



Society of Petroleum Engineers
Richardson, Texas



2013 SPE Membership Salary Survey Highlight Report – September 2013

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SPE presents its annual salary survey for 2013

On 3 July 2013, SPE sent invitations to 64,066 professional members, to participate in the annual study by completing an online survey. By the close of the survey, on 13 August 2013, almost 9,000 (8,940) recipients responded, of which 7,522 provided valid region and compensation data, resulting in an 11% response rate. This sample of completed responses produces a margin of error of $\pm 1.06\%$ at a 95% confidence level. Salary information and other data in the reports are entirely self-reported, as we rely on members to provide information to help us understand more about the condition of the industry.

This year's participants are based in 100 different countries and represent citizenship in 102 countries. Their employers are based in 105 countries, and 46 U.S. states. Also, 52.9% were based in countries outside of the United States. The trend of international membership growth continues, as SPE provides services to industry professionals throughout the World. A higher percentage of participants this year are female, at 12.2%, compared to 11.3% in 2012 and about 10% in 2011.

Respondents were asked to provide their work status in 2013. More than 95% of respondents indicated that they are full-time, regular payroll employees. About 2.5% are contract, freelance, or part-time employees, and about 2% are self-employed or business owners.

About one-fifth (19.7%) of participants in this year's survey are primarily engaged in Reservoir Engineering, while 12.5% specialize in Drilling, and almost twelve percent (11.6%) are involved primarily in Production and Operations.

More than a quarter of respondents work for a service or manufacturing company (28.6%) or an independent oil and gas company (28.1%), while about one-fifth are employed by an integrated oil and gas company (21.5%). About one out of ten respondents (9.4%) work for a national oil and gas company.

General Findings

All compensation data presented in this Highlight Report is expressed in US dollars. Data collected in local currencies has been converted to US dollars (USD) using the exchange rate as of 30 August 2013, which is the effective date of this year's data.

Petroleum industry professionals reported an average calculated total compensation of USD 203,557 in 2013, which is similar to the level reported in 2011, after showing a larger percentage increase in 2012. Although the calculated figure is lower than the reported total compensation in 2012, the pool of respondents reported experiencing an average increase of 6.5% globally in base pay over the past year. Eight out of ten respondents (79.6%) indicated that their base pay increased over 2012.

Calculated mean base pay reported in 2013 (USD 153,620) was between the 2011 mean (USD 148,301) and 2012 mean (USD 166,753). Bonus and other compensation rose from USD 56,000 to USD 64,000, accounting for much of the reported 6.5% average reported increase in total compensation.

Less than one out of three respondents (31.0%) indicated that they received a car allowance in 2013.

The average age of energy and petroleum professionals reported in the survey was 43 (42.6) years, which is consistent with the previous two years.

Experience remained constant from 2012 to 2013 with an average of 17.7 years of industry experience among respondents.

About 37% of respondents (36.8%) reported an education level higher than a Bachelor's Degree, which remained relatively unchanged from 2012 to 2013.

Almost three out of four (74%) industry professionals indicated that they are a citizen of the country in which they work in 2013.

Figure 1

SUMMARY OF RESULTS BY WORK REGION (All compensation data is expressed in US dollars)

