

2024 Compensation Study

Average compensation for energy company employees and independent contractors increases while median compensation holds steady across the board

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

The 2024 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.

Research and analysis by Data Point Consulting LLC

FOR AAPL MEMBERS ONLY — NOT FOR CIRCULATION



Since 1990, AAPL has taken the lead on researching landman compensation trends across the United States. To date, nine studies have been conducted to better understand the compensation landscape for landmen.

In 2005, landman compensation broke the six-figure mark and has averaged a total compensation of \$109,165 since 1990, which is about a 15% increase over the years (see table 1). 2021 posted the highest average at \$139,442, while the most recent study saw a 2% decline in 2023 to \$136,791, which was still up from all other previous studies. Given the trend, it appears landmen will not only see compensation increases year to year, but making six figures as a landman is here to stay.

The gender wage gap is a lingering concern. According to the Pew Research Center, the gap has narrowed since 1982, when women earned 65 cents to each dollar earned by men for full-time, year-round *similar* work, compared with 2022, when women earned 82 cents for every dollar

earned by men. Yet there is still progress to be made.¹

This century, there has been a stall in the movement to close the gender wage gap. In 2002, women earned 80 cents to every dollar earned by men compared with 82 cents in 2022 — just 2 cents more in 20 years.

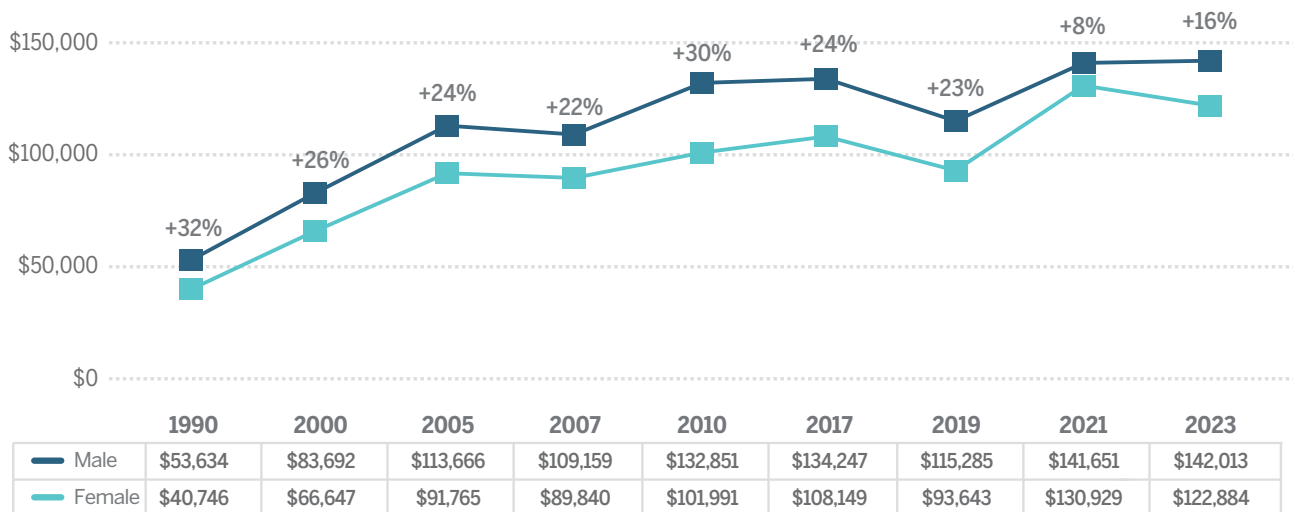
Since 2010, there appears to be a positive trend moving forward for female landmen earning six figures, except for a dip in 2019. Looking at the last nine AAPL compensation studies, females, on average, earn 23% less than male landmen, with the largest gap in 1990 (32%) and lowest in 2021 (8%), which equates to roughly \$20,000 less a year (see graph 1). According to the most recent survey, where landmen self-reported their compensation, females saw the largest pay gap in land services, earning 27% less than

1 Pew Research Center (2023) The Enduring Grip of the Gender Pay Gap. Retrieved April 23, 2024, from [pewresearch.org/social-trends/2023/03/01/the-enduring-grip-of-the-gender-pay-gap](https://www.pewresearch.org/social-trends/2023/03/01/the-enduring-grip-of-the-gender-pay-gap)

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

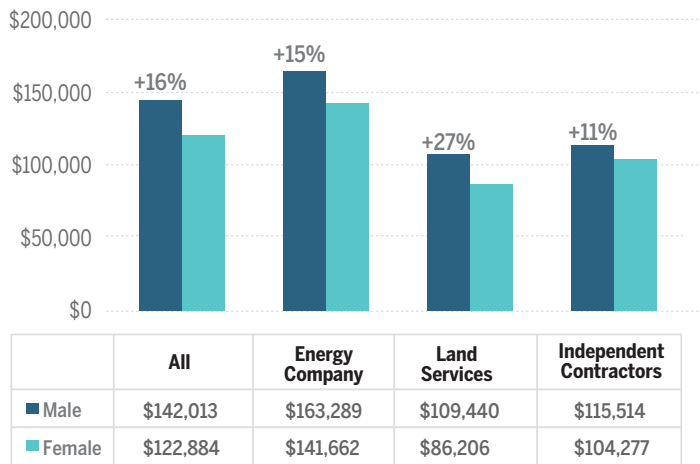
	1990	2000	2005	2007	2010	2017	2019	2021	2023
Average	\$51,584	\$80,658	\$108,364	\$104,421	\$125,455	\$126,998	\$108,773	\$139,442	\$136,791
Median	\$46,000	\$75,000	\$100,000	\$93,000	\$100,000	\$105,000	\$95,000	\$126,688	\$123,800
Mode	\$40,000	\$60,000	\$100,000	\$120,000	\$100,000	\$100,000	\$100,000	\$120,000	\$100,000

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



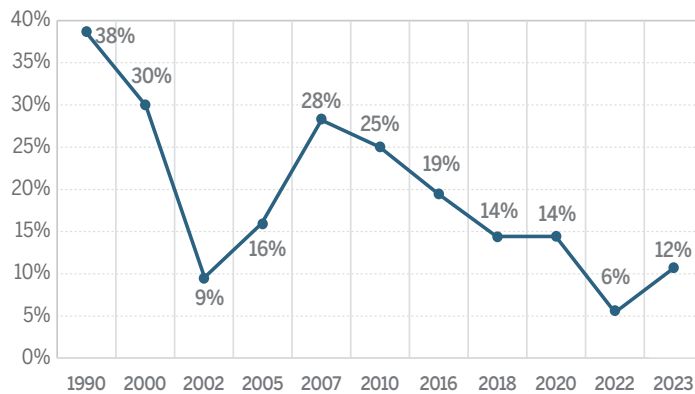
*Percent indicates percentage change from male compensation compared to females in that year.

Graph 2. 2023 Landmen Total Compensation (excluding cash bonuses and stock/grant options)*

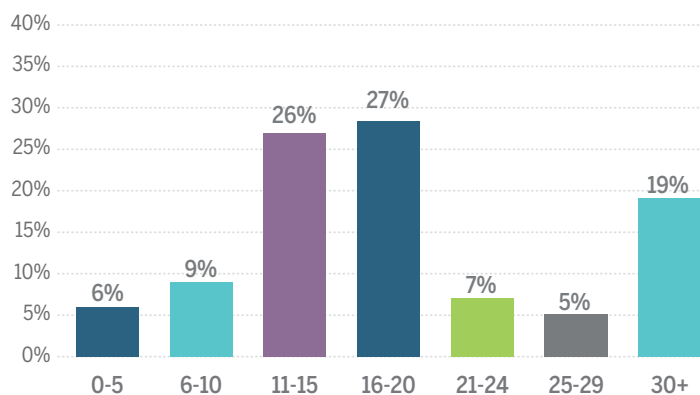


*Percent indicates percentage change from male compensation compared to females in each employment class.

Graph 3. Compensation Survey Response Rate 1990-2024



Graph 4. Years of Landwork Experience



their male counterparts in 2023 (see graph 2). In contrast, females in 2021 earned, on average, 12% more than males, according to AAPL's prior survey. Although these findings were positive in 2021, this most likely was an anomaly given the data in this study and the current gender wage gap that we continue to see at a national level. In addition, a larger number of males with more years of landwork experience responded to the 2024 survey compared with females, which may have contributed slightly to the gender wage gap found in this study.

▶ SURVEY METHODOLOGY

AAPL partnered with a third-party company, Data Point Consulting LLC, to administer, collect, analyze and report the results. The survey was successfully sent to 9,738 AAPL Active members in February 2024 and was open for a month. Reminders were sent out to increase engagement while the survey was active, resulting in a 12% response rate, up 6% from the previous year (see graph 3). AAPL has averaged a 19% response rate for the last nine studies. As a thank you for completing the survey, respondents had the opportunity to enter a random drawing to win one of one of six Visa gift cards.

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

When comparing demographics between the survey respondents and AAPL's membership, this data is representative of the general membership population when broken out by gender as gender makeup of both the survey (29% females, 71% males) and membership (25% females, 75% males) closely aligns.

