



2022 Compensation Survey Results

Knowledge is power and AAPL has been equipping members — oil and gas company employees, land services employees and independent contractors — with compensation, demographic and other industry insights since membership surveys began in 1990.

The 2020 Membership Compensation Survey covers energy company employees, land services employees and independent contractors and is divided into sections, including respondent demographics, general compensation, state-by-state comparisons, compensation by certification, education and experience and company projects.

AAPL members have access to view the results of past surveys at landman.org.

Prepared by Data Point Consulting LLC

OVERALL INDUSTRY TRENDS

On average, landmen compensation increased 17% per survey period from 1990 to 2021 (see table 1). Since 2005, landmen have reported average salaries topping six figures. After seeing a 14% decline in 2019 compensation compared with 2017, in 2021 landmen reported the highest compensation since the survey began — averaging \$139,442 with the median salary reaching \$126,688.

According to 2020 data from the U.S Bureau of Labor Statistics, women, on average, earn 82 cents for every \$1 earned by men for full-time, year-round comparable work,¹ and the gap is even wider for women of color. This translates into an 18-cent wage gap per dollar earned.

Though progress has been made since 1973 when women only made 57 cents per dollar earned by men, the gap is still far from being closed. Women earn less than men in over 350 occupations, although there are a handful of examples — such as health care social worker — where women earn slightly more than their male counterparts.

While males, on average, continue to report higher

salaries than females across AAPL compensation studies, the 2021 study marks the first time the gender discrepancy dipped below two digits at 8%, resulting in a decrease of 15 percentage points from 2019 to 2021. Since 1990, males have earned, on average, \$20,059 or 24% more than females, according to the self-reported data from AAPL's compensation study (see graph 1). Most notably in 2021, for those employed in energy companies, males earned \$25,100 more than females; however, females employed in land services earned about \$13,500 more than their male counterparts, on average, while remaining roughly equal when comparing gender among independent contractor compensation (see graph 2).

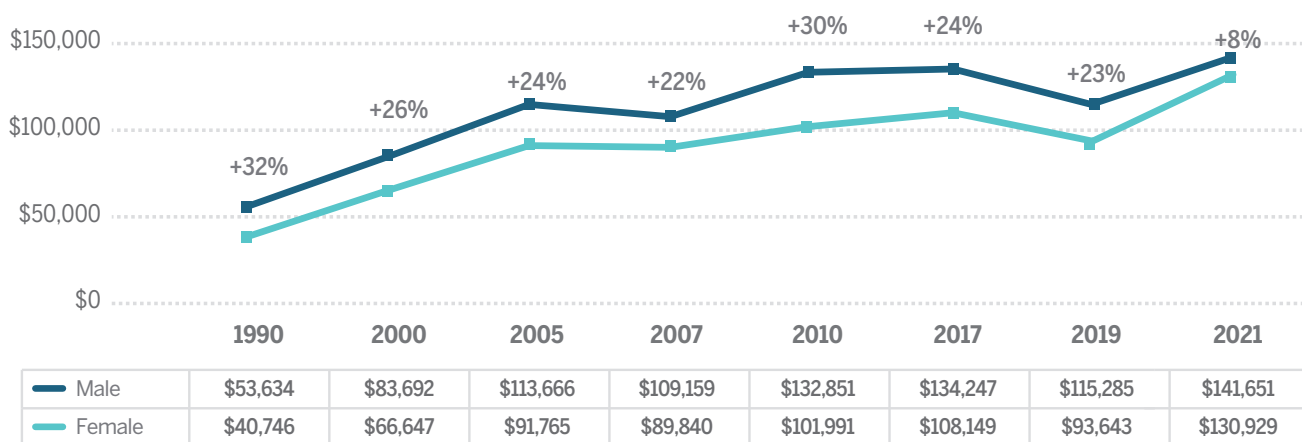
These results show that females in the energy industry are making significant progress in defeating the gender wage gap. Continued studies will determine future progress on narrowing the gap and hopefully inspire and promote pay equity.

1 U.S. Bureau of Labor Statistics. (2020). Labor Force Statistics from the Current Population Survey. Retrieved April 24, 2022, from <https://www.bls.gov/cps/earnings.htm>.

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

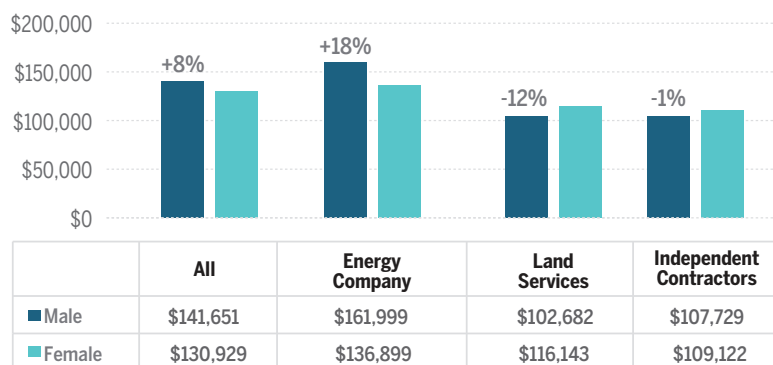
	1990	2000	2005	2007	2010	2017	2019	2021
Average	\$51,584	\$80,658	\$108,364	\$104,421	\$125,455	\$126,998	\$108,773	\$139,442
Median	\$46,000	\$75,000	\$100,000	\$93,000	\$100,000	\$105,000	\$95,000	\$126,688
Mode	\$40,000	\$60,000	\$100,000	\$120,000	\$100,000	\$100,000	\$100,000	\$120,000

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



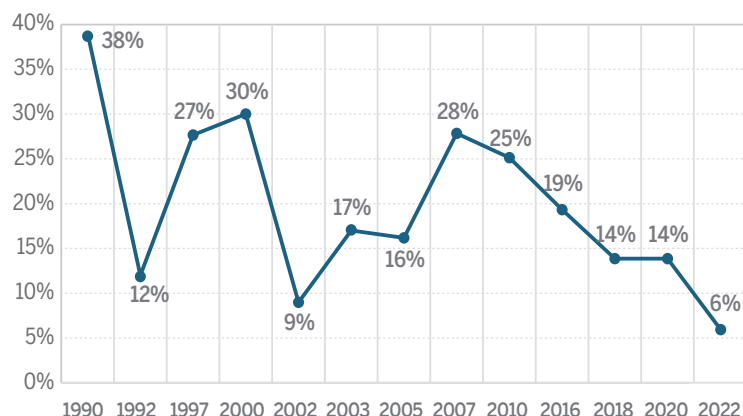
*Percent indicates percentage change from male compensation compared to females in that year.

Graph 2. 2021 Landmen Total Compensation
(excluding cash bonuses and stock/grant options)*

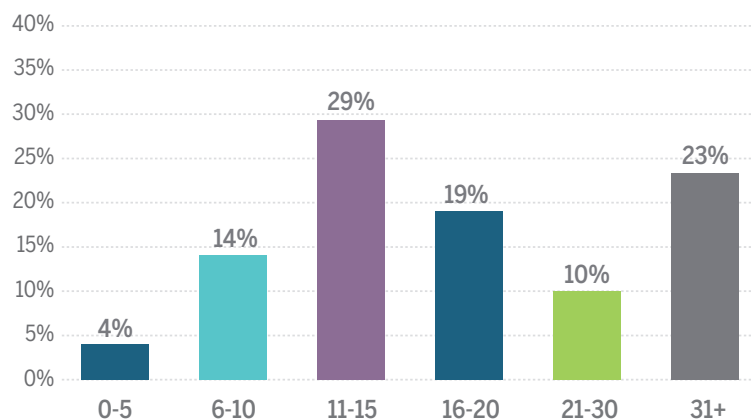


*Percent indicates percentage change from male compensation compared to females in each employment class.

Graph 3. Compensation Survey Response Rate 1990-2022



Graph 4. Years of Landwork Experience



► SURVEY METHODOLOGY

AAPL partnered with a third-party company, Data Point Consulting LLC, to administer, collect, analyze and report the results. In February 2022, the survey was successfully emailed to 10,640 AAPL members as well as an additional pool of nonmembers 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 6% — the lowest among studies to date (see graph 3). Some possible reasons for this include job changes resulting from the fluidity of the job market, email saturation and bankruptcy as a result of the pandemic.

This report is segmented into various components assessing overall compensation and geographic areas, as well as breaks out data by gender and employment classes, including energy companies, land services and independent contractors.

Given that 85% of survey respondents are AAPL members this data is representative of the general membership population when broken out by gender as gender makeup of both the survey (23% females, 67% males, 10% unknown) and membership (26% females, 73% males, and 1% unknown) closely aligns.

► DEMOGRAPHIC MAKEUP RESPONDENTS

Landwork experience continues to climb, with the majority of respondents having 11-15 years of experience, similar to results from the previous study (see graph 4). More than 20% of landmen have dedicated their time to the field for over 31 years, but this number could decline in the next five years as more baby boomers retire.

Baby boomers will account for 25% of the American population within the next 40 years, resulting in a larger labor shortage of eligible workers.² By 2034, adults 65 and older will outnumber children — those under 18 years old — for the first time in U.S. history due to the decline in fertility rate and people living longer, according to the U.S. Census Bureau's projections of the adult population from 2020 to 2060. This could create even more gaps for experienced workers in the energy industry or provide more opportunities for on-the-job training with senior landmen to prepare for the influx in retirement.

More than half of survey respondents have been AAPL members for six to 15 years (see graph 5).