Regional data includes only valid cases where respondent entered their base region. (n=Total valid cases w/data+region)	Total (n=7,522)	USA (n=3,435)	Africa (n=325)	Oceania, Australia, New Zealand (n=301)	Canada (n=537)	Middle East (n=504)	North Sea & North Atlantic (n=1,079)	Northern & Central Asia (n=217)	S. America, Caribbean, & Mexico (n=398)	South Central & Eastern Europe (n=182)	Southeast Asia (n=544)
Base Pay											
Mean	\$153,620	\$171,145	\$137,291	\$192,322	\$143,814	\$124,102	\$160,958	\$106,948	\$113,961	\$129,915	\$109,048
Median	\$137,361	\$154,000	\$109,665	\$170,000	\$130,000	\$100,000	\$140,000	\$71,250	\$94,000	\$99,250	\$77,684
Other Compensation											
Mean	\$64,000	\$74,206	\$61,326	\$69,067	\$59,226	\$50,838	\$49,783	\$36,646	\$61,278	\$50,969	\$45,760
Median	\$35,000	\$40,000	\$30,500	\$30,500	\$35,000	\$34,000	\$30,000	\$12,000	\$20,000	\$24,100	\$17,500
Total Compensation											
Mean	\$203,557	\$234,802	\$181,392	\$242,511	\$192,322	\$157,893	\$197,800	\$129,240	\$155,018	\$167,442	\$139,555
Median	\$167,000	\$192,600	\$132,000	\$195,952	\$161,750	\$122,500	\$165,000	\$80,000	\$108,000	\$110,500	\$90,000
Average Base Pay % Increase	6.5%	6.1%	6.3%	6.6%	5.3%	6.3%	7.2%	6.6%	7.5%	4.8%	9.0%
% With Car Allowance	31.0%	24.1%	58.5%	19.9%	19.7%	49.0%	37.3%	37.8%	29.6%	40.7%	41.5%
Average Age	43	45	40	41	41	40	43	40	40	43	38
Average Years of Experience	17.7	19.7	14.6	16.6	16.8	15.6	17.0	15.5	14.8	17.8	13.8
% With Education Beyond Bachelor's Degree	43.8%	33.8%	51.1%	42.5%	30.5%	43.7%	72.9%	66.4%	49.0%	70.9%	36.0%
% Citizens of Work Region	74.0%	87.3%	67.2%	72.1%	81.7%	43.3%	62.5%	68.0%	66.2%	67.8%	56.9%