▶ DEMOGRAPHIC MAKEUP RESPONDENTS

Slightly over 50% of landmen surveyed have 11-20 years of landwork experience, while almost 20% of respondents have 30 or more years. In addition, almost 30% of respondents are 60 or older (see graph 7). As the number of years of experience increases from study to study, there could be a plateau coming for those who have been in the field for 30-plus years as more people retire. The U.S. Census Bureau reported that in 2020 about 17% of people in the United States were 65 and over, compared to only 5%

in 1920 — just 100 years earlier.² This significant increase in the aging population will most likely create a skills gap of qualified workers, and landwork is not exempt from this.

As noted in the previous study, by 2030 members of the baby boomer generation will be 65 and older, and this generation will be the *first* to outnumber children (17 and younger) due to decline in fertility and mortality rates. Simply stated, people in the United States are having fewer children — or waiting longer — while also living longer.

Per the U.S. census, the life expectancy rate for the total population increased by almost 10 years from 69.7 in 1960 to 79.4 years in 2015. Life expectancy is projected to increase an additional 6.1 years from 2016 to 2060 to an all-time high of 85.6 years.³ Time will tell if the age

of retirement will increase to combat the decline in the number of people participating in the labor market, which is the count of the economy's active workforce.

A majority of survey participants — 66% — have been members of AAPL for more than a decade. The 11-15 years category received the highest response rate at 30% (see graph 6).

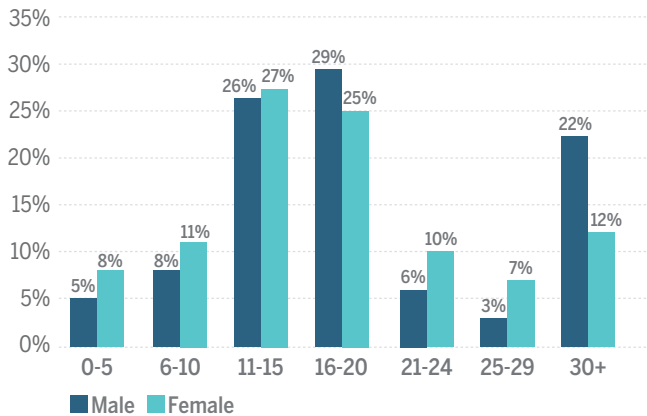
Roughly 30% of respondents were 60-plus years old while 36% ranged between the ages of 35 and 44 (see graph 7).

Since 2020, the highest level of education obtained by the majority of respondents is a bachelor's degree (44%) (see graph 9).

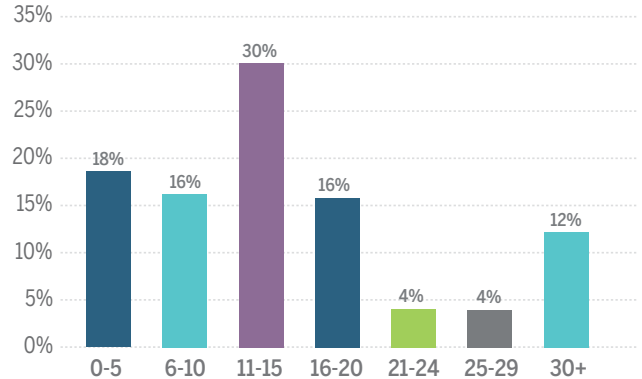
2 U.S. Census Bureau (2023) U.S. Older Population Grew From 2021 to 2020 at Fastest Rate Since 1880 to 1890. Retrieved April 14, 2024, from census.gov/library/stories/2023/05/2020-census-united-states-older-population-grew.html

3 U.S. Census Bureau (2020) Living Longer: Historical and Projected life Expectancy in the United States, 1960 to 2060. Retrieved April 14, 2024, from census.gov/content/dam/Census/library/publications/2020/demo/p25-1145.pdf

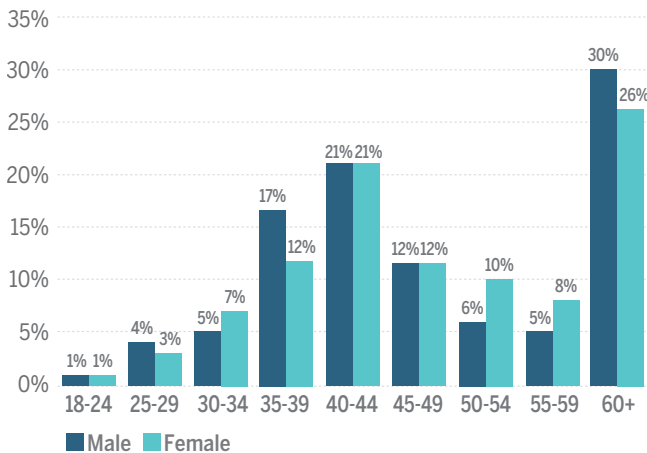
Graph 5. Years of Landwork Experience by Gender