Looking at ages, roughly two-thirds of survey respondents were in the 30-39 (33%) and over-60 (29%) ranges, which has been consistent across surveys since 2016 (see graph 6).

The gender breakdown has held steady at roughly 73% males and 27% females, on average, since 2007 (see graph 7).

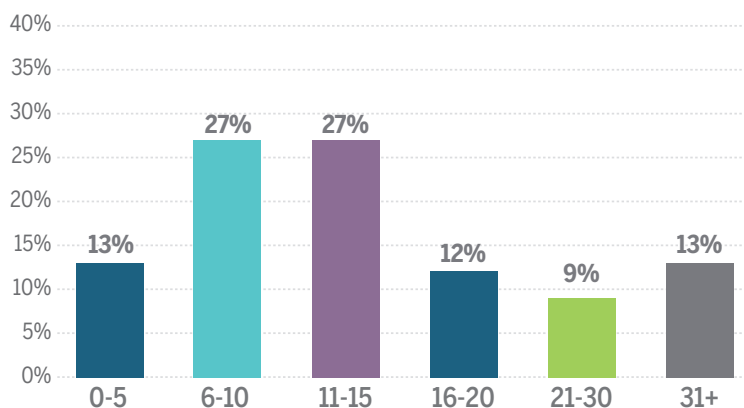
Over 80% of respondents report at least a bachelor's degree, with 25% holding a bachelor's or master's degree from an AAPL-accredited program (see graph 8).

► ON THE JOB STATS

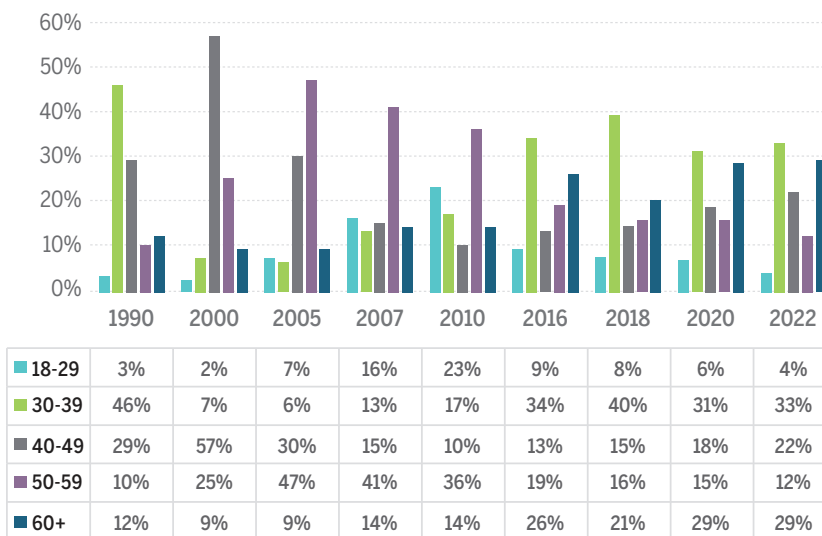
The most often indicated job title was landman/land negotiator at 22%, with 28% of females identifying with this title (see graph 9). Inversely, respondents who reported being a land administrator/land analyst/land technician were most notably identified as females (79%) compared to males (21%).

² 2020 U.S. census data.

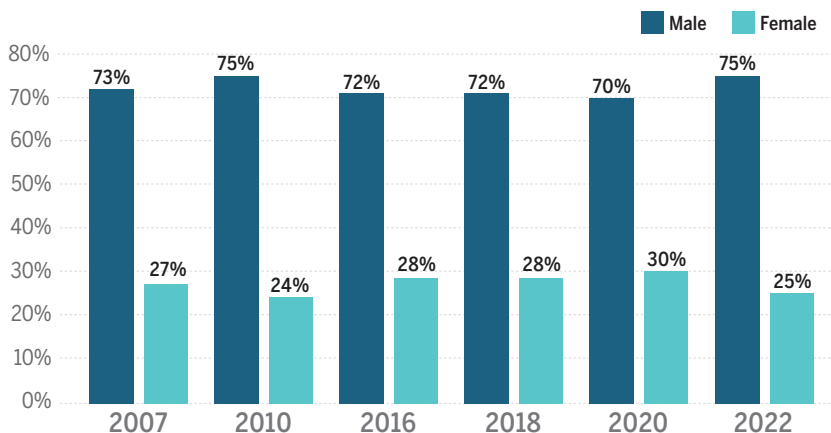
Graph 5. Years of AAPL Membership



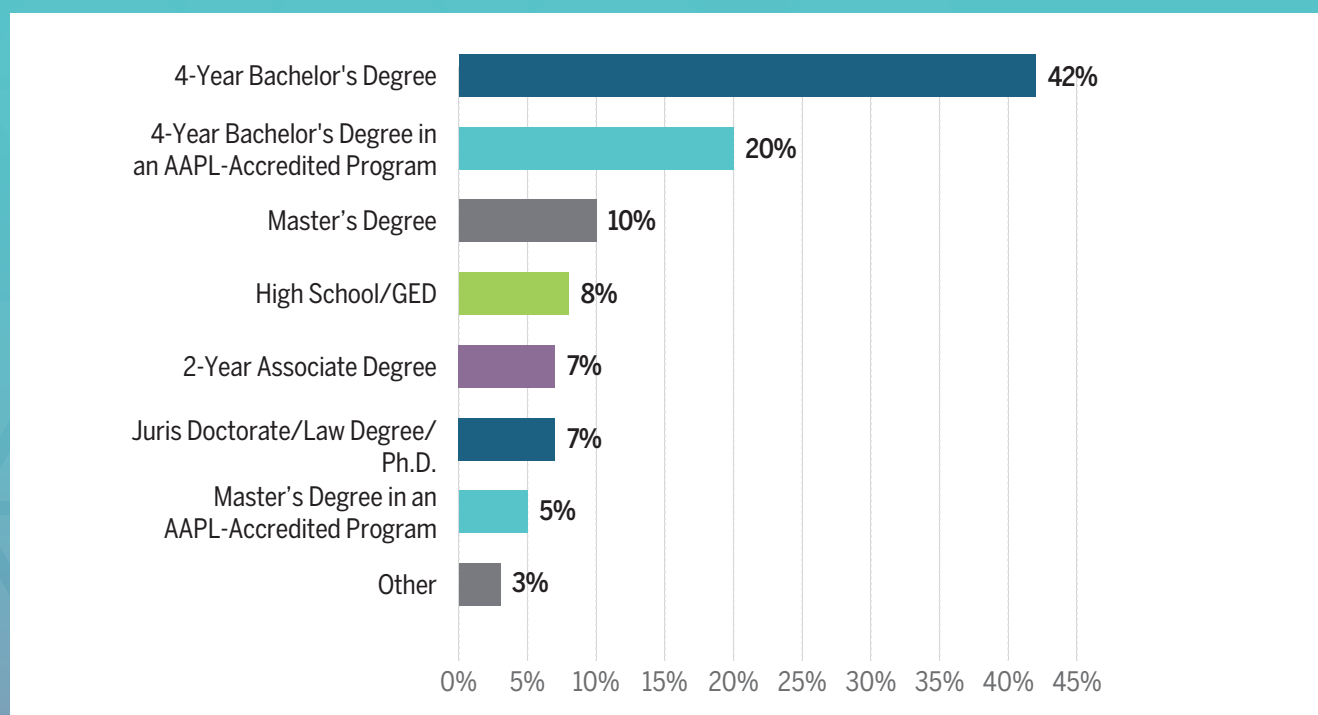
Graph 6. Age of Respondents: 1990-2020 Survey Comparison