Figure 2

Base Pay and Other Compensation by Work Region

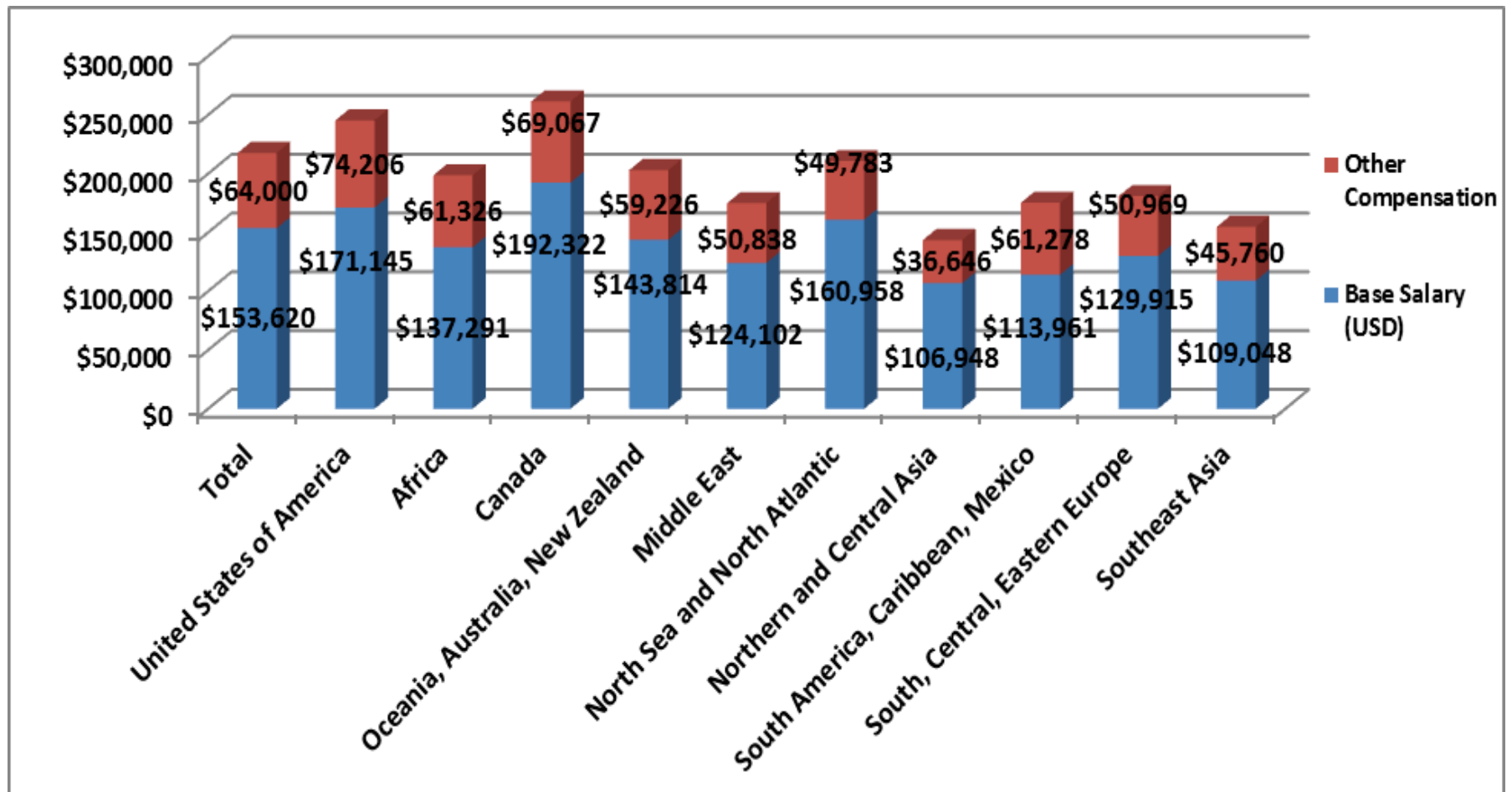


Figure 3

Job Categories and Total Compensation

Total compensation among the top levels of professionals represented significant increases in total compensation from 2012 to 2013.

TOTAL COMPENSATION BY JOB CATEGORY AND WORK REGION	United States of America	Africa	Oceania, Aus./NZ	Canada	Middle East	North Sea and North Atlantic	Northern and Central Asia	South America, Caribbean and Mexico	South, Central, and Eastern Europe	Southeast Asia
Executive/Top Management	\$406,406	\$267,453	\$420,077	\$339,037	\$332,940	\$301,290	\$210,497	\$243,713	\$545,869	\$139,713
Manager/Director	\$286,038	\$277,147	\$320,104	\$248,975	\$247,412	\$271,550	\$220,759	\$275,753	\$189,232	\$204,916
Supervisor/Superintendent/Lead	\$229,079	\$168,549	\$264,746	\$216,742	\$176,538	\$212,183	\$136,235	\$158,134	\$139,969	\$175,493
Professional/Individual Contributor (Non-Management , Non-Supervisory)	\$193,625	\$124,198	\$193,318	\$153,552	\$115,690	\$154,221	\$80,082	\$91,790	\$161,314	\$96,366
Technician/Specialist/Support Staff	\$136,456	\$73,808	\$132,378	\$127,567	\$110,582	\$130,866	\$73,267	\$92,595	\$59,518	\$86,451

Figure 4

Job Function and Work Region

Base pay by Job Function and Work Region**	United States of America	Africa	Oceania, Aus, NZ	Canada	Middle East	North Sea and North Atlantic	Northern and Central Asia	South America, Caribbean and Mexico	South, Central, and Eastern Europe	Southeast Asia	Global Mean
College/University/Academic	\$123,344	\$17,972	\$95,993	\$102,443	\$109,295	\$96,218	\$42,321	\$54,342	\$37,682	\$53,651	\$80,467
Computer or Information Technology	\$148,938	\$97,160	\$185,000	\$113,669	\$78,884	\$121,406	\$54,980	\$45,100	\$39,908	\$31,014	\$113,971
Earth Science/Geology	\$171,103	\$85,399	\$150,469	\$148,312	\$99,879	\$152,366	\$114,371	\$154,369	\$98,233	\$94,485	\$137,672