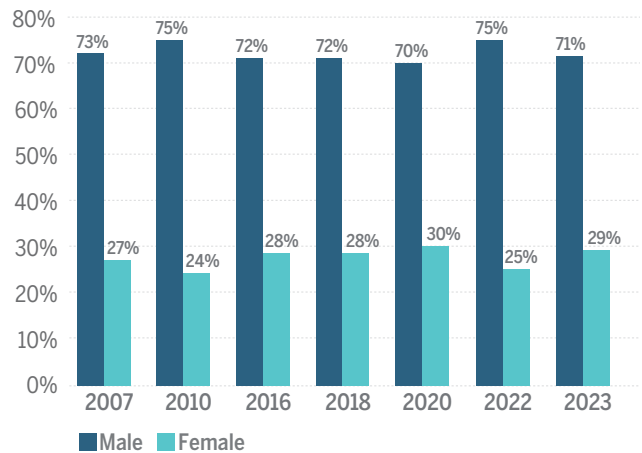
Graph 6. Years of AAPL Membership



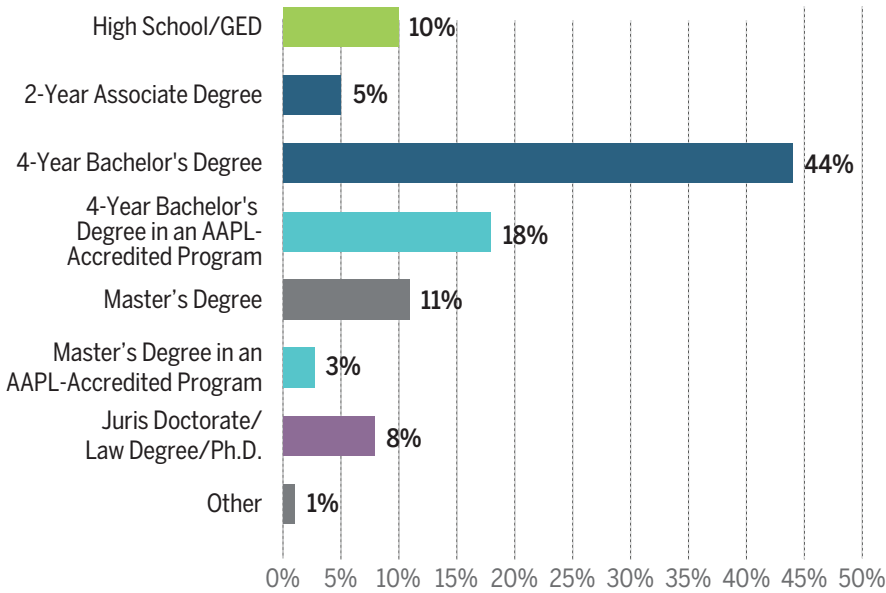
Graph 7. Age of Respondents



Graph 8. Response by Gender



Graph 9. Highest Education Level



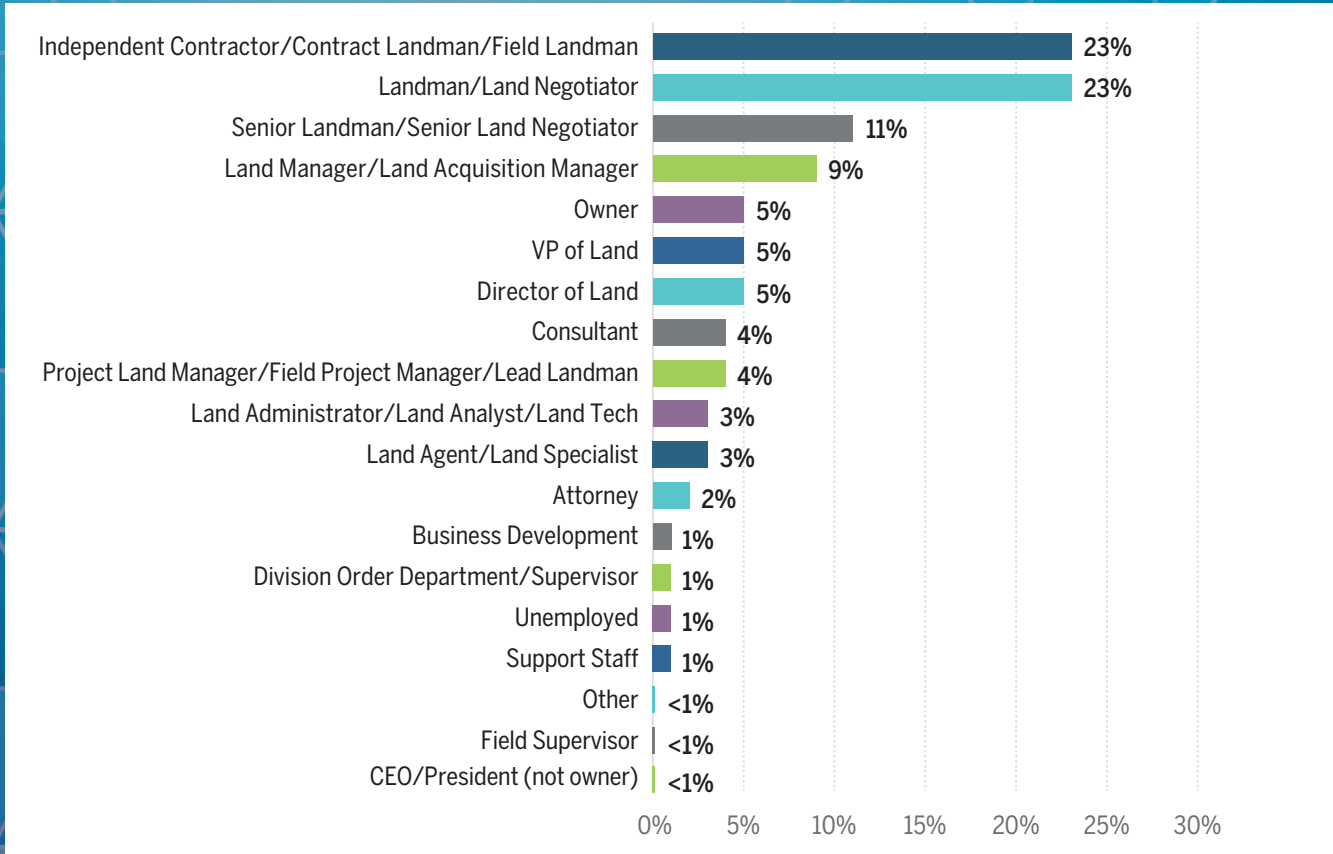
ON THE JOB STATS

The top two job categories among respondents were landman/land negotiator and independent contractor/contract landman/field landman, both at 23% (see graph 10). These results are comparable to what has been collected from previous studies.

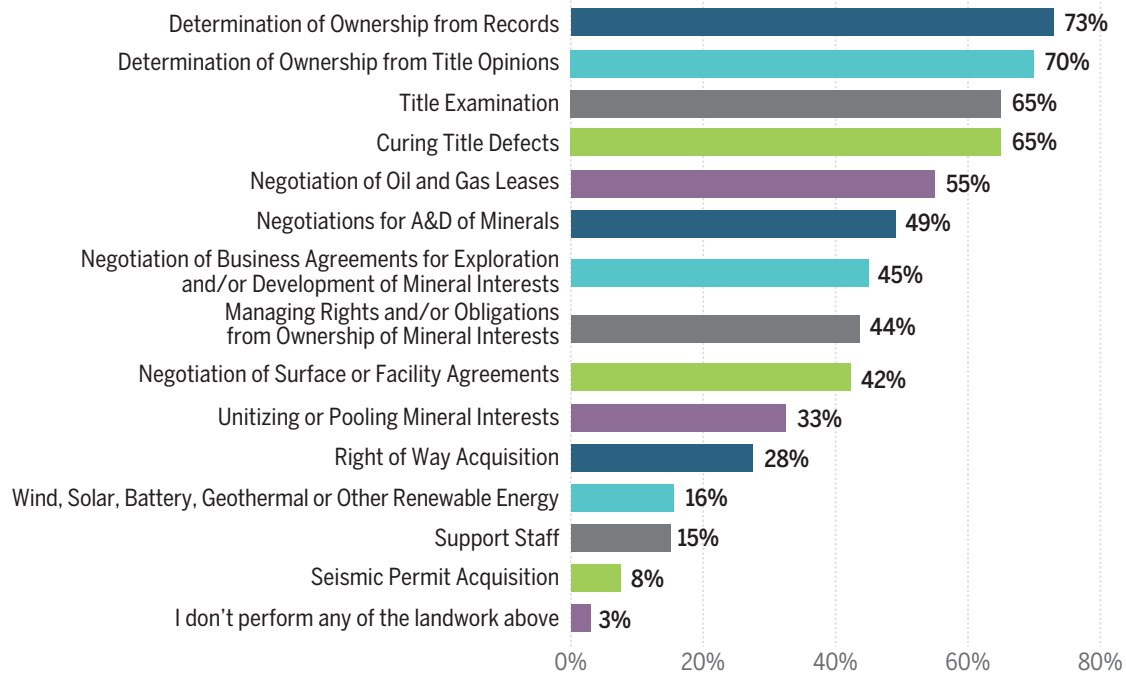
Landmen perform many types of duties during their day-to-day work. Most respondents indicated they determine ownership from records (73%) and title opinions (70%).

The types of employers landmen work for vary. Oil and gas independent company (37%) has been the No. 1 employer for the last two studies. Brokerage firm/broker/land services provider (34%) has been trailing but showed an increase of 10% more respondents in 2024 indicating this employment option compared to 2022.

Graph 10. Organization Job Title

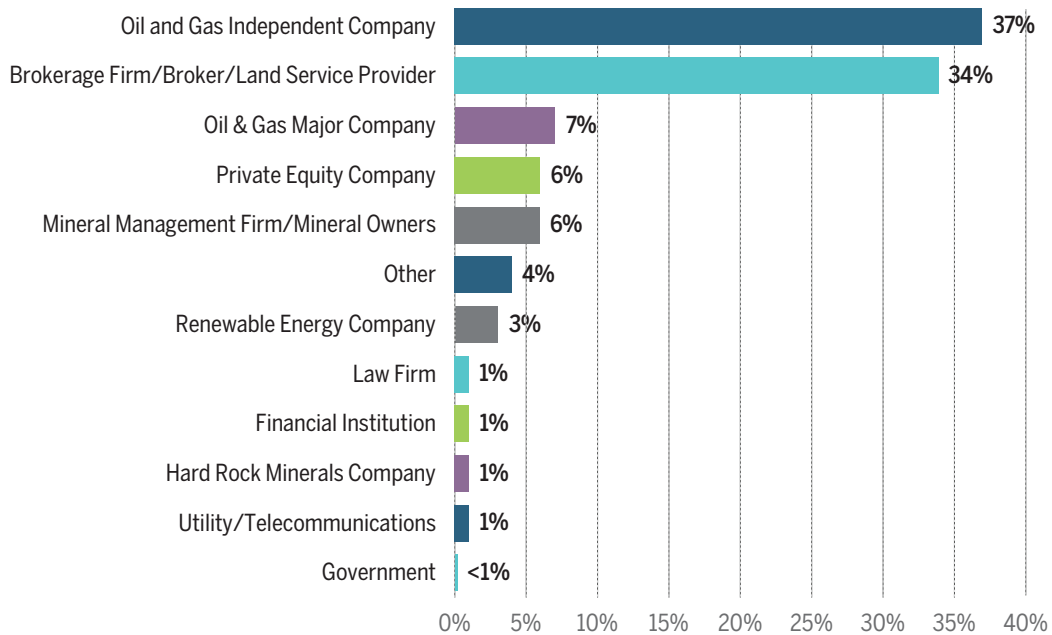


Graph 11. Types of Landwork Performed



*Total will equal over 100 as respondents could select multiple options

Graph 12. Types of Employer



A small portion of respondents (3%) indicated they work at a renewable energy company (see graph 12). Of those, 21% are female and earn roughly \$126,000, on average, which is about \$8,000 less than males among this group. A quarter of these respondents hold the title of an independent contractor, contract landman or field landman. In addition, respondents who are employed at renewable energy companies earn less compared with those working in oil and gas. See table 2 for overall average compensation between renewable energy companies and traditional energy companies.

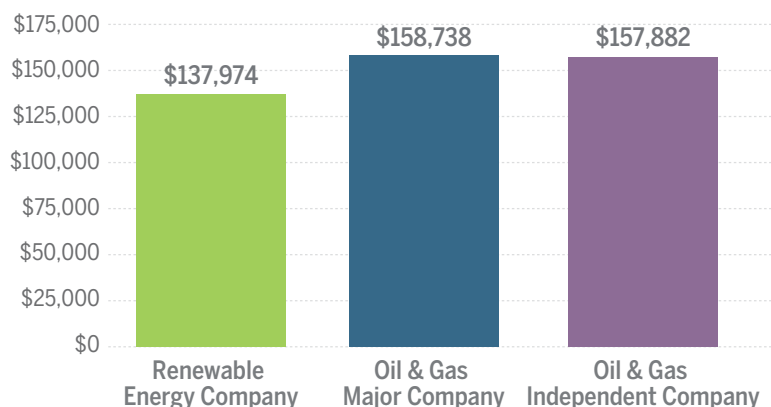
Interestingly, 56% of respondents in 2020 were independent contractors compared to 38% in 2024. Conversely, 54% of respondents in 2024 were from energy companies compared to 33% in 2020 (see graph 13).