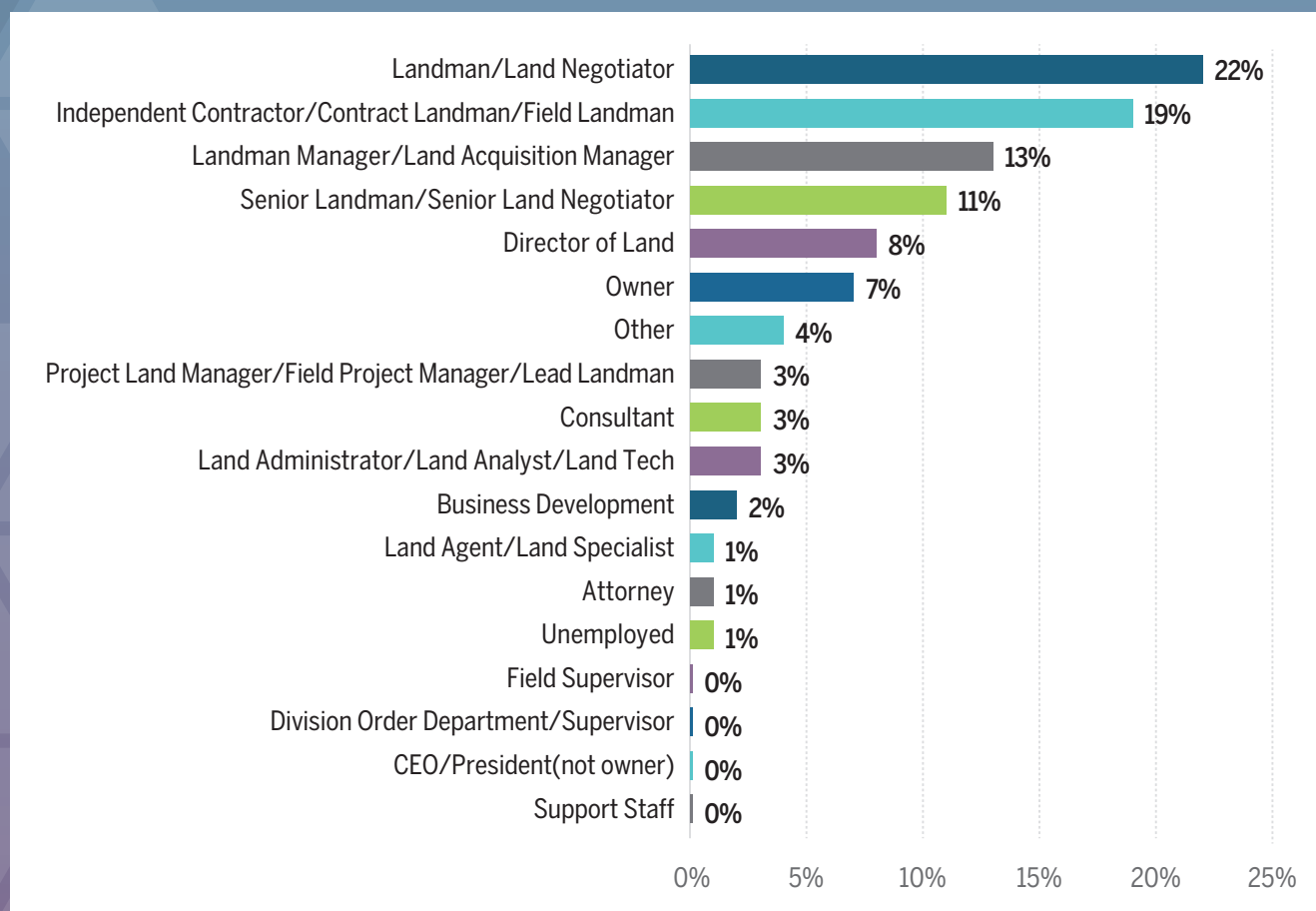
Graph 7. Response by Gender



Graph 8. Highest Education Level

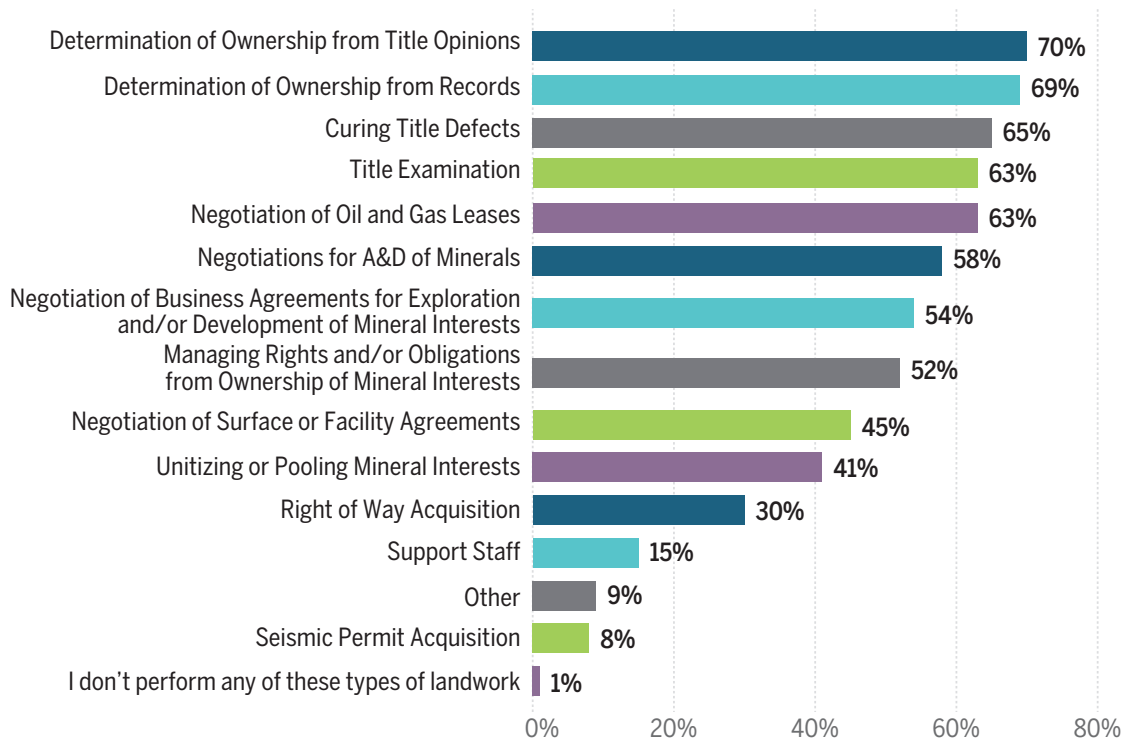


Graph 9. Organization Job Title

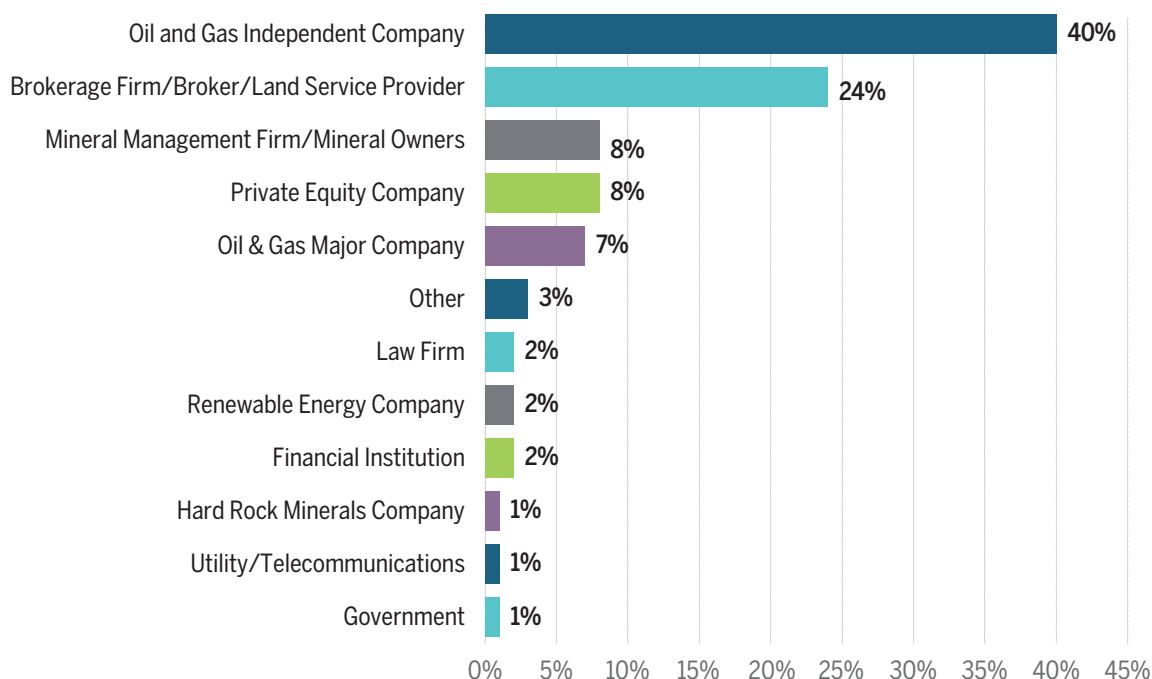


Landmen perform various degrees of work. The top three areas of work identified by respondents were in the areas of curing title defects at 65%, determining ownership from records at 69% and/or opinions at 70% (see graph 10).

Graph 10. Types of Landwork Performed



Graph 11. Types of Employer



When asked about their employer in 2021, approximately 40% indicated working for an oil and gas independent company, which was 5% lower compared with 2019, while 24% indicated working for a brokerage firm/broker/land service provider, resulting in 20 percentage points lower compared with 2019 (see graph 11). Across studies, the fewest responses have come from landmen working for law firms, renewable energy companies and financial institutions, all representing 2% of respondents apiece. (see graph 11).

Given the low survey response rate in 2021, there were some differentiations in employment status compared with 2019. Approximately 30% of respondents indicated that they were an independent contractor in 2021, which was 26% lower than in the 2019 study (see graph 12). However, more respondents employed by an energy company completed the study (n = 376, 64%) compared with 2019 (33%), and roughly 7% of land services employees submitted the survey (n = 40). Due to the low response rate among land services employees, some breakouts of the data are limited.

► COMPENSATION

In 2021, the average combined compensation for landmen was \$139,442 — roughly \$31,000 more compared with 2019 but only \$12,000 more compared with 2017. Respondents employed by energy companies reported an average \$154,682 in 2021 — up more than \$14,000 since 2017. Land services employees reached six digits in 2021, averaging \$105,374, and independent contractors averaged \$109,852 (see tables 2-4).