Engineering - Chemical/Chemistry	\$142,523	\$48,945	\$150,850	\$106,902	\$108,193	\$148,038	\$101,740	\$65,514	\$86,559	\$76,326	\$121,180
Engineering - Civil/Construction/Facilities	\$184,873	\$142,280	\$226,696	\$132,938	\$145,861	\$169,465	\$130,750	\$139,979	\$157,500	\$84,600	\$165,445
Engineering - Completions	\$150,827	*	\$175,878	\$129,591	\$166,891	\$146,236	\$75,001	\$97,442	\$133,495	\$129,610	\$144,369
Engineering - Drilling	\$171,317	\$165,243	\$246,069	\$138,489	\$102,992	\$168,197	\$147,748	\$140,876	\$210,313	\$125,193	\$157,953
Engineering - Health/Safety/Environment	\$146,262	\$96,235	\$196,195	\$129,107	\$133,750	\$148,359	\$27,500	\$114,017	\$57,365	\$135,025	\$136,054
Engineering - Other or Combination of Above	\$195,338	\$164,339	\$210,547	\$166,950	\$125,983	\$189,481	\$204,909	\$131,527	\$155,802	\$117,974	\$180,352
Engineering - Production	\$159,761	\$129,888	\$187,041	\$134,908	\$107,081	\$146,065	\$85,291	\$97,467	\$155,655	\$76,625	\$139,038
Engineering - Reservoir	\$191,268	\$123,978	\$178,852	\$145,497	\$127,018	\$156,746	\$93,215	\$93,434	\$97,277	\$89,357	\$159,670
Finance or Administration	\$202,029	\$63,045	\$188,280	\$163,150	\$175,063	\$153,777	\$129,175	\$81,325	\$123,633	\$180,384	\$173,150
Geophysics/Petrophysics/Physics	\$165,470	\$96,094	\$214,348	\$180,364	\$116,242	\$198,562	\$84,957	\$103,066	\$93,601	\$110,034	\$153,124
Non-Engineering Technical	\$130,089	\$148,871	\$102,992	\$100,682	\$68,217	\$125,900	\$2,000	\$122,613	\$101,800	\$95,679	\$119,481
Other or Combination of Above	\$190,716	\$157,309	\$236,464	\$188,067	\$180,992	\$201,294	\$198,544	\$138,036	\$186,813	\$149,711	\$186,743
Professional Training	\$151,099	*	\$112,000	\$88,555	\$111,625	\$119,620	*	*	*	\$229,000	\$139,243
Research	\$142,054	\$22,698	\$159,000	\$125,230	\$172,880	\$117,278	\$48,994	\$96,540	\$114,164	\$131,814	\$128,982
Sales or Marketing	\$146,441	\$118,976	\$150,786	\$141,969	\$133,247	\$139,712	\$95,700	\$116,046	\$166,340	\$132,908	\$140,973