► COMPENSATION

Continuing the trend, landmen working for energy companies make more money, on average, compared to independent contractors and land services employees. Since 2000, 20-plus years later, total compensation has almost doubled for energy company employees — an increase of 86% since 2000 — earning \$157,702 a year, on average, in 2023 (see table 3). Independent contractors' total compensation has increased by 57% since 2000 resulting in earnings of \$112,391, on average, in 2023 (see table 4). Land services employees seem to have broken into the six-figure mark since 2021 and show a positive outlook in the years to come.

Females in energy companies make 15% less than males, on average, which is an improvement of 26 percentage points since the first report in 1990 (see graph 16). Current figures indicate male independent contractors are making 11% or about \$11,000 more, on average, than females (see graph 14). Noticeably, about 50% of male independent contractors' hourly rates fall in the \$400 range while female rates fall within \$300 (see graph 15). Like previous AAPL studies, compensation continues to climb at a faster speed within energy companies compared with land services and independent contractors.

Table 2. Renewable Energy Company vs. Oil & Gas Average Compensation
(excluding cash bonuses and stock/grant options)



Graph 13. Employment Status

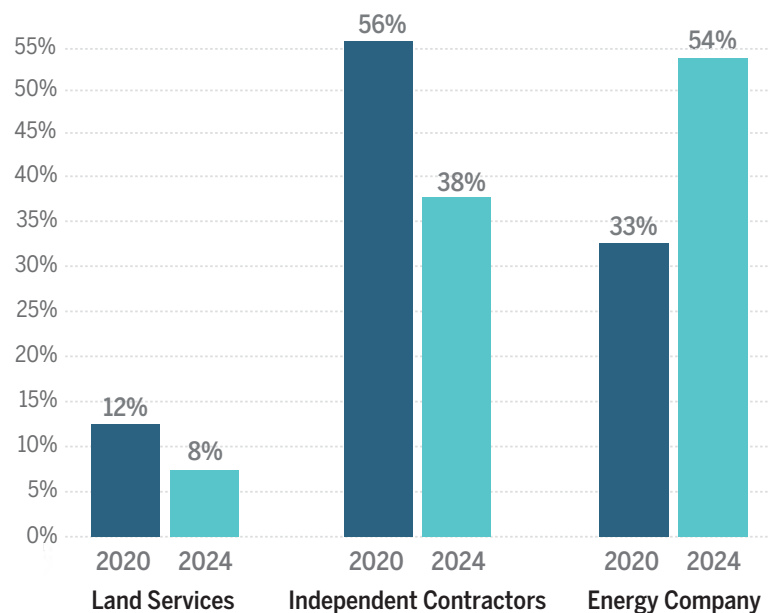


Table 3. Energy Company – Total Compensation
(excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017	2019	2021	2023
Average	\$57,477	\$84,858	\$109,936	\$108,557	\$124,641	\$140,475	\$139,487	\$154,682	\$157,702
Median	\$52,800	\$81,000	\$108,000	\$100,000	\$100,000	\$120,250	\$130,000	\$150,000	\$150,000
Mode	\$50,000	\$100,000	\$120,000	\$150,000	\$100,000	\$150,000	\$150,000	\$150,000	\$150,000

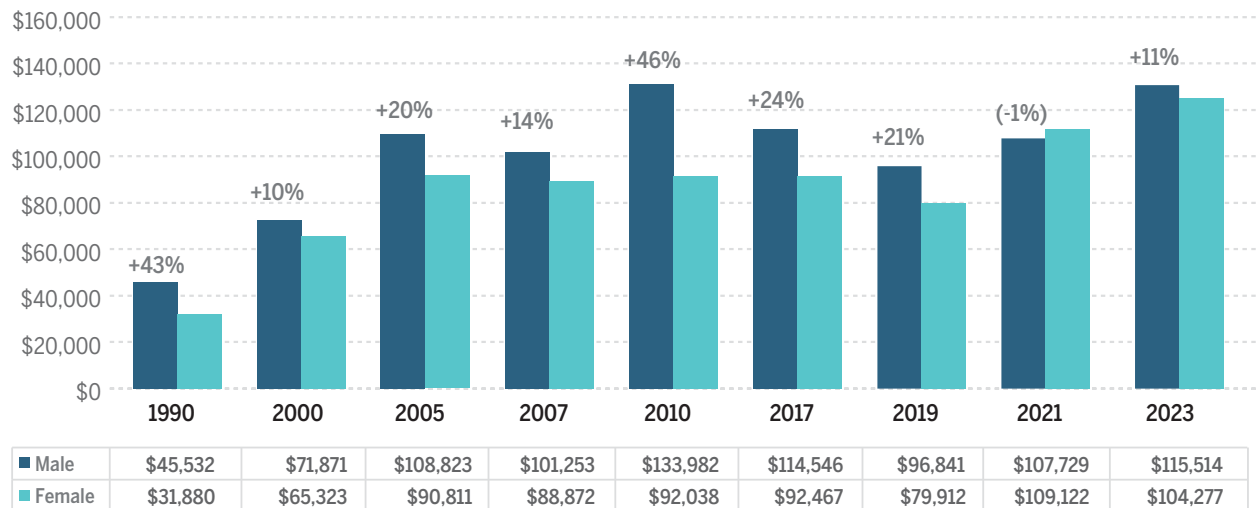
Table 4. Independent Contractors – Total Compensation
(excluding cash bonuses and stock/grant options)

	1990	2000	2005	2007	2010	2017	2019	2021	2023
Average	\$41,406	\$71,401	\$105,346	\$98,593	\$126,608	\$109,378	\$92,060	\$109,852	\$112,391
Median	\$36,000	\$65,000	\$89,500	\$87,000	\$90,000	\$92,000	\$85,000	\$100,000	\$100,000
Mode	\$30,000	\$60,000	\$100,000	\$75,000	\$100,000	\$100,000	\$100,000	\$120,000	\$100,000

Table 5. Land Services – Total Compensation
(excluding cash bonuses and stock/grant options)

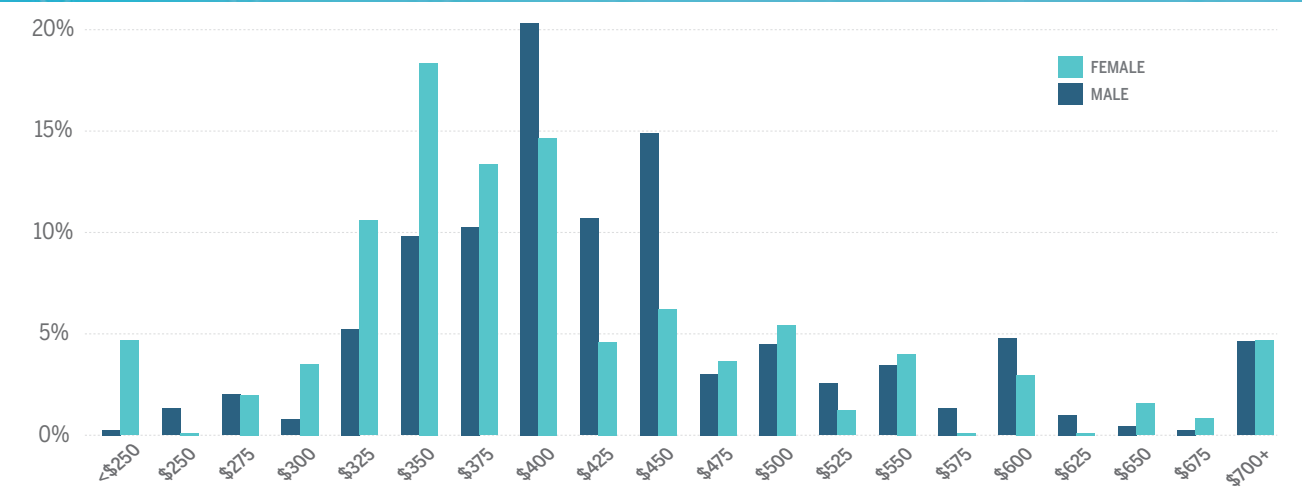
	2019	2021	2023
Average	\$97,704	\$105,374	\$101,418
Median	\$85,000	\$90,000	\$90,000
Mode	\$80,000	\$80,000	\$70,000

Graph 14. Independent Contractors – Total Compensation by Gender 1990-2023 Survey Comparison
(excluding cash bonuses and stock/grant options)*

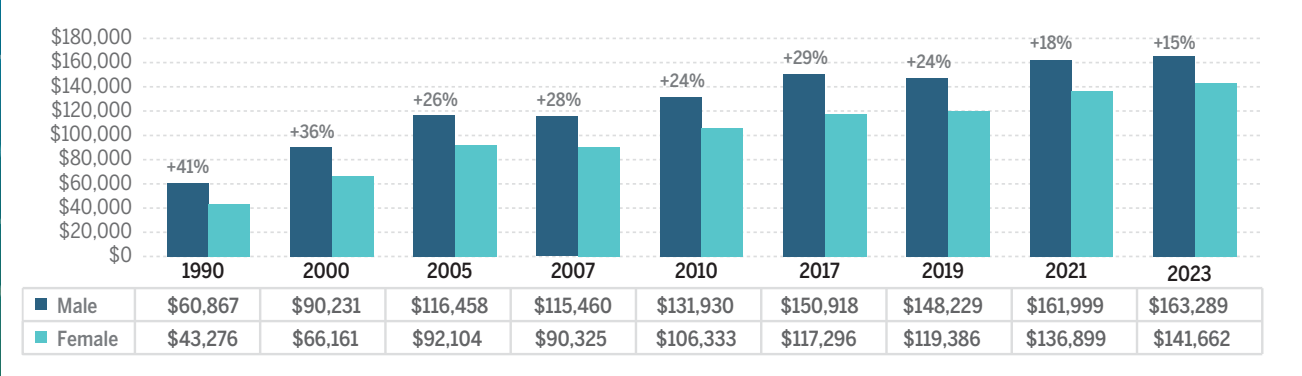


* Percent indicates percentage change from male compensation compared to females in that year