Graph 12. Employment Status

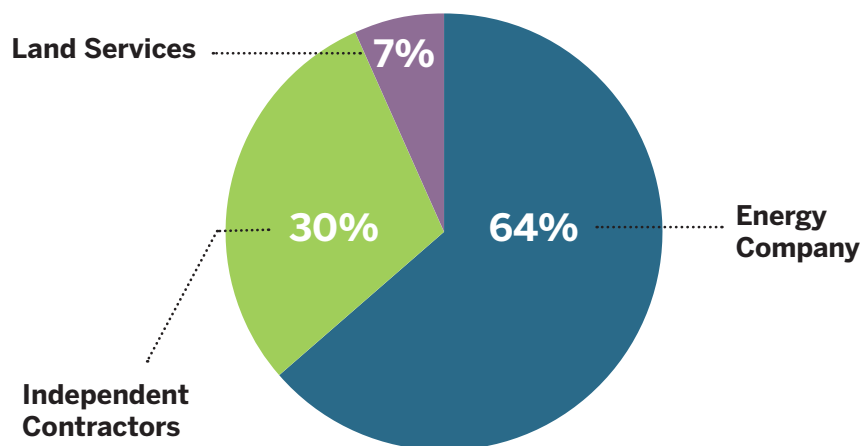


Table 2. Energy Company — Total Compensation
(excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017	2019	2021
Average	\$57,477	\$84,858	\$109,936	\$108,557	\$124,641	\$140,475	\$139,487	\$154,682
Median	\$52,800	\$81,000	\$108,000	\$100,000	\$100,000	\$120,250	\$130,000	\$150,000
Mode	\$50,000	\$100,000	\$120,000	\$150,000	\$100,000	\$150,000	\$150,000	\$150,000

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

	1990	2000	2005	2007	2010	2017	2019	2021
Average	\$41,406	\$71,401	\$105,346	\$98,593	\$126,608	\$109,378	\$92,060	\$109,852
Median	\$36,000	\$65,000	\$89,500	\$87,000	\$90,000	\$92,000	\$85,000	\$100,000
Mode	\$30,000	\$60,000	\$100,000	\$75,000	\$100,000	\$100,000	\$100,000	\$120,000

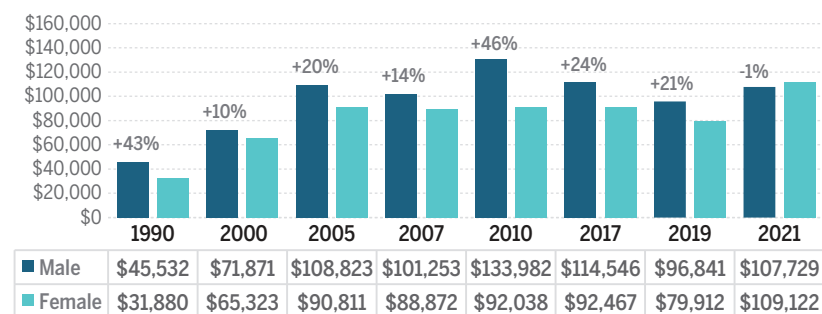
Table 4. Land Services — Total Compensation
(excluding cash bonuses and stock/grant options)

	2019	2021
Average	\$97,704	\$105,374
Median	\$85,000	\$90,000
Mode	\$80,000	\$80,000

Among 2021 respondents, average salaries for landmen working for energy companies were more than \$44,000 higher than independent contractors and land services employees. Over the last few AAPL studies, energy company employees' salaries have increased by more than \$15,000, on average, while the fluctuation among land services' employees and independent contractors have fluctuated within a more moderate range of \$5,000-\$10,000.

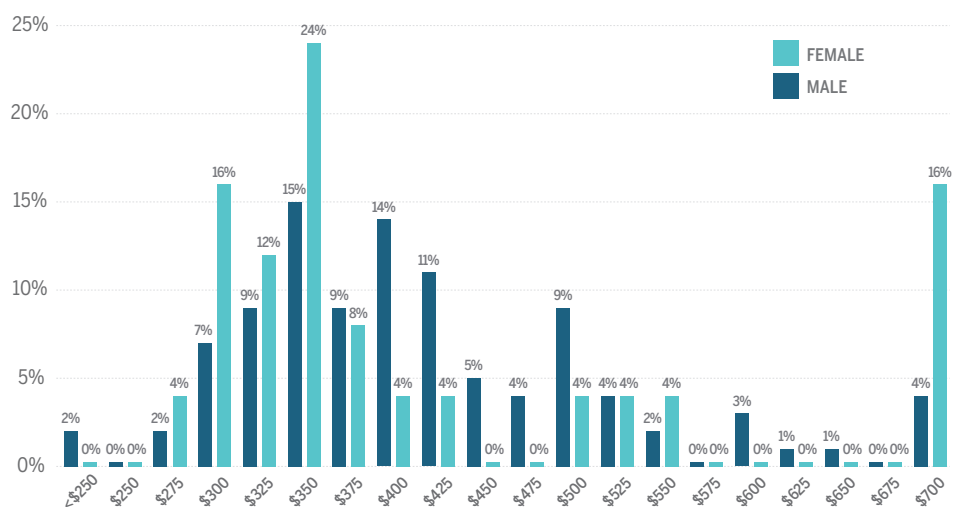
Historically across AAPL studies, although independent contractors show lower compensation compared with energy company employees, they have the narrowest gender pay gaps and even saw a breakeven point among males and females in 2021 (see graph 14). More female independent contractors charge within the \$300/day rate range compared with males, while more males charge within the \$400/day rate range compared with females (see graph 15). For both male and females working for energy companies, compensation appears to be climbing at a faster pace compared with land services and independent contractors (see graphs 14, 16 and 17).

Graph 13. Independent Contractors – Total Compensation by Gender 1990-2019 Survey Comparison (excluding cash bonuses and stock/grant options)*



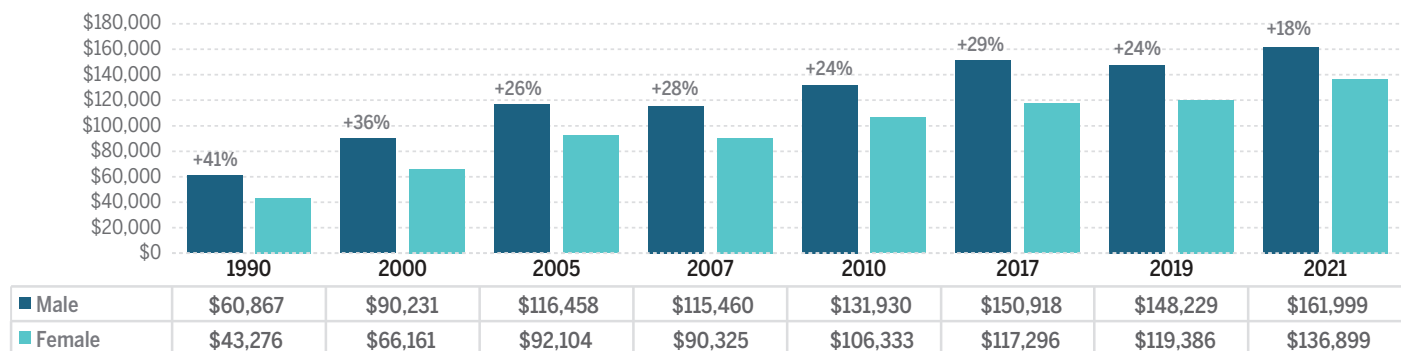
* Percent indicates percentage change from male compensation compared to females in each employment class.

Graph 14. 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.

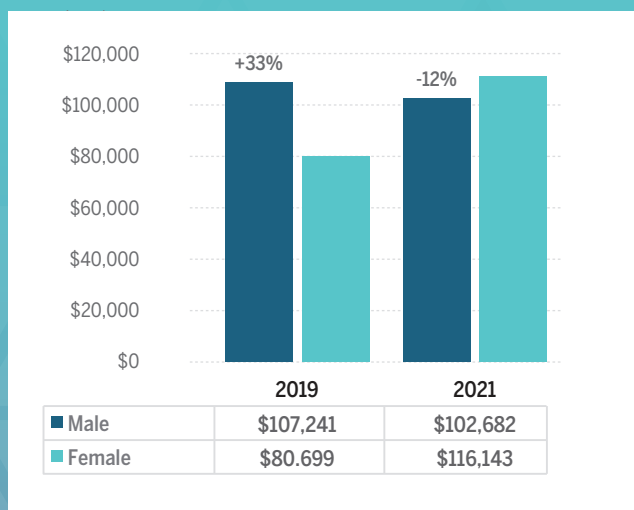
Graph 15. Energy Company – Total Compensation by Gender 1990-2021 Survey Comparison (excluding cash bonuses and stock/grant options)*†



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

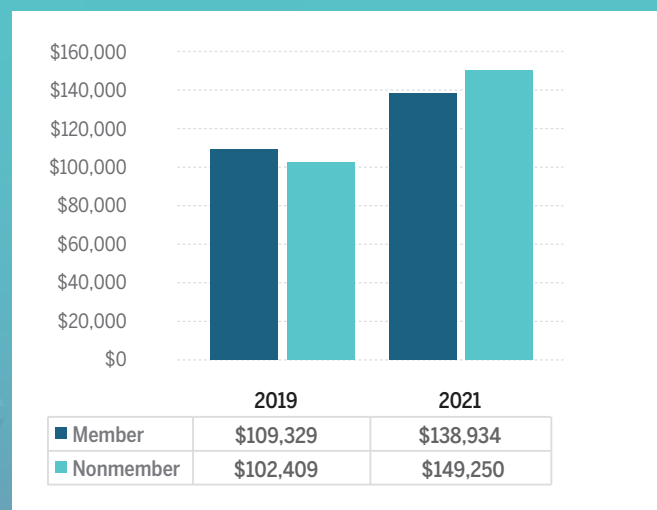
† 1990-2010 surveys referred to this group as in-house company landmen. The 2017 survey modified the naming of this category to include all exempt employees, and the 2019 survey updated the category to reflect oil and gas company employees.