*Table includes only cell values containing adequate valid cases to be statistically representative **Differs from Company Headquarters Region in 2012

Figure 5

The Impact of Gender

A higher percentage of industry professionals were represented by women (12.3%) in this year's survey. Professionals of both genders were almost equally as likely to have experienced a pay increase or decrease in the past year.

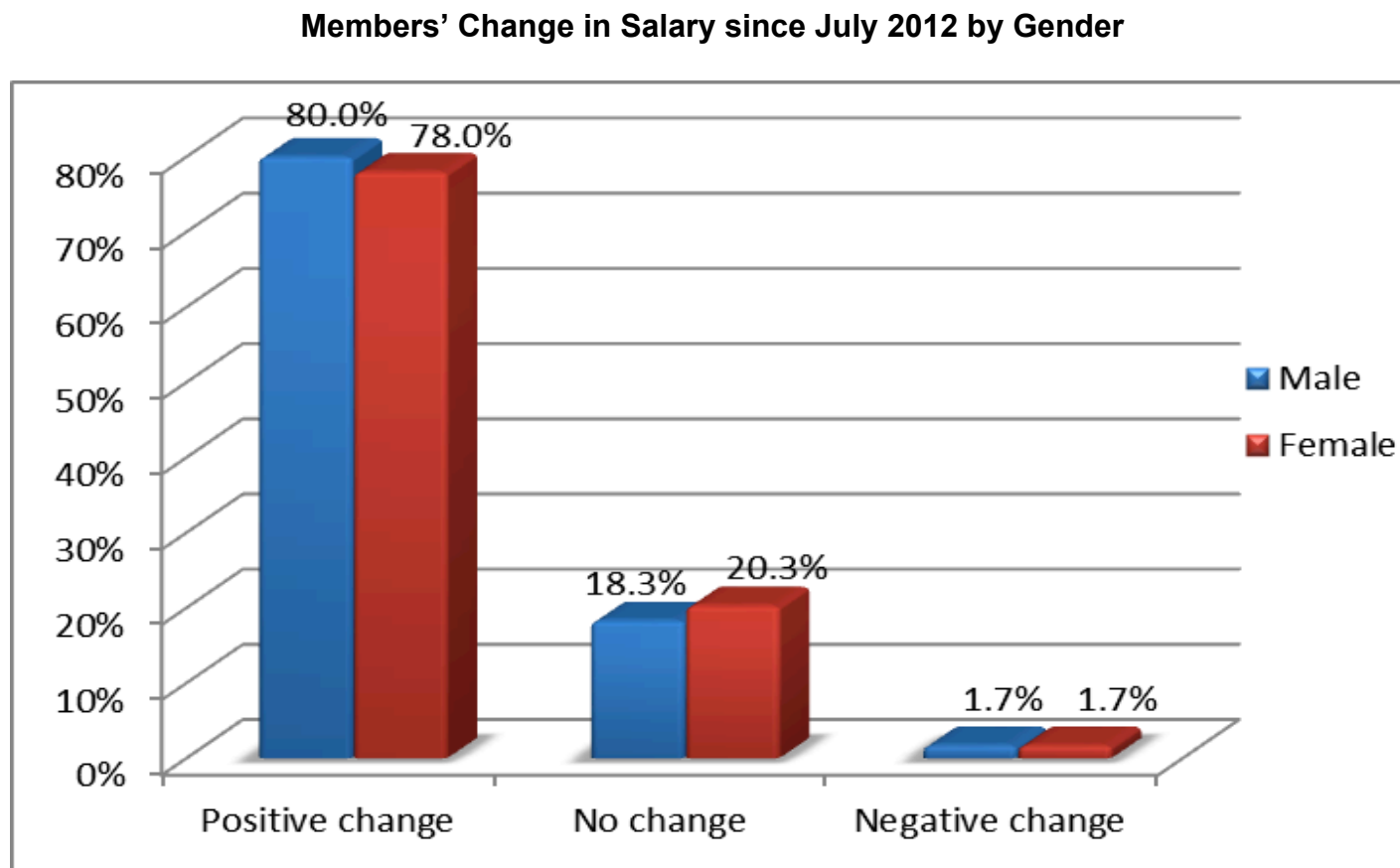


Figure 6

Experience Level and Compensation

Bonus pay and other compensation accounted for much of the increase, particularly in top management positions, from 2012 to 2013. Technicians and Specialists/Support Staff reported a lower base salary, which accounts for lower reported overall compensation. The corresponding lower level of experience for technical and support staff is also an indication of the lower corresponding average total compensation.

Compensation by Gender and Experience										
Gender	Female					Male				
*Estimates based on proportionate trend due to limited representation	Executive/Top Management	Manager/Director	Professional/Individual Contributor	Supervisor/ Superintendent/Lead	Technician/ Specialist/ Support Staff	Executive/Top Management	Manager/Director	Professional/ Individual Contributor	Supervisor/ Superintendent/Lead	Technician/ Specialist/ Support Staff
Avg. Experience	16.5	19.9	8.4	14.2	12.7	28.5	24.1	14.4	20.0	13.6
Number of Records	21*	119	586	127	69	439	1,528	3,054	1,238	350
Base Salary	\$210,223*	\$163,632	\$102,698	\$121,016	\$86,929	\$235,983	\$194,320	\$134,928	\$164,695	\$106,280
Other Compensation	\$70,779	\$67,336	\$29,925	\$46,637	\$19,127	\$155,588	\$93,377	\$46,207	\$57,435	\$33,623
Avg. Total Compensation	\$250,668*	\$216,257	\$123,364	\$154,214	\$97,186	\$364,808	\$274,252	\$171,118	\$209,584	\$125,933

How to Learn More

This report represents a sample of current compensation in the industry. Presentation of every possible combination of the many jobs, geographies, and employer types and an analysis of the data dispersion in all of the compensation elements included are not possible in this summary; however, detailed reports are available through the SPE Bookstore at www.spe.org/store beginning in late November 2013.

SPE will make detailed summary reports available for download in .pdf file format containing charts and descriptive statistics of trends through the SPE Bookstore at a USD 50 member price and USD 125 non-member price.

Data tables, containing the raw data from the survey responses for those who prefer to do additional analysis, will be made available for download through the bookstore as well, to provide the opportunity for individual analysis and localization of data. Pricing for access to data for analysis will be USD 225 for SPE members and USD 425 for non-members, also available in late November 2013.

In addition to our annual reports, SPE publishes a historical summary of SPE Salary Survey Highlights dating back to the first survey in 1967, which will also be updated in late November 2013. The SPE Salary survey became an annual study beginning in 1984, with previous editions having been conducted in alternate years. The archive document includes the highlights through 2012. Highlights of the two most current years are available on SPE.org. The archive .pdf document will be available through the SPE Bookstore at a price of USD 125 for SPE members and USD 325 for non-members.

Inquiries regarding purchase may be addressed through the SPE Bookstore website. Other questions regarding the survey can be addressed to speresearch@spe.org.

Thank you for your interest in this important project and your continued support of SPE!

The SPE Research Team