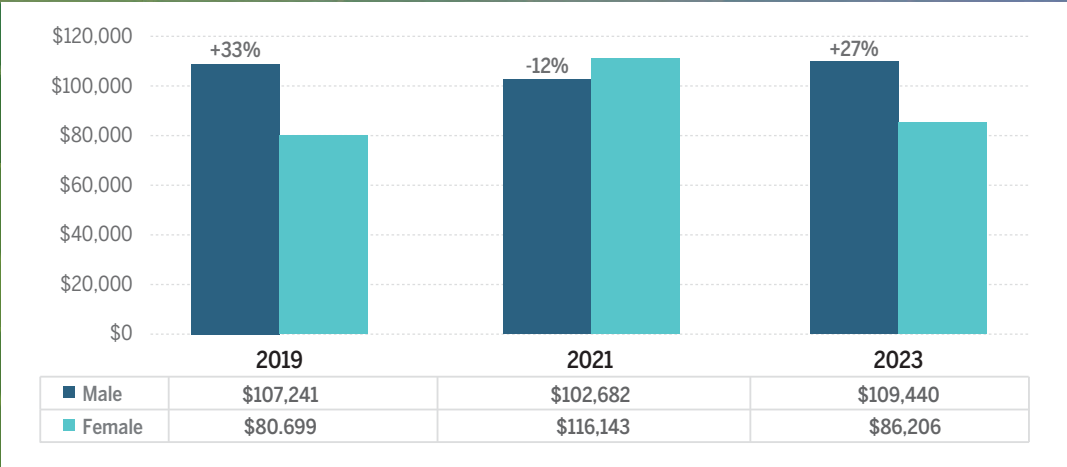
Graph 15. Independent Contractor: Day Rate Comparison by Gender
(excluding cash bonuses and stock/grant options)*



Graph 16. Energy Company — Total Compensation by Gender 1990-2021 Survey Comparison
(excluding cash bonuses and stock/grant options)*



Graph 17. 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.

▶ STATE BY STATE

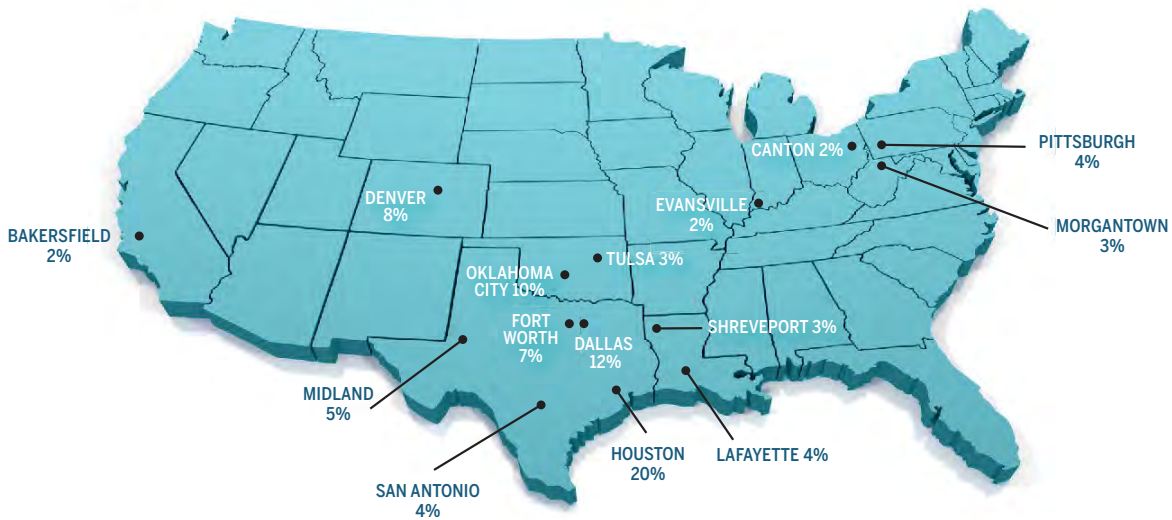
The top 7 states landmen reside in are Texas (50%), Oklahoma (13%), Colorado (7%), Louisiana (7%), West Virginia (3%), Pennsylvania (3%), Ohio (2%). When comparing the top seven states of where respondents lived in 2023, Texas residents earned higher compensation across all employee groups when comparing the medians (see table 6) with almost a quarter of respondents working within the Permian Basin region (see graph 22 and table 7).

Although only 8% of respondents reported working in the Gulf Coast: South Texas/Upper Texas region, employees working for energy companies in this region saw the highest total compensation (\$181,687), on average, compared to the lowest compensation for those in the Appalachian Basin (\$131,456). Independent contractors saw similar compensation across many different regions with elevated numbers in the Permian Basin and all the U.S. (see table 7).

Graph 19. Major City of Residence



Graph 20. Major City of Residence Map



Graph 21. Most Common States of Residence

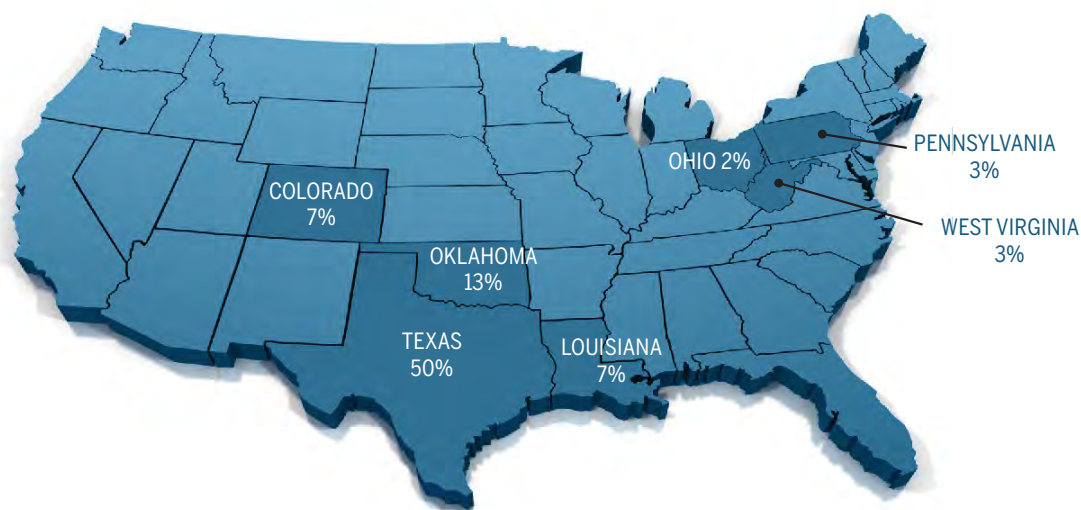


Table 6. Compensation by State

State		Energy Company	Land Services	Independent Contractors
Texas	Average	\$168,234	\$122,785	\$117,855
	Median	\$158,818	\$105,000	\$107,875
	Responses	290	26	198
Oklahoma	Average	\$150,203	\$85,114	\$100,887
	Median	\$148,000	\$80,000	\$95,500
	Responses	71	11	49
Colorado	Average	\$167,410	\$103,750	\$128,867
	Median	\$155,000	\$103,750	\$105,000
	Responses	58	2	17
Pennsylvania	Average	\$126,222	\$70,083	\$87,903
	Median	\$114,404	\$70,500	\$81,200
	Responses	24	6	10
Louisiana	Average	\$163,112	\$98,471	\$105,151
	Median	\$140,000	\$95,500	\$100,000
	Responses	15	6	46
West Virginia	Average	\$123,707	\$76,606	\$88,109
	Median	\$118,750	\$76,360	\$86,950
	Responses	14	10	14
Ohio	Average	\$106,960	\$80,078	\$111,621
	Median	\$93,703	\$78,000	\$90,486
	Responses	10	3	8