Graph 16. Land Services — Total Compensation by Gender 2019-2021 Survey Comparison (excluding cash bonuses and stock/grant options)*

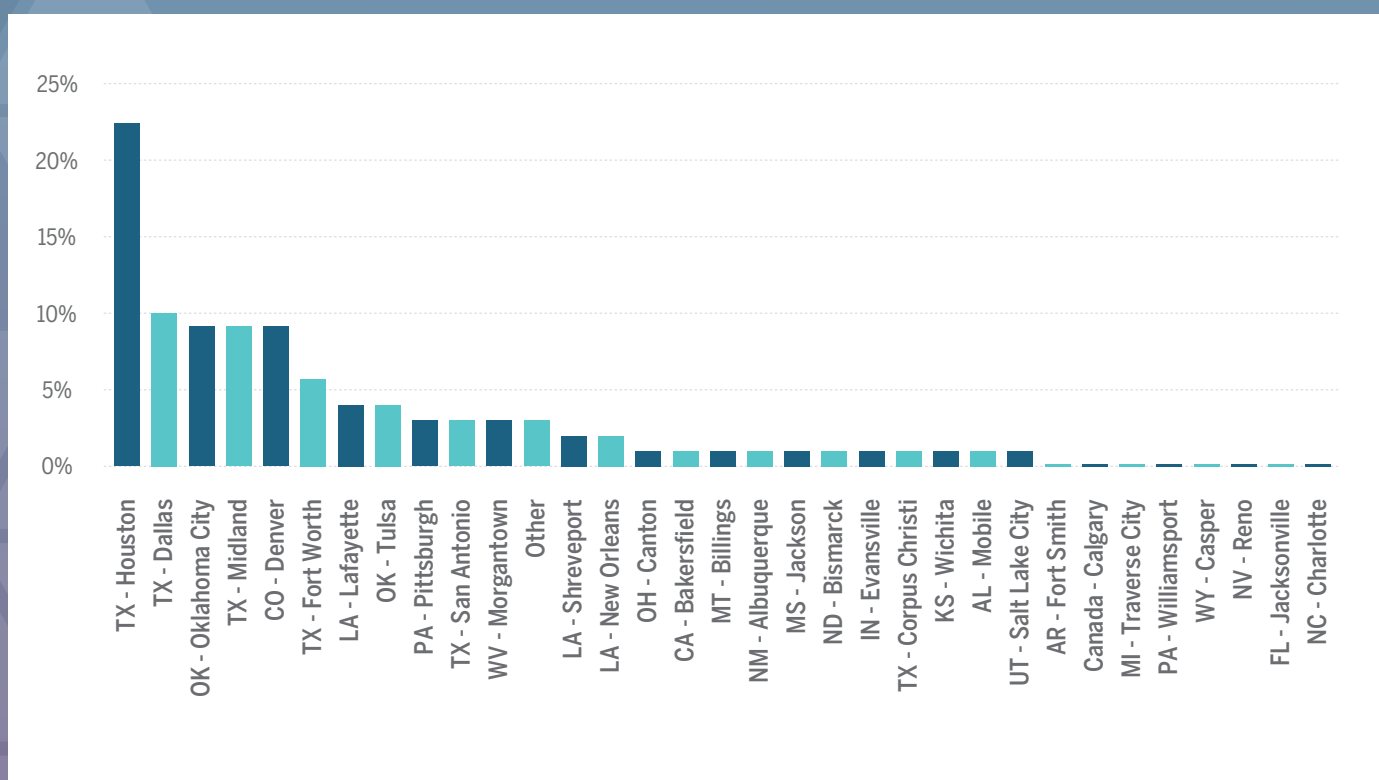


*Percent indicates percentage change from male compensation compared to females in that year.

Graph 17. Membership Status by Total Compensation (excluding cash bonuses and stock/grant options)



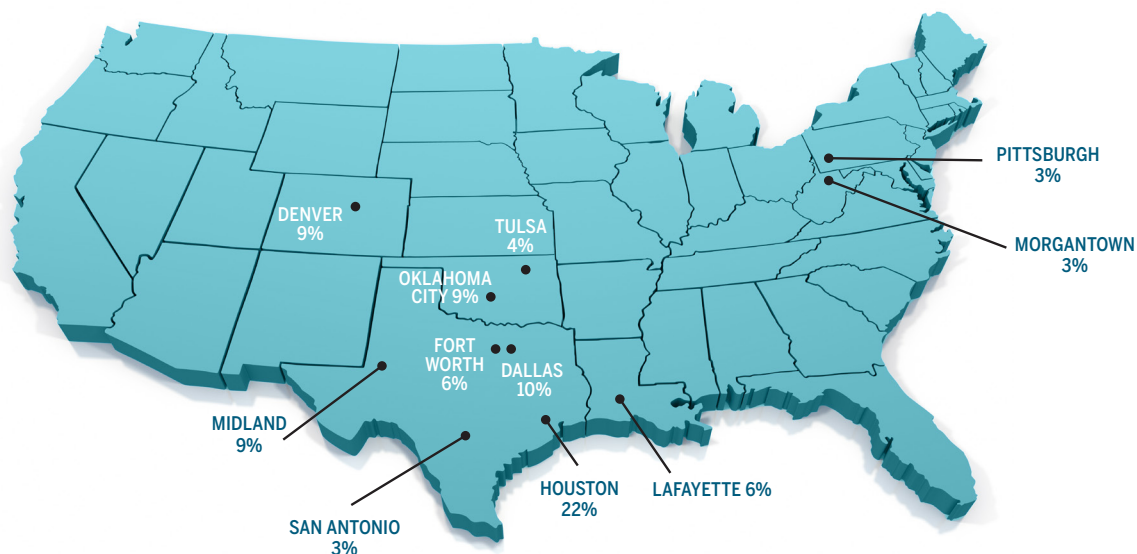
Graph 18. Major City of Residence



► MAJOR CITY OF RESIDENCE

New for the 2021, respondents were asked to name the major city closest to where they live (see graphs 18 and 19).

Graph 19. Major City of Residence Map



► STATE BY STATE

The top seven home states listed by respondents were Texas at 51%, Oklahoma at 13%, Colorado at 9%, Louisiana at 7%, West Virginia at 4% and Pennsylvania and Ohio each with 2%.

When comparing average compensation by the top seven states, energy company employees make the most in Louisiana at \$173,645. Although Colorado had a slightly higher average, it was skewed given the large discrepancy between average and median. With only four responses, land services employees in Colorado reported the highest average earnings at \$162,000, while independent contractors in Colorado reported the highest average at \$137,484 (see table 5).

Graph 20. Most Common States of Residence

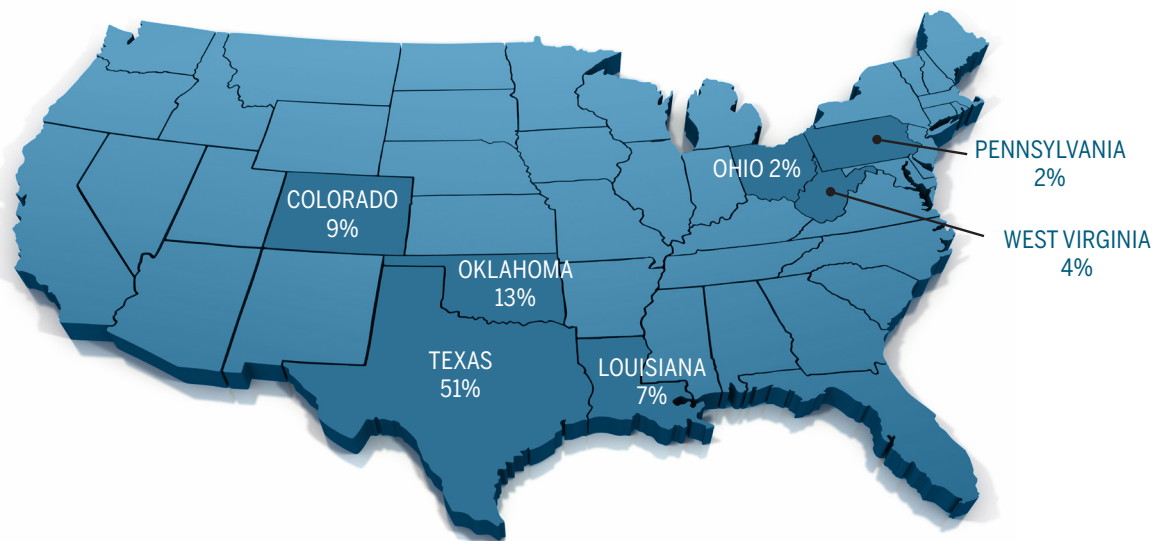


Table 5. Compensation by State

State		Energy Company	Land Services	Independent Contractors
Texas	Average	\$163,375	\$94,312	\$109,895
	Median	\$157,500	\$88,560	\$101,440
	Responses	189	13	67
Oklahoma	Average	\$133,233	\$102,500	\$83,879
	Median	\$129,000	\$102,500	\$75,562
	Responses	47	2	14
Colorado	Average	\$174,105	\$162,000	\$137,484
	Median	\$151,286	\$160,000	\$123,438
	Responses	41	4	8
Pennsylvania	Average	\$119,112	\$127,640	Insufficient Data
	Median	\$110,500	\$110,000	
	Responses	8	3	
Louisiana	Average	\$173,645	Insufficient Data	\$102,091
	Median	\$166,400		\$84,000
	Responses	11		19
West Virginia	Average	\$116,375	\$74,822	\$86,333
	Median	\$100,000	\$80,000	\$87,000
	Responses	8	5	6
Ohio	Average	\$100,252	\$92,500	\$84,750
	Median	\$94,000	\$88,500	\$84,750
	Responses	4	4	2

