

## Industry Compensation Stable in 2010

Global median base pay for petroleum professionals has risen this year as the industry continues to recover from the worldwide economic slump, according to the 2010 SPE Salary Survey. Median base pay for 2010 showed an overall increase of approximately 5% over 2009, with participants in the survey reporting a median base pay of USD 130,800 compared to USD 124,604 in 2009.

Median total compensation was relatively level with 2009 compensation, with respondents indicating that all income,

including bonuses, decreased slightly from USD 150,000 in 2009 to USD 149,279 in 2010.

The survey of SPE members across the globe is conducted annually. Other highlights from the survey include:

- Almost a third (29.6%) of participants reported receiving a car allowance in 2010. The proportion of those receiving car allowances decreased slightly from 34.8% in 2009.
- Experience and work region were strong determinants of earnings. The years of experience of participants in 2010

	Total (n=10,003)	US (n=4,446)	Africa (n=260)	Australia/ New Zealand (n=342)	Canada (n=740)	Middle East (n=317)	North Sea/ North Atlantic (n=1,328)	Northern/ Central Asia (n=254)	South America/ Caribbean/ Mexico (n=306)	South/ Central/ Eastern Europe (n=216)	Southeast Asia (n=272)
<b>Base pay, USD</b>											
Mean	139,194	150,503	144,929	166,924	128,331	133,608	135,002	114,886	108,297	110,280	98,906
Median	130,800	135,000	145,937	148,282	119,850	94,664	122,611	64,804	72,791	82,662	58,220
<b>Other compensation, USD</b>											
Mean	48,669	53,431	41,404	29,838	40,154	40,760	35,031	43,818	37,431	39,415	80,576
Median	20,087	23,557	18,234	14,326	22,208	13,901	15,236	5,966	10,000	6,359	7,568
<b>Total compensation, USD</b>											
Mean	173,335	199,248	174,910	187,318	164,901	161,559	164,652	153,796	139,953	136,749	166,449
Median	149,279	158,557	169,077	175,400	144,779	93,858	167,606	81,000	87,812	103,645	71,297
Average base pay increase, %	5.1	4.7	6.9	5.7	5.2	5.4	3.9	5.5	6.5	4.5	7.7
% with car allowance	29.6	26.3	48.1	28.7	28.3	42.2	46.1	24.4	32.8	36.1	40.4
Average age	43	46	39	40	41	42	43	39	41	43	39
Average years of experience	19	21	13	15	16	17	17	16	16	18	14
% with education beyond bachelor's degree	38.1	30.3	53.8	34.5	21.9	41.9	67.2	81.9	56.0	86.6	43.1
Citizens of work region, %	n/a	88.1	76.5	68.8	74.3	66.7	55.5	54.8	48.6	65.1	69.0

Note: n=table includes only valid cases where respondent entered all data points. Total=valid cases (not the entire data set).

**Fig. 1—Total pay and compensation by region. Data collected in local currencies have been converted to US dollars (USD) using the exchange rate as of 1 August 2010, which is the data effective date.**