Graph 22. Primary Geological Region of Work

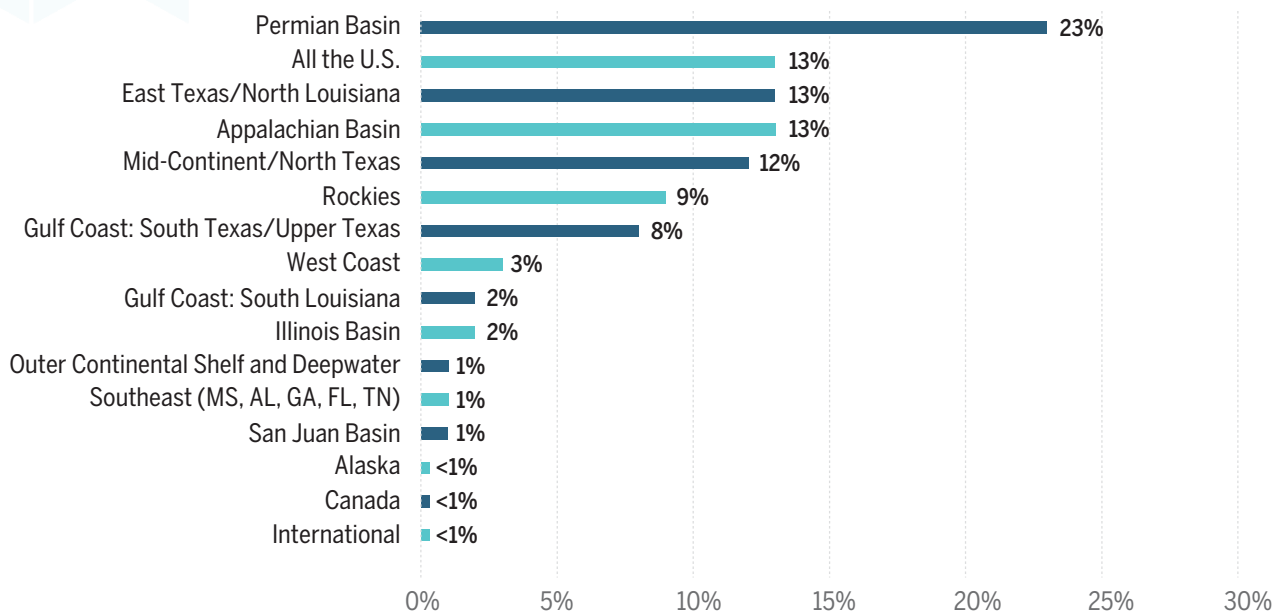


Table 7. Top 7 Primary Regions of Work (excluding cash bonuses and stock/grant options)

	% Working in Region	Energy Company		Land Services		Independent Contractors	
		Average Total Compensation	Number of Respondents	Average Total Compensation	Number of Respondents	Average Total Compensation	Number of Respondents
Permian Basin	23%	\$170,086	123	\$108,558	13	\$122,360	90
All the U.S.	13%	\$162,113	79	\$95,998	17	\$128,787	35
East Texas/ North Louisiana	13%	\$150,792	38	\$145,786	7	\$108,238	89
Appalachian Basin	13%	\$131,456	66	\$73,576	18	\$102,090	46
Mid-Continent/ North Texas	12%	\$139,412	79	\$94,375	6	\$101,842	35
Rockies	9%	\$162,473	67	\$117,434	3	\$106,761	23
Gulf Coast: South Texas/ Upper Texas	8%	\$181,687	41	Insufficient Data		\$107,457	35

► EDUCATION & CERTIFICATION LEVEL BREAKDOWN

In general, the more education one obtains, the higher their total compensation. This is no different for those who work in the energy industry (see table 8), although there isn't much of a difference in total compensation until respondents reported at least a bachelor's degree.

More than 60% of respondents hold an AAPL certification (see graph 23). Data shows that having a certification increases total compensation (see tables 9-12).

Like previous studies, when comparing across employment categories and certifications, respondents with a CPL or CPL/ESA certification reported earning more compared to the RPL certification. The gap between those with a CPL or CPL/ESA certification was much greater in earnings compared with the gap between the RPL and no certification across studies. When comparing employee categories, this was most significantly seen among employees working for energy companies (see table 9).

Table 8. Compensation by Education Level

Education Level		Energy Company	Land Services	Independent Contractors
High School/GED	Average	\$135,126	\$83,900	\$105,936
	Median	\$123,000	\$82,000	\$98,154
	Responses	35	15	71
2-Year Associate Degree	Average	\$111,104	\$75,417	\$108,418
	Median	\$94,600	\$72,000	\$100,000
	Responses	23	3	43
4-Year Bachelor's Degree	Average	\$155,999	\$107,483	\$113,869
	Median	\$147,000	\$98,651	\$102,000
	Responses	222	33	177
4-Year Bachelor's Degree in an AAPL-Accredited Program	Average	\$158,605	\$101,404	\$116,323
	Median	\$150,000	\$77,000	\$103,000
	Responses	120	8	29
Master's Degree	Average	\$162,880	\$124,500	\$114,413
	Median	\$155,000	\$96,500	\$100,000
	Responses	70	5	32
Master's Degree in an AAPL-Accredited Program	Average	\$163,587	Insufficient Data	\$123,250
	Median	\$160,000		\$112,000
	Responses	35		5
Juris Doctorate/ Law Degree	Average	\$186,940	\$111,744	\$113,622
	Median	\$180,000	\$120,000	\$110,500
	Responses	41	5	15

Energy company employees who reported having a CPL or CPL/ESA certification averaged nearly \$200,000 in total compensation when working in the industry for 21-24 years, resulting in 22% more in compensation than those without certification (see table 11). Their total compensation with this certification was also much higher compared to independent contractors and land services employees, which isn't surprising as energy company employees earn more, on average.

Not surprisingly, as landmen continue to build a career in the industry, they typically see their compensation increase regardless of employment category or gender (see table 15).

Graph 23. Level of Certification

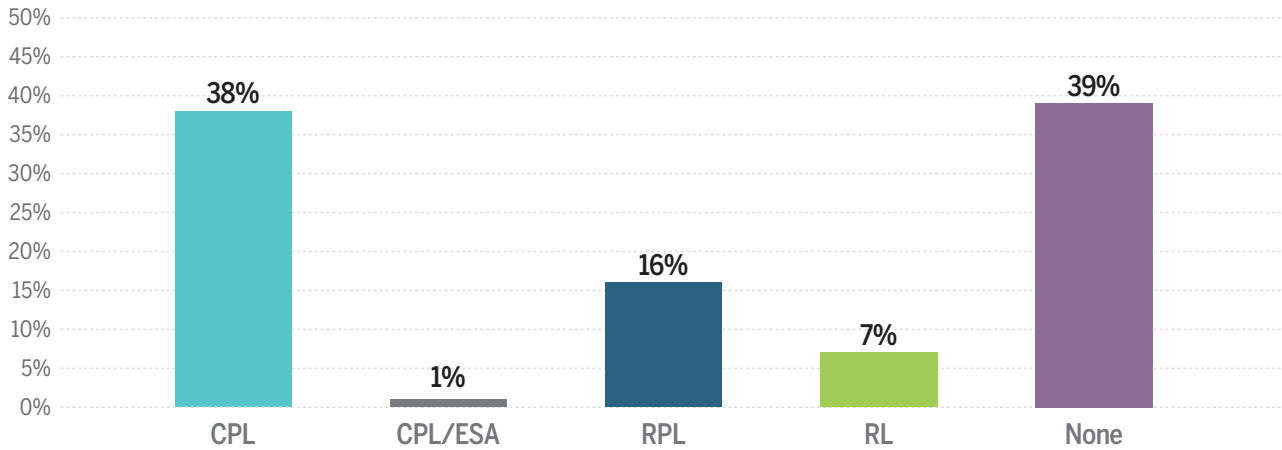


Table 9. Certification by Total Compensation

		Energy Company			Independent Contractor			Land Services		
		2019	2021	2023	2019	2021	2023	2019	2021	2023
No Certification	Mean	\$128,866	\$141,889	\$141,643	\$85,280	\$97,248	\$106,440	\$88,846	\$110,691	\$94,984
	Median	\$112,750	\$130,000	\$125,000	\$80,000	\$88,000	\$98,000	\$79,000	\$80,000	\$84,389
CPL or CPL/ESA	Mean	\$166,039	\$169,609	\$178,131	\$106,838	\$120,475	\$127,674	\$123,353	\$103,490	\$117,520
	Median	\$156,000	\$165,000	\$169,000	\$92,625	\$108,500	\$113,750	\$110,000	\$112,500	\$94,750
RPL	Mean	\$125,591	\$138,107	\$139,782	\$95,930	\$106,216	\$115,523	\$91,972	\$103,312	\$92,408
	Median	\$118,000	\$125,000	\$135,000	\$90,000	\$100,000	\$106,250	\$87,500	\$90,000	\$85,805
RL	Mean	Not reported	\$98,310	\$110,314	Not reported	\$99,374	\$94,931	Not reported	\$90,000	\$108,972
	Median	Not reported	\$94,000	\$100,000	Not reported	\$109,267	\$92,000	Not reported	\$90,000	\$93,000