Graph 21. Primary Geological Region of Work

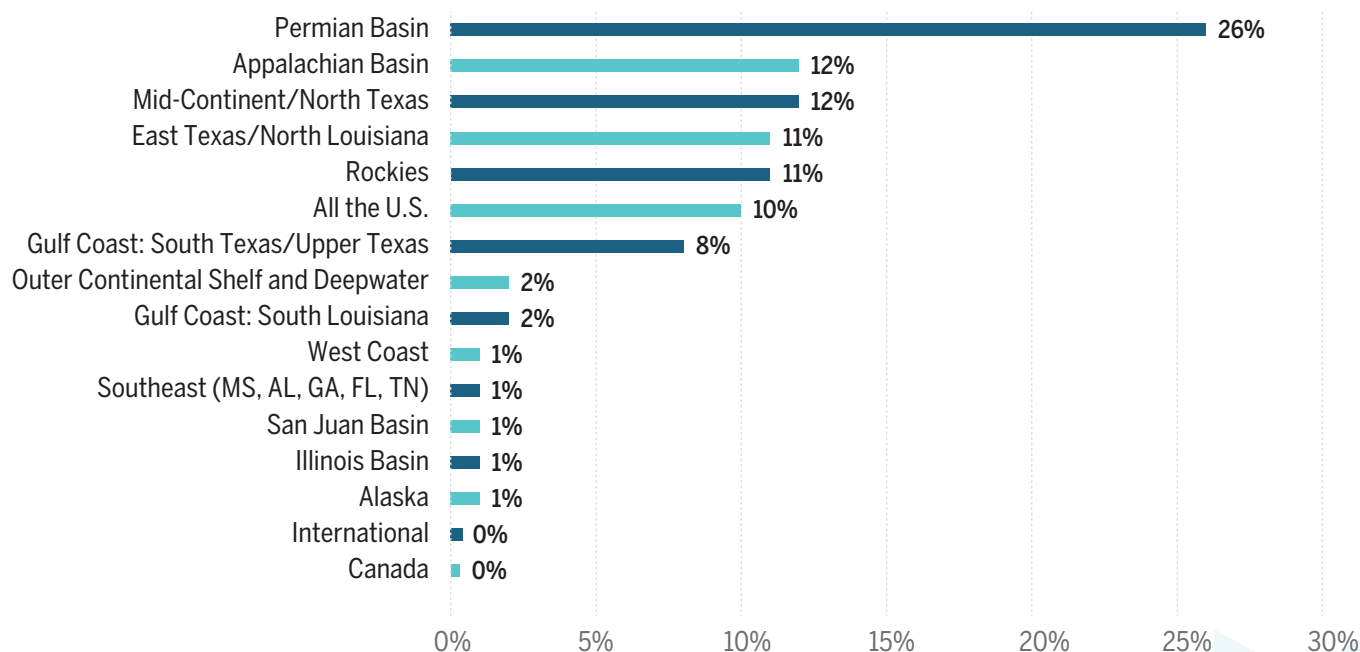


Table 6. Top 7 Primary Regions of Work (excluding cash bonuses and stock/grant options)

	% Working in Region	Energy Company		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	26%	\$159,202	90	\$86,000	4	\$109,581	37
Appalachian Basin	12%	\$141,358	38	\$102,716	14	\$91,360	12
Mid-Continent/ North Texas	12%	\$129,774	43	\$88,900	5	\$100,377	13
East Texas/ North Louisiana	12%	\$147,259	21	\$94,333	3	\$85,082	34
Rockies	11%	\$159,660	42	\$150,000	2	\$99,520	12
All the U.S.	10%	\$166,053	38	\$115,712	5	\$128,656	6
Gulf Coast: South Texas/Upper Texas	8%	\$160,078	29	Insufficient Data	35	\$114,091	11

Approximately 26% of respondents indicated that they worked in the Permian Basin in 2021, similar to the 2019 study. Energy company employees reported the highest average compensation working in all areas of the United States at \$166,053, while independent contractors reported the highest earnings in the Rockies with \$128,656 (see table 6). Land services employees and independent contractors saw the lowest earnings in the Mid-Continent/North Texas region, where 12% of respondents reported working in 2021.

► EDUCATION & CERTIFICATION LEVEL BREAKDOWN

Across many occupations, the more education you obtain, the higher your compensation, which is seen when breaking out the highest level of education among landmen. 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. For 2021, more respondents (69%) hold an AAPL certification compared with those who responded in 2019 (52%) (see graph 22). It's important to note that 85% of the those who responded to the survey were AAPL members, increasing the likelihood of obtaining an AAPL certification.

When comparing across employment categories and AAPL certifications, respondents with a CPL or CPL/ESA reported higher compensation than those with an RPL. Independent contractors saw earnings increase more than \$10,000 in 2021 when having either a CPL or CPL/ESA or an RPL certification compared with 2019 (see tables 8-13).

Table 7. Compensation by Education Level

Education Level		Energy Company	Land Services	Independent Contractors
High School/GED	Average	\$114,838	\$125,240	\$116,753
	Median	\$112,613	\$105,000	\$104,000
	Responses	12	8	17
2-Year Associate Degree	Average	\$130,776	\$103,333	\$86,573
	Median	\$135,000	\$110,000	\$83,750
	Responses	11	3	14
4-Year Bachelor's Degree	Average	\$148,603	\$105,017	\$112,910
	Median	\$140,000	\$97,000	\$100,720
	Responses	145	16	62
4-Year Bachelor's Degree in an AAPL-Accredited Program	Average	\$171,002	\$71,640	\$104,200
	Median	\$155,500	\$50,000	\$90,000
	Responses	86	3	15
Master's Degree	Average	\$157,254	\$98,000	\$104,066
	Median	\$155,000	\$98,000	\$103,000
	Responses	38	2	11
Master's Degree in an AAPL-Accredited Program	Average	\$142,470	No Data Available	\$104,000
	Median	\$144,000		\$104,000
	Responses	27		3
Juris Doctorate/ Law Degree	Average	\$181,104	\$115,000	\$91,000
	Median	\$173,500	\$115,000	\$92,000
	Responses	24	2	5

Graph 22. Level of Certification

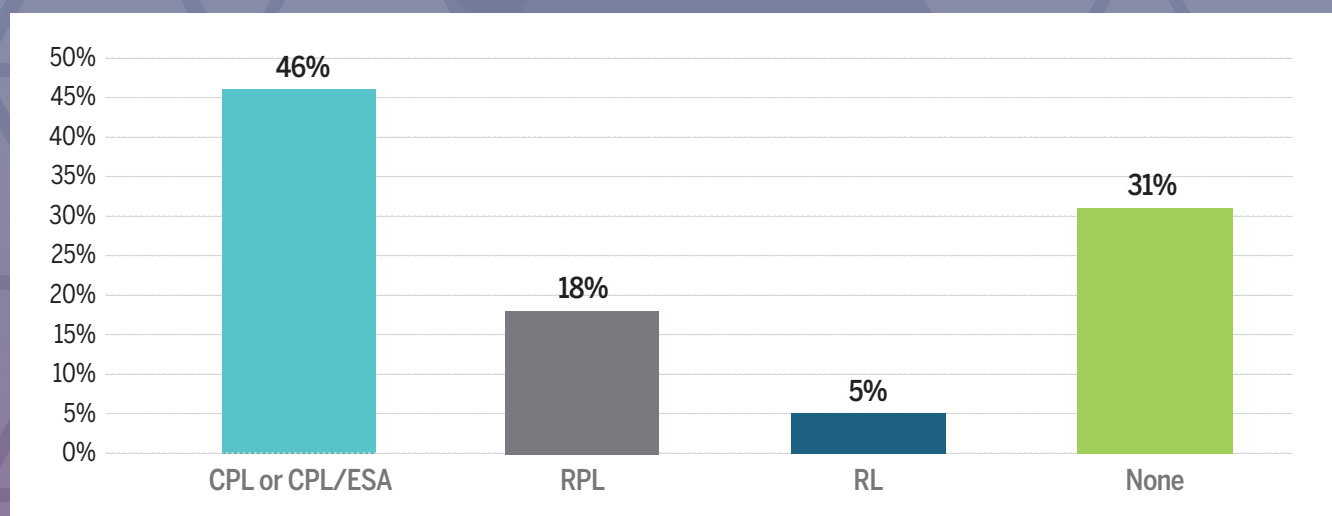


Table 8. CPL and CPL/ESA Energy Company Total Compensation

CPL or CPL/ESA		2007	2010	2017	2019	2021
Yes	Average	\$134,823	\$162,525	\$168,841	\$166,039	\$169,609
	Median	\$130,000	\$156,000	\$154,000	\$156,000	\$165,000
No	Average	\$88,866	\$104,851	\$124,850	\$128,866	\$134,734
	Median	\$80,000	\$91,000	\$103,750	\$112,750	\$123,00

Table 9. RPL Energy Company Total Compensation

Registered Professional Landmen		2007	2010	2017	2019	2021
Yes	Average	\$114,968	\$117,178	\$122,559	\$125,591	\$138,107
	Median	\$104,556	\$101,000	\$110,000	\$118,000	\$125,000
No	Average	\$88,866	\$104,851	\$124,850	\$128,866	\$134,734
	Median	\$80,000	\$91,000	\$103,750	\$112,750	\$123,000

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

CPL or CPL/ESA		2007	2010	2017	2019	2021
Yes	Average	\$125,424	\$163,039	\$142,474	\$106,838	\$120,475
	Median	\$102,494	\$113,101	\$105,000	\$92,625	\$108,500
No Certification	Average	\$88,632	\$113,573	\$99,399	\$85,280	\$101,115
	Median	\$79,063	\$85,000	\$86,000	\$80,000	\$94,174