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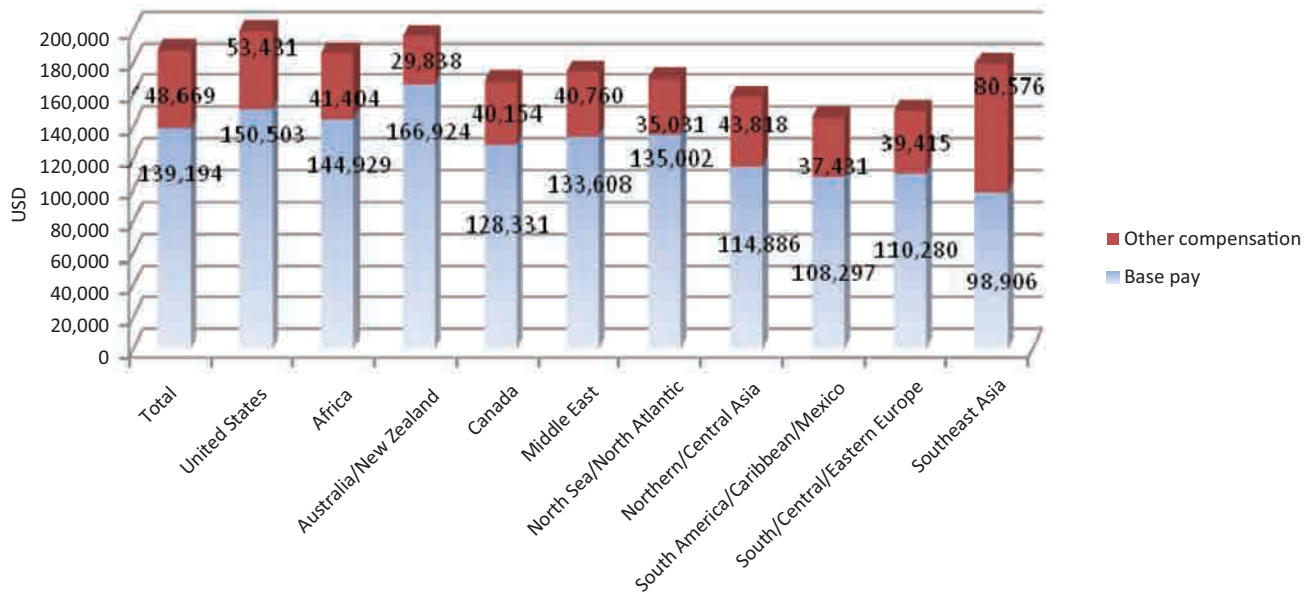
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**Fig. 2—Base pay and other compensation by work region.**

averaged 19 years, compared to an average of 18 years in both 2008 and 2009. The average experience of 21 years in the US was the highest among all regions.

- The average level of education among all regions in 2010 indicated that 38.1% of respondents have an advanced level of education beyond a bachelor’s degree, compared to 40.5% in 2009.
- The percentage of those working in their home region was consistent from previous years. In the US, that percentage was 88.1%, while professionals in the Middle East were

much more likely to work in their home region in 2010 (66.7%) than 2009 (41.9%).

**Job Categories and Total Compensation**

Total compensation varies greatly worldwide annually, factoring in not just base pay but all other compensation as well (bonuses, commissions, allowances, stock options, etc.), which are broken down by job category (Figs. 1 and 2). Large changes in total compensation were reported by executives and top management in the Africa and South America/Caribbean/Mexico regions, where growth may be contributing to increases in other compensation.

The smallest percentage of year-over-year increase in base pay from 2009 to 2010 was experienced by technicians and specialists in the North Sea/North Atlantic and Northern/Central Asia regions.

**Job Function/Discipline and Base Pay**

The finance/administration function, which has in past years led other categories in base compensation, was second only to other/combination (interdisciplinary) job functions by a relatively narrow margin globally (USD 178,376 to 173,511) in 2010 (Figs. 3 and 4). It remained highest among categories in the US for average base pay at USD 190,757 annually.

Professional training showed the widest disparity in base pay between regions, where professional trainers in South, Central, and Eastern Europe reported earning USD 305,451 compared to an average base pay of USD 26,871 for professional trainers in Southeast Asia in 2010. Like training, research was also low in compensation in Southeast Asia with professionals in that discipline earning USD 13,907, or less than 20% of other regional averages. There is low representation of these disciplines in Northern/Central Asia with only a couple of cases reported, unlikely to produce a statistically valid sample size.

**How the Survey Was Conducted**

The 2010 Salary Survey was developed by SPE to be sent to professional members around the world. Invitations to participate in the survey were sent to 55,431 professional members by email on 12 July 2010, of whom 51,279 received the invitation. This year 10,524 responded to the survey, resulting in a 20% response rate. This sample produces a margin of error of ±1% at a 95% confidence level.

The regionalized data represent participants with citizenship in 111 countries, who are based in 99 different countries. The companies they work for are based in 100 countries, and 41 states within the US. Again in 2010, more than half, 51.7%, of respondents were based in countries outside of the US. This balance reflects the international presence of SPE, and the global diversity of the membership.

Employees of companies based in the North Sea area, including the Netherlands, Norway, and Sweden, were well represented among participants in this year’s survey, equaling almost one out of 10 participants. For the second consecutive year, women represented more than 10% of those surveyed.