Table 10. 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	Members not eligible for CPL	Members not eligible for CPL	Members not eligible for CPL	
		Median				
		Responses				
	6 to 10 years	Average	\$148,034	\$92,750	\$124,500	
		Median	\$146,500	\$92,750	\$124,500	
		Responses	16	2	2	
	11 to 15 years	Average	\$162,689	\$101,618	\$125,661	
		Median	\$163,591	\$101,618	\$110,000	
		Responses	72	2	22	
	16 to 20 years	Average	\$175,988	\$98,875	\$99,739	
		Median	\$170,500	\$96,500	\$107,000	
		Responses	108	4	31	
	21 to 24 years	Average	\$196,120	Insufficient Data	\$102,848	
		Median	\$182,700		\$97,195	
		Responses	28		4	
	25 to 29 years	Average	\$217,000	No Data Available	\$97,625	
		Median	\$223,000		\$101,250	
		Responses	10		5	
	30 + years	Average	\$202,444	\$142,000	\$152,298	
		Median	\$174,363	\$91,000	\$125,000	
		Responses	40	3	28	
	No	0 to 5 years	Average	\$84,537	\$59,200	\$75,967
			Median	\$85,500	\$59,200	\$73,000
			Responses	16	3	18
6 to 10 years		Average	\$108,920	\$98,750	\$88,502	
		Median	\$110,000	\$98,750	\$82,961	
		Responses	24	2	12	
11 to 15 years		Average	\$128,875	\$83,292	\$103,480	
		Median	\$121,000	\$74,000	\$97,500	
		Responses	40	18	50	
16 to 20 years		Average	\$160,800	\$133,111	\$103,460	
		Median	\$152,250	\$120,000	\$93,303	
		Responses	33	7	59	
21 to 24 years		Average	\$159,727	No Data Available	\$103,292	
		Median	\$150,000		\$100,000	
		Responses	11		20	
25 to 29 years		Average	\$213,513	No Data Available	\$117,599	
		Median	\$238,745		\$112,500	
		Responses	9		12	
30+ years		Average	\$194,038	\$96,108	\$135,466	
		Median	\$180,000	\$78,325	\$122,400	
		Responses	14	3	34	

*insufficient data = only 1 response

Table 11. Compensation by 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	Members not eligible for CPL	Members not eligible for CPL	\$148,034	33%	\$162,689	35%
	Median			\$146,500		\$163,591	
	Responses			16		72	
Energy Company without credential	Average	\$84,537		\$108,920		\$128,875	
	Median	\$85,500		\$110,000		\$121,000	
	Responses	16		24		40	
Land Services with CPL and CPL/ESA	Average	Members not eligible for CPL	Members not eligible for CPL	\$92,750	-6%	\$101,618	37%
	Median			\$92,750		\$101,618	
	Responses			20		2	
Land Services without credential	Average	\$59,200		\$98,750		\$83,292	
	Median	\$59,200		\$98,750		\$74,000	
	Responses	3		2		18	
Independent Contractors with CPL and CPL/ESA	Average	Members not eligible for CPL	Members not eligible for CPL	\$124,500	50%	\$125,661	13%
	Median			\$124,500		\$110,000	
	Responses			2		22	
Independent Contractors without credential	Average	\$75,967		\$88,502		\$103,480	
	Median	\$73,000		\$82,961		\$97,500	
	Responses	18		12		50	

*Percents are derived from medians

Table 12. 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	\$117,220	40%	\$134,463	10%	\$142,851	7%
	Median	\$120,000		\$121,000		\$131,000	
	Responses	5		12		31	
Energy Company without credential	Average	\$84,537		\$108,920		\$128,875	
	Median	\$85,500		\$110,000		\$121,000	
	Responses	16		24		40	
Land Services with RPL	Average	Insufficient Data	N/A	\$76,500	-23%	\$88,861	16%
	Median			\$76,500		\$85,805	
	Responses			2		5	
Land Services without credential	Average	\$59,200		\$98,750		\$83,292	
	Median	\$59,200		\$98,750		\$74,000	
	Responses	3		2		18	
Independent Contractors with RPL	Average	No Data	N/A	\$112,893	8%	\$103,275	3%
	Median			\$90,000		\$100,000	
	Responses			5		12	
Independent Contractors without credential	Average	\$75,967		\$88,502		\$103,480	
	Median	\$73,000		\$82,961		\$97,500	
	Responses	18		12		50	

*Percents are derived from medians

16-20 Years	% More Money *	21-24 Years	% More Money *	25-29 Years	% More Money *	30+ Years	% More Money *
\$175,988	12%	\$196,120	22%	\$217,000	-7%	\$202,444	-3%
\$175,000		\$182,700		\$223,000		\$174,363	
108		28		10		40	
\$160,800		\$159,727		\$213,513		\$194,038	
\$152,250		\$150,000		\$238,745		\$180,000	
33		11		9		14	
\$98,875	-20%	Insufficient Data	N/A	Insufficient Data	N/A	\$142,000	16%
\$96,500						\$91,000	
4						3	
\$133,111		No Data Available		No Data Available		\$96,108	
\$120,000						\$78,325	
7						3	
\$117,024	19%	\$102,848	-3%	\$97,625	-10%	\$152,298	2%
\$111,250		\$97,195		\$101,250		\$125,000	
31		4		5		28	
\$103,460		\$103,292		\$117,599		\$135,466	
\$93,303		\$100,000		\$112,500		\$122,400	
59		20		12		34	

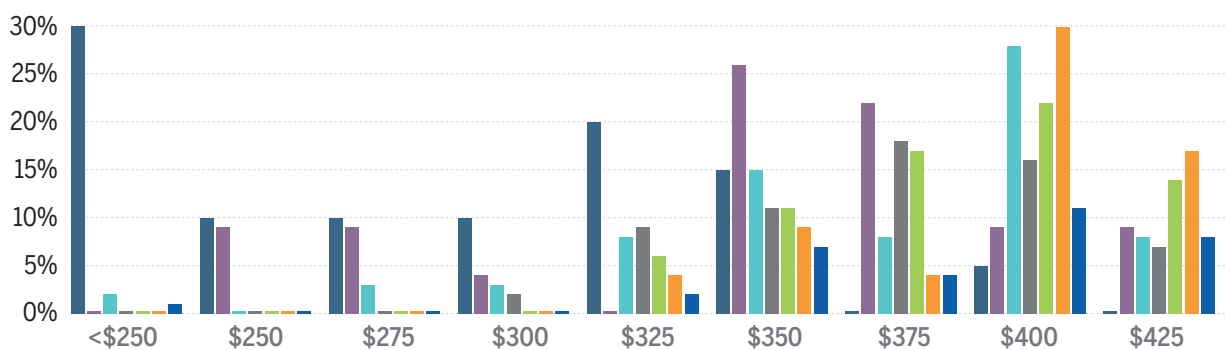
16-20 Years	% More Money *	21-24 Years	% More Money *	25-29 Years	% More Money *	30+ Years	% More Money *
\$134,731	10%	No Data	N/A	Insufficient Data	N/A	\$177,750	-2%
\$137,500						\$176,000	
28						8	
\$160,800		\$159,727		\$213,513		\$194,038	
\$152,250		\$150,000		\$238,745		\$180,000	
33		11		9		14	
\$91,000	-24%	Insufficient Data	N/A	Insufficient Data	N/A	Insufficient Data	N/A
\$91,000						Insufficient Data	
2						Insufficient Data	
\$133,111		No Data Available	N/A	No Data Available		\$96,108	
\$120,000						\$78,325	
7						3	
\$126,714	34%	\$106,505	2%	\$121,010	4%	\$114,048	-14%
\$125,000		\$102,000		\$117,000		\$105,000	
21		8		4		14	
\$103,460		\$103,292		\$117,599		\$135,466	
\$93,300		\$100,000		\$112,500		\$122,400	
59		20		12		34	



Table 13. Compensation by CPL and CPL/ESA Designation and Gender

CPL and CPL/ESA Certification		Energy Company	Land Services	Independent Contractors	
Male	Yes	Average	\$180,139	\$135,938	\$126,450
		Median	\$170,000	\$115,000	\$110,000
		Responses	206	8	72
	No	Average	\$147,999	\$103,7930	\$110,768
		Median	\$135,000	\$90,000	\$100,000
		Responses	101	20	133
Female	Yes	Average	\$169,895	\$80,684	\$137,173
		Median	\$161,000	\$81,118	\$122,000
		Responses	66	4	19
	No	Average	\$125,360	\$85,292	\$97,798
		Median	\$110,000	\$78,325	\$89,625
		Responses	42	13	71

Graph 24. Independent Contractor Day Rate by Years of Experience



	<\$250	\$250	\$275	\$300	\$325	\$350	\$375	\$400	\$425
0-5 Years	30%	10%	10%	10%	20%	15%	0%	5%	0%
6-10 Years	0%	9%	9%	4%	0%	26%	22%	9%	9%
11-15 Years	2%	0%	3%	3%	8%	15%	8%	28%	8%
16-20 Years	0%	0%	0%	1%	9%	11%	18%	16%	7%
21-24 Years	0%	0%	0%	0%	6%	11%	17%	22%	14%
25-29 Years	0%	0%	0%	0%	4%	9%	4%	30%	17%
30+ Years	1%	0%	0%	0%	2%	7%	4%	11%	8%