Table 11. RPL Independent Contractor Total Compensation

Registered Professional Landmen		2007	2010	2017	2019	2021
Yes	Average	\$117,404	\$191,562	\$109,339	\$95,930	\$106,216
	Median	\$106,000	\$99,000	\$98,700	\$90,000	\$100,000
No Certification	Average	\$88,632	\$113,573	\$99,399	\$85,280	\$107,442
	Median	\$79,063	\$85,000	\$86,000	\$80,000	\$98,000

Table 12. CPL and CPL/ESA Land Services Total Compensation

CPL or CPL/ESA		2019	2021
Yes	Average	\$123,353	\$103,490
	Median	\$110,000	\$112,500
No Certification	Average	\$88,846	\$105,932
	Median	\$79,000	\$88,750

Table 13. RPL Land Services Total Compensation

Registered Professional Landmen		2019	2021
Yes	Average	\$91,972	\$103,312
	Median	\$87,500	\$90,000
No Certification	Average	\$88,846	\$106,088
	Median	\$79,000	\$93,500

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

CPL or CPL/ESA	Years of Experience		Energy Company	Land Services	Independent Contractors
Yes	0 to 5 years	Average	No Data Available	No Data Available	No Data Available
		Median			
		Responses			
	6 to 10 years	Average	\$131,657	No Data Available	Insufficient Data
		Median	\$120,000		
		Responses	17		
	11 to 15 years	Average	\$154,372	\$98,980	\$111,273
		Median	\$155,000	\$112,500	\$90,000
		Responses	72	4	11
	16 to 20 years	Average	\$172,374	No Data Available	\$99,739
		Median	\$174,000		\$107,000
		Responses	55		11
	21 to 30 years	Average	\$202,908	No Data Available	\$87,219
		Median	\$200,000		\$82,500
		Responses	17		4
	31+ years	Average	\$206,182	\$108,000	\$157,308
		Median	\$195,000	\$114,500	\$160,000
		Responses	28	4	13
No	0 to 5 years	Average	\$99,242	Insufficient Data	\$78,963
		Median	\$101,250		\$81,750
		Responses	17		4
	6 to 10 years	Average	\$107,145	\$99,083	\$95,377
		Median	\$102,000	\$93,500	\$92,000
		Responses	43	6	13
	11 to 15 years	Average	\$136,461	\$97,911	\$92,417
		Median	\$135,000	\$82,500	\$88,750
		Responses	41	10	28
	16 to 20 years	Average	\$147,931	\$119,000	\$109,247
		Median	\$140,000	\$110,000	\$106,184
		Responses	19	5	22
	21 to 30 years	Average	\$164,406	\$81,780	\$100,978
		Median	\$136,500	\$81,780	\$100,800
		Responses	10	2	9
	31+ years	Average	\$210,171	\$156,000	\$102,203
		Median	\$169,867	\$180,000	\$99,000
		Responses	16	3	12

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 *
Energy Company with CPL and CPL/ESA	Average	no data available	N/A	\$131,657	18%	\$154,372	15%
	Median			\$120,000		\$155,000	
	Responses			17		72	
Energy Companies without designation	Average	\$99,242		\$107,145		\$136,461	
	Median	\$101,250		\$102,000		\$135,000	
	Responses	18		43		41	
Land Services with CPL and CPL/ESA	Average	no data available	N/A	no data available	N/A	\$98,980	36%
	Median					\$112,500	
	Responses					4	
Land Services without designation	Average	Insufficient Data		\$99,083		\$97,911	
	Median			\$93,500		\$82,500	
	Responses			5		10	
Independent Contractors with CPL and CPL/ESA	Average	no data available	N/A	Insufficient Data	N/A	\$111,273	1%
	Median					\$90,000	
	Responses					11	
Independent Contractors without designation	Average	\$78,963		\$95,377		\$92,417	
	Median	\$81,750		\$92,000		\$88,750	
	Responses	4		13		28	

*Percents are derived from medians

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 *
Energy Company with RPL	Average	\$94,375	-10%	\$112,922	-8%	\$133,502	-26%
	Median	\$94,000		\$106,000		\$111,200	
	Responses	4		12		14	
Energy Company without credential	Average	\$100,633		\$114,383		\$149,905	
	Median	\$104,000		\$115,338		\$150,000	
	Responses	14		48		99	
Land Services with RPL	Average	no data	N/A	Insufficient Data	6%	\$100,938	24%
	Median					\$99,375	
	Responses					4	
Land Services without designation	Average	Insufficient Data	N/A	\$101,400		\$97,128	
	Median			\$97,000		\$80,000	
	Responses			5		10	
Independent Contractors with RPL	Average	no data	N/A	\$104,000	10%	\$93,703	0%
	Median			\$99,500		\$90,000	
	Responses			6		9	
Independent Contractors without credential	Average	\$78,963		\$89,988		\$98,945	
	Median	\$81,750		\$90,500		\$90,000	
	Responses	4		8		30	

*Percents are derived from medians

16-20 Years	% More Money *	21-30 Years	% More Money *	31+ Years	% More Money *
\$172,374	24%	\$202,908	47%	\$206,182	15%
\$174,000		\$200,000		\$195,000	
55		17		28	
\$147,931		\$164,406		\$210,171	
\$140,000		\$136,500		\$169,867	
19		10		16	
no data available	N/A	no data available	N/A	\$108,000	-36%
				\$114,500	
				4	
\$119,000		\$81,780		\$156,000	
\$110,000		\$81,780		\$180,000	
5		2		3	
\$99,739	1%	\$87,219	-18%	\$157,308	62%
\$107,000		\$82,500		\$160,000	
11		4		13	
\$109,247		\$100,978		\$120,203	
\$106,184		\$100,800		\$99,000	
22		9		12	

Energy company respondents who reported having a CPL or CPL/ESA certification averaged more than \$200,000 in total compensation when working in the field for more than 20 years, resulting in roughly 47% more in compensation compared with respondents without this certification (see table 14). Their total compensation with this certification was much more compared to independent contractors and land services employees. Independent contractors who worked in the field for more than 31 years saw an even more substantial increase in compensation, resulting in 62% more earnings with a CPL or CPL/ESA certification versus without (see table 15).

Both males and females across employment categories reported higher earnings with the CPL or CPL/ESA certification compared with those without (see table 17). For those with a CPL or CPL/ESA certification working at energy companies, males reported \$10,000 higher average compensation than females. However, for independent contractors with the CPL or CPL/ESA certification, females reported earning more than males.

Across employment classes, landmen typically saw their compensation increase with experience (see table 18). Most respondents identifying as independent contractors reported charging \$300 to \$400 per day with some fluctuation given years of experience in the field (see graph 23).

When comparing gender discrepancies, females and males who reported having 16 to 20 years of experience employed by both energy and land services companies saw little difference among average compensation (see table 19).

16-20 Years	% More Money *	21-30 Years	% More Money *	31+ Years	% More Money *
\$129,907	-15%	\$136,028	-28%	\$203,304	-12%
\$145,000		\$136,028		\$166,400	
5		2		9	
\$168,721		\$192,858		\$208,746	
\$170,000		\$190,000		\$19,000	
69		25		35	
\$116,667	-10%	Insufficient Data	N/A	no data	N/A
\$110,000					
3					
\$122,500		Insufficient Data	N/A	\$128,571	
\$122,500				\$120,000	
2				7	
\$122,122	17%	\$103,400	15%	\$92,500	-35%
\$120,000		\$103,400		\$92,500	
10		2		2	
\$99,102		\$95,534		\$143,584	
\$103,000		\$90,000		\$141,440	
23		11		23	

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

CPL and CPL/ESA Certification			Energy Company	Land Services	Independent Contractors
Male	Yes	Average	\$171,293	\$102,560	\$112,871
		Median	\$167,500	\$115,000	\$105,500
		Responses	142	7	30
	No	Average	\$144,115	\$102,722	\$104,427
		Median	\$135,000	\$88,750	\$100,000
		Responses	87	21	75
Female	Yes	Average	\$161,165	Insufficient Data	\$143,288
		Median	\$155,000		\$138,438
		Responses	45		10
	No	Average	\$119,660	\$117,167	\$82,004
		Median	\$115,00	\$95,000	\$80,000
		Responses	59	6	13

