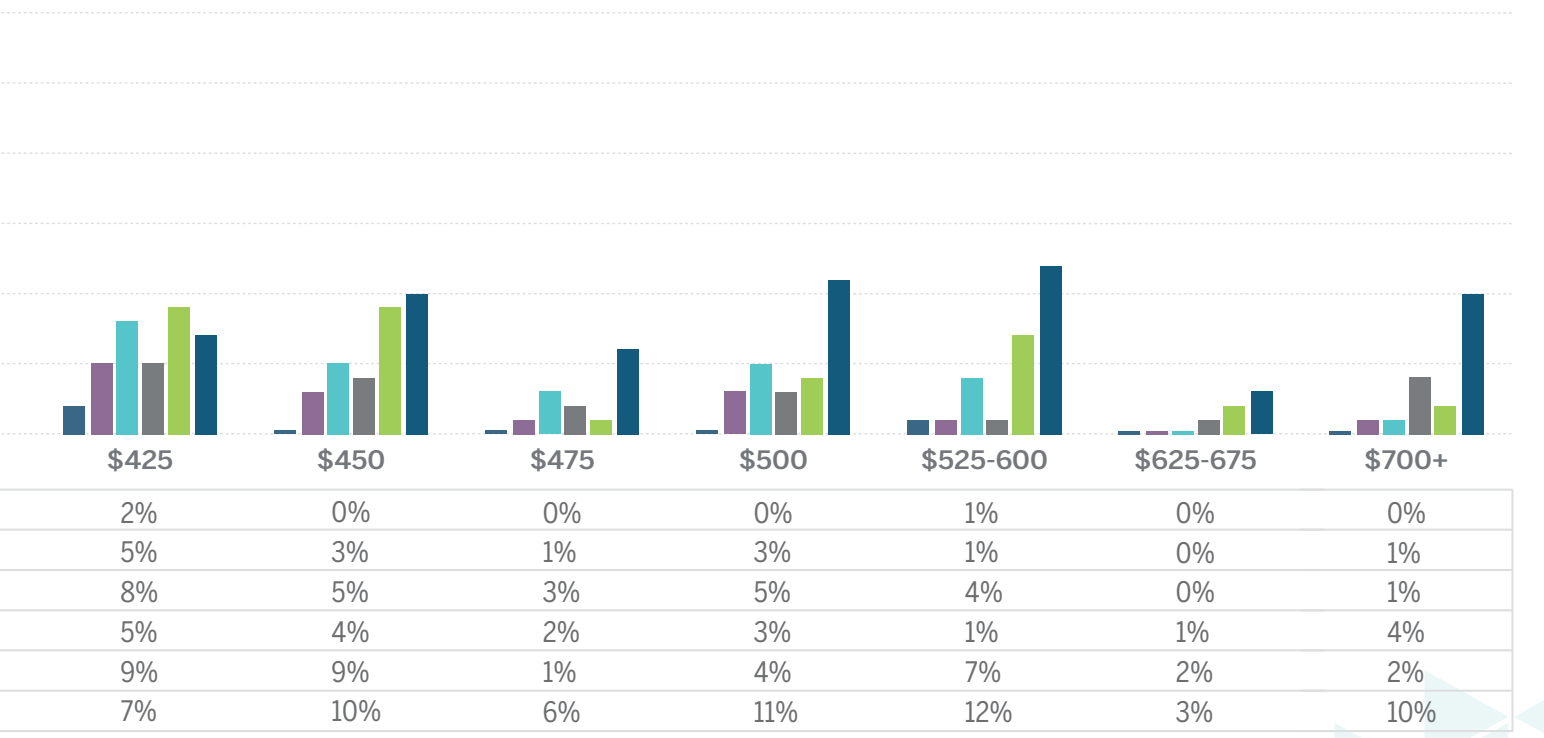


Table 20. Average Oil & Gas Company Employee Bonuses by Years of Experience

Operators	Equivalent cash value of any stock grants or options received in 2019	Number of Responses	Total value of any cash bonus received in 2019	Number of Responses
0-5 Years	\$28,040	31	\$15,628	63
6-10 Years	\$48,975	88	\$24,690	157
11-15 Years	\$79,624	105	\$31,490	200
16-20 Years	\$49,093	28	\$31,450	51
21-30 Years	\$59,120	19	\$35,760	29
31+ Years	\$104,736	38	\$65,697	83

Table 21. Average Independent Contractor Bonuses by Years of Experience

Independent Contractors	Equivalent cash value of any stock grants or options received in 2019	Number of Responses	Total value of any cash bonus received in 2019	Number of Responses
0-5 Years	no data	no data	\$13,827	12
6-10 Years	no data	no data	\$21,943	40
11-15 Years	no data	no data	\$29,231	40
16-20 Years	no data	no data	\$17,307	14
21-30 Years	no data	no data	\$21,675	10
31+ Years	no data	no data	\$41,118	40

Table 22. Average Land Services Employee Bonuses by Years of Experience

Land Services	Equivalent cash value of any stock grants or options received in 2019	Number of Responses	Total value of any cash bonus received in 2019	Number of Responses
0-5 Years	insufficient data	insufficient data	\$9,958	12
6-10 Years	\$73,357	14	\$11,120	39
11-15 Years	insufficient data	insufficient data	\$19,914	27
16-20 Years	insufficient data	insufficient data	\$115,333	9
21-30 Years	insufficient data	insufficient data	\$7,944	9
31+ Years	insufficient data	insufficient data	insufficient data	insufficient data

► COMPANY PROJECTS

Most respondents (80%) indicated their employers do not give their employees an option to participate in company projects such as acquiring overriding royalties or purchasing working interests in drilling projects.

▶ OVERALL



Although the U.S. gender wage gap is slowly closing, with females reportedly earning 77 cents for every one dollar a male earns in 2008 and 82 cents for every one dollar in 2018, the disparity is still evident within many industries, and the oil and gas industry is just one, as noted in graph 2. On average females typically make 26% less than males in the oil and gas industry.



Compensation is increasing as inflation rises. With the average inflation rate in the U.S. hovering around 2-3% annually, increases in compensation for land professionals surpasses the inflation rate by almost four times when comparing the seven-year average compensation rate of a 16% salary increase from 1990 to 2019.²



Oil and gas company employees continue to see higher earnings compared with land services employees and independent contractors.



A record 617 certification applications were submitted in 2019-20 – an indication that members are taking advantage of a valuable member benefit and sending a message to the rest of the industry that land professionals are committed to raising the level of professionalism.

² Bureau of Labor Statistics. (2019). Consumer Price Index. Retrieved May 13, 2020, from Cite https://inflationdata.com/Inflation/Inflation_Rate/CurrentInflation.asp?reloaded=true

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