▶ YEARS OF EXPERIENCE

Table 14. Compensation by Years of Land Experience

Years of Experience		Energy Company	Land Services	Independent Contractors
0-5	Average	\$94,793	Insufficient Data	\$72,527
	Median	\$94,300		\$71,000
	Responses	42		22
6-10	Average	\$125,043	\$86,438	\$94,740
	Median	\$120,000	\$89,000	\$83,481
	Responses	70	11	26
11-15	Average	\$147,584	\$86,442	\$110,835
	Median	\$148,675	\$82,250	\$100,000
	Responses	168	36	100
16-20	Average	\$164,844	\$114,448	\$110,899
	Median	\$157,000	\$106,000	\$100,000
	Responses	181	16	122
21-24	Average	\$185,456	\$135,833	\$104,365
	Median	\$168,500	\$120,000	\$100,000
	Responses	42	3	38
25-29	Average	\$207,934	\$165,500	\$113,243
	Median	\$212,000	\$137,500	\$109,594
	Responses	21	50	25
30+	Average	\$195,760	\$117,046	\$136,672
	Median	\$173,529	\$91,000	\$120,000
	Responses	72	8	91

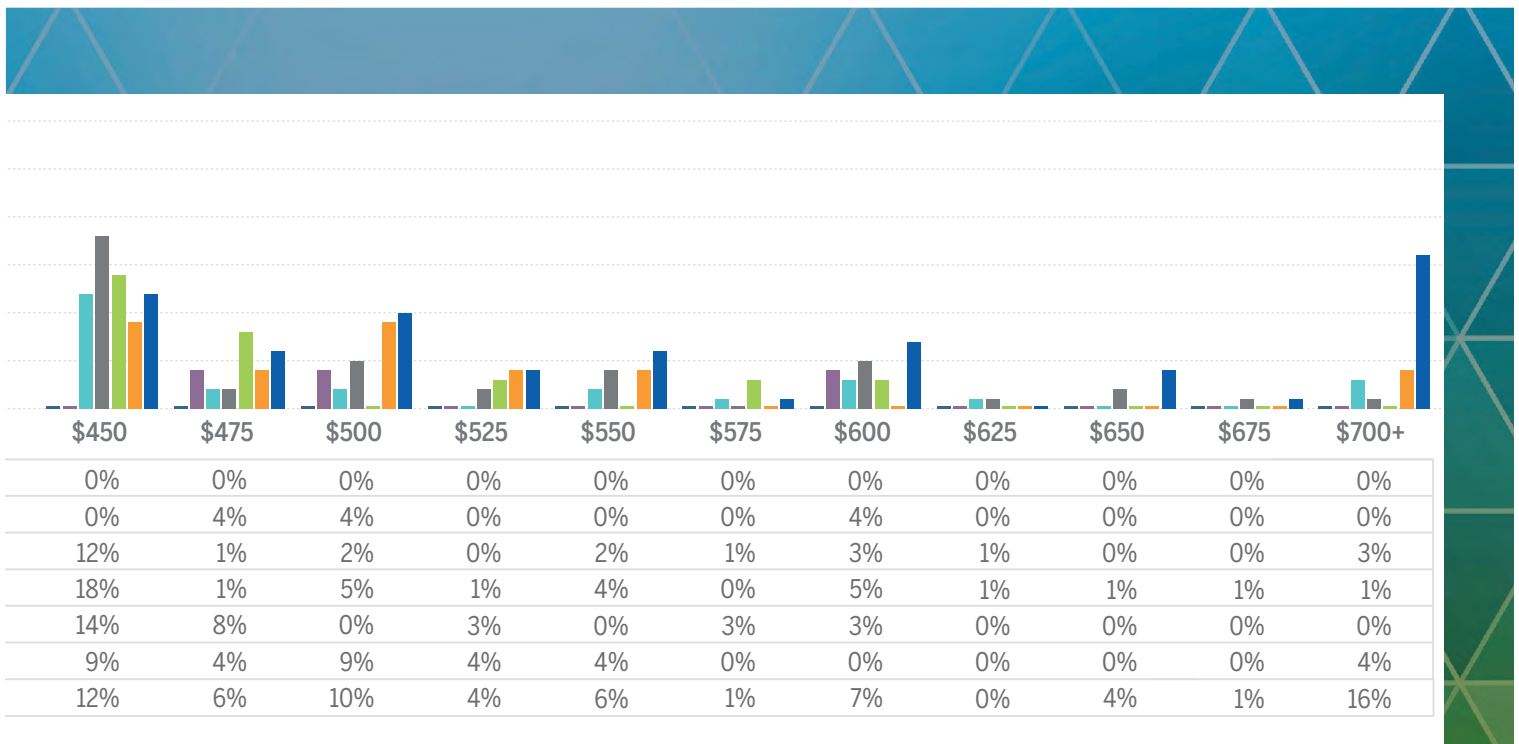


Table 15. Compensation by Gender and Years of Experience

Years of Experience		Female Energy Company	Male Energy Company
0-5	Average	\$93,414	\$99,579
	Median	\$95,000	\$95,400
	Responses	13	23
6-10	Average	\$122,258	\$127,841
	Median	\$120,060	\$120,000
	Responses	19	40
11-15	Average	\$137,234	\$151,594
	Median	\$135,000	\$150,000
	Responses	44	111
16-20	Average	\$155,845	\$167,959
	Median	\$134,108	\$165,000
	Responses	37	133
21-24	Average	\$157,994	\$200,972
	Median	\$145,000	\$191,350
	Responses	15	25
25-29	Average	\$178,752	\$223,640
	Median	\$187,000	\$240,000
	Responses	10	7
30+	Average	\$146,261	\$206,367
	Median	\$142,000	\$197,000
	Responses	13	51

AAPL'S RENEWABLE ENERGY CERTIFICATE PROGRAM

Sharpen your skills in the growing world of renewable energy when and wherever is most convenient for you with AAPL's 14.5-hour e-learning program. Sign up for a single course or the entire certificate program!

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Female Land Services	Male Land Services	Female Independent Contractors	Male Independent Contractors
Insufficient Data	\$110,000	\$67,581	\$79,656
	\$110,000	\$54,000	\$73,000
	3	10	9
Insufficient Data	\$89,563	\$89,821	\$99,660
	\$90,000	\$84,000	\$82,000
	7	11	12
\$74,521	\$91,740	\$109,737	\$109,963
\$71,978	\$85,805	\$93,000	\$100,000
10	20	26	66
\$101,417	\$124,222	\$98,872	\$114,616
\$93,000	\$116,000	\$96,000	\$102,000
7	8	30	83
\$103,750	Insufficient Data	\$94,743	\$108,223
\$103,750		\$96,000	\$100,000
2		10	24
Insufficient Data	\$200,000	\$100,524	\$118,694
	\$200,000	\$107,571	\$109,594
	2	7	15
Insufficient Data	\$123,500	\$141,184	\$135,197
	\$98,000	\$125,500	\$120,000
	6	18	59

► BONUSES & STOCK GRANTS

Table 16. Average Energy Company Bonuses by Years of Experience

Energy Company	Cash value of any form of compensation received in 2023 (royalty pool, working interest participation, etc.)	Number of Responses	Total value of any cash bonus received in 2021	Number of Responses
0-5 Years	\$23,103	28	\$21,248	13
6-10 Years	\$43,586	20	\$27,773	50
11-15 Years	\$59,859	64	\$40,802	141
16-20 Years	\$86,698	73	\$46,434	146
21-24 Years	\$115,611	21	\$54,823	35
25-29 Years	\$81,306	12	\$55,813	19
30+ Years	\$115,837	35	\$58,406	47

Table 17. Average Land Services Exempt Bonuses by Years of Experience

Independent Contractors	Cash value of any form of compensation received in 2023 (royalty pool, working interest participation, etc.)	Number of Responses	Total value of any cash bonus received in 2023	Number of Responses
0-5 Years	Insufficient Data	Insufficient Data	\$9,000	2
6-10 Years	No Data	No Data	\$2,750	2
11-15 Years	\$18,467	3	\$14,632	12
16-20 Years	\$5,700	3	\$89,556	9
21-24 Years	Insufficient Data	Insufficient Data	\$65,000	2
25-29 Years	No Data	No Data	\$35,000	2
30+ Years	Insufficient Data	Insufficient Data	\$9,000	2

Table 18. Average Independent Contractor Bonuses by Years of Experience

Land Services	Cash value of any form of compensation received in 2023 (royalty pool, working interest participation, etc.)	Number of Responses	Total value of any cash bonus received in 2023	Number of Responses
0-5 Years	Insufficient Data	Insufficient Data	Insufficient Data	Insufficient Data
6-10 Years	\$33,667	3	\$9,063	4
11-15 Years	\$101,583	6	\$7,729	21
16-20 Years	\$160,086	10	\$28,626	17
21-24 Years	\$93,750	2	\$9,000	4
25-29 Years	\$14,000	3	\$8,700	3
30+ Years	\$105,846	13	\$17,154	13

HIGHLIGHTS OF AAPL'S 2024 LANDMAN COMPENSATION SURVEY:



Landmen have averaged a 15% increase in total compensation since the early 1990s. Currently, landmen average more than \$135,000 annually. Given the trend, it is expected that landmen will continue to see an increase in compensation from year to year, and six-figure landman salaries are here to stay.



Progress in closing the wage gap has stalled since the early 2000s. Research shows that a diverse portfolio of both men and women in C-suite positions increases the financial success of organizations.



When comparing employment categories — energy companies, land services, independent contractors — landmen employed within energy companies earn far more in total compensation than the others.



Becoming a Certified Professional Landmen increases total compensation significantly in all employment categories.