Graph 23. Independent Contractor Day Rate by Years of Experience

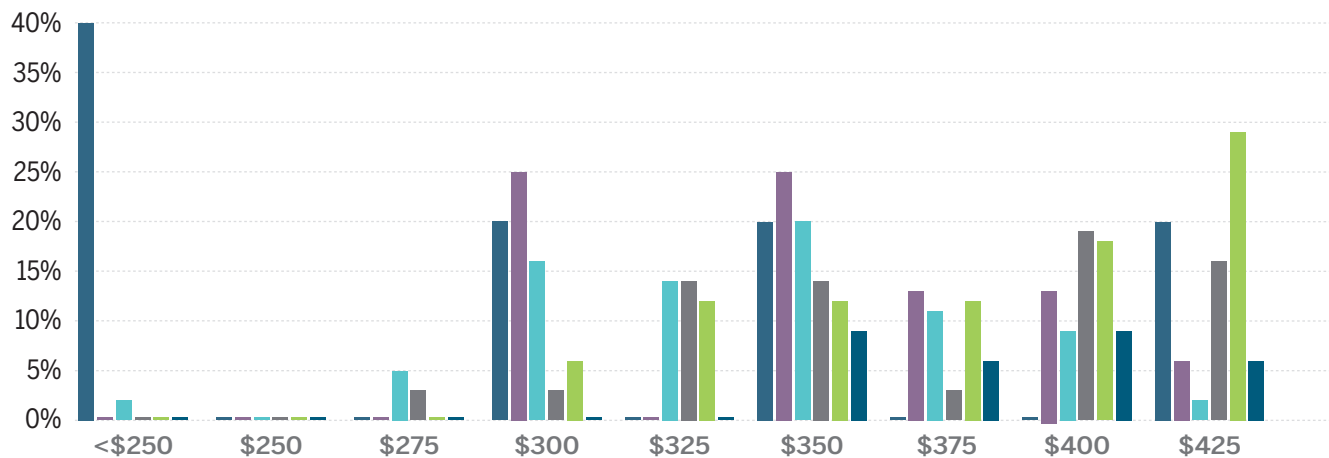


Table 18. Compensation by Years of Land Experience

Years of Experience		Energy Company	Land Services	Independent Contractors
0-5	Average	\$99,242	Insufficient Data	\$74,170
	Median	\$101,250		\$72,500
	Responses	18		5
6-10	Average	\$114,116	\$99,083	\$102,860
	Median	\$113,750	\$93,500	\$95,000
	Responses	64	6	15
11-15	Average	\$147,040	\$98,216	\$98,292
	Median	\$150,000	\$86,875	\$90,000
	Responses	116	14	40
16-20	Average	\$166,098	\$119,000	\$110,588
	Median	\$166,000	\$100,000	\$109,369
	Responses	74	5	35
21-30	Average	\$195,650	\$81,780	\$97,712
	Median	\$182,500	\$81,780	\$90,000
	Responses	30	2	15
31+	Average	\$202,817	\$128,571	\$138,950
	Median	\$180,000	\$120,000	\$120,000
	Responses	50	7	31

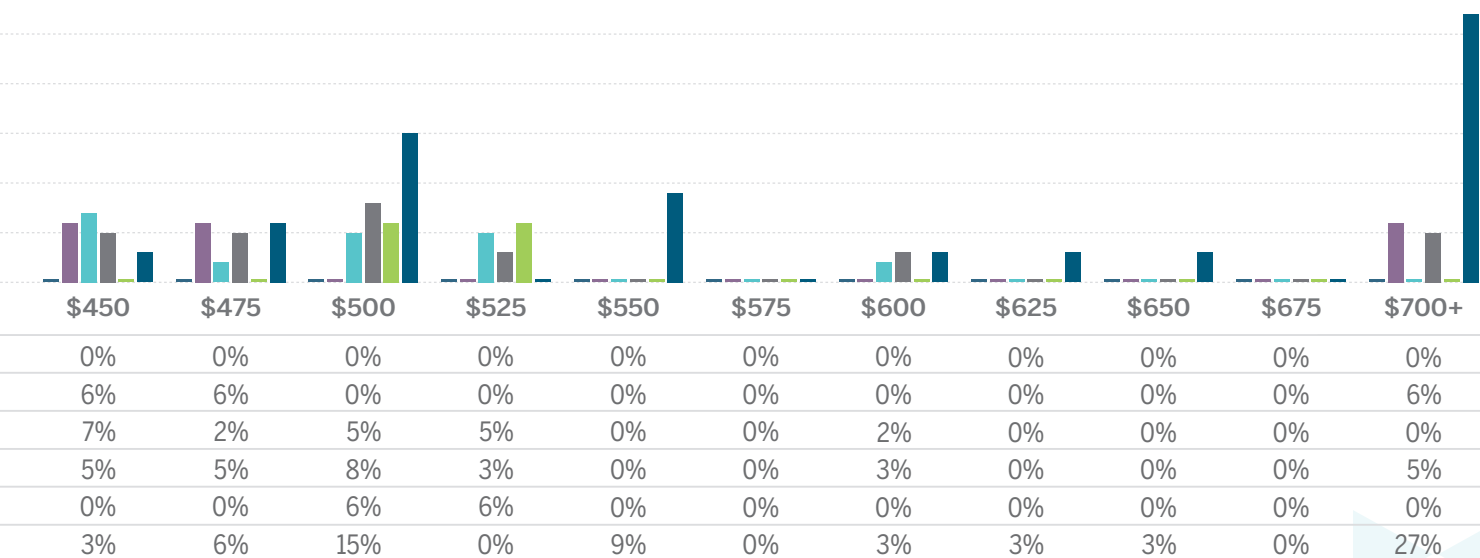


Table 19. Compensation by Gender and Years of Experience

Years of Experience		Female Energy Company	Male Energy Company
0-5	Average	\$110,206	\$90,471
	Median	\$109,400	\$90,750
	Responses	8	10
6-10	Average	\$106,572	\$118,057
	Median	\$100,000	\$120,000
	Responses	23	40
11-15	Average	\$132,577	\$153,113
	Median	\$126,196	\$152,550
	Responses	29	84
16-20	Average	\$163,277	\$164,447
	Median	\$159,300	\$168,000
	Responses	20	53
21-30	Average	\$162,255	\$223,496
	Median	\$141,000	\$200,000
	Responses	12	15
31+	Average	\$152,633	\$223,903
	Median	\$150,000	\$205,000
	Responses	13	35

Table 20. Average Energy Company Bonuses by Years of Experience

Energy Company	Cash value of any form of compensation (royalty pool, working interest participation, etc.) received in 2021	Number of Responses	Total value of any cash bonus received in 2021	Number of Responses
0-5 Years	No Data	0	\$22,782	16
6-10 Years	\$73,700	5	\$29,437	50
11-15 Years	\$67,431	13	\$37,270	91
16-20 Years	\$48,017	12	\$43,970	58
21-30 Years	\$73,000	8	\$38,800	23
31+ Years	\$108,938	16	\$66,849	41

Table 21. Average Independent Contractor Bonuses by Years of Experience

Independent Contractors	Cash value of any form of compensation (royalty pool, working interest participation, etc.) received in 2021	Number of Responses	Total value of any cash bonus received in 2021	Number of Responses
0-5 Years	No Data	No Data	No Data	No Data
6-10 Years	No Data	No Data	\$3,000	5
11-15 Years	\$35,666.67	3	\$11,944.44	9
16-20 Years	\$9,625.00	4	\$48,700.00	7
21-30 Years	\$500.00	1	\$1,666.67	3
31+ Years	\$60,160.00	10	\$38,166.67	6

Female Land Services	Male Land Services	Female Independent Contractors	Male Independent Contractors
Insufficient Data	No Data	Insufficient Data	\$74,588
			\$73,000
			4
Insufficient Data	\$102,900	Insufficient Data	\$103,850
	\$97,000		\$99,500
	5		14
Insufficient Data	\$97,310	\$80,970	\$100,783
	\$85,000	\$82,500	\$92,000
	13	6	33
\$118,333	\$120,000	\$82,931	\$109,628
\$110,000	\$120,000	\$76,863	\$112,500
3	2	4	30
No Data	\$81,780	\$100,479	\$96,850
	\$81,780	\$98,000	\$95,400
	2	6	8
Insufficient Data	\$115,333	\$172,833	\$128,973
	\$145,000	\$187,500	\$113,000
	6	6	21

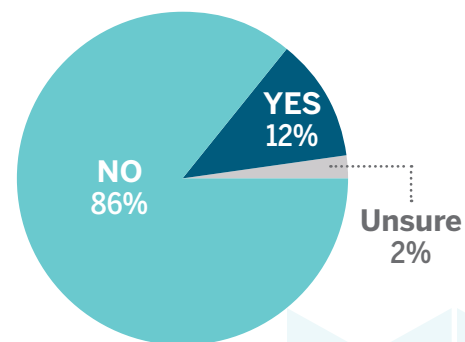
Table 22. Average Land Services Employee Bonuses by Years of Experience

Land Services	Cash value of any form of compensation (royalty pool, working interest participation, etc.) received in 2021	Number of Responses	Total value of any cash bonus received in 2021	Number of Responses
0-5 Years	no data	no data	no data	no data
6-10 Years	no data	no data	\$124,000	4
11-15 Years	\$120,000	1	\$20,200	5
16-20 Years	no data	no data	\$5,500	3
21-30 Years	\$4,800	1	no data	no data
31+ Years	no data	no data	\$21,000	5

COMPANY PROJECTS

Most respondents — 86% — indicated that their employers do not give their employees an option to participate in company projects such as acquiring overriding royalty or purchase working interest in drilling projects.

Graph 24. Option by Employer to Participate in Company Projects
(e.g., acquire overriding royalties or purchase working interests in drilling projects)



▶ FOLLOWING ARE KEY TAKEAWAYS FROM THE 2021 AAPL COMPENSATION SURVEY:



For 2021, landmen reported an average total compensation of \$139,442 — the highest since AAPL's compensation survey began.



The U.S. gender wage gap remains the same with the most current data from 2020 stating that for every 1 dollar a male earns, women earn 82 cents for comparable work. Although males, on average, report 24% higher salaries than females across AAPL studies, the 2021 study marks the first time the gender discrepancy dipped below two digits at 8%, resulting in a decrease of 15 percentage points from 2019 to 2021.



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



In 2021-22, the Certification Committee reviewed 255 applications and 222 new designations were earned by members. AAPL currently has 4,742 members who hold an AAPL certification, which represents 44% of eligible members.

LOOKING FOR A JOB?



Members are welcome to log in to AAPL's Career Center, which provides employment-related information, such as career coaching opportunities, interviewing tips, resumé writing, helpful articles and more.

Additional member benefits include creating an online profile and job alerts, posting your resumé and applying for jobs.

Log in today at landman.org/resources/career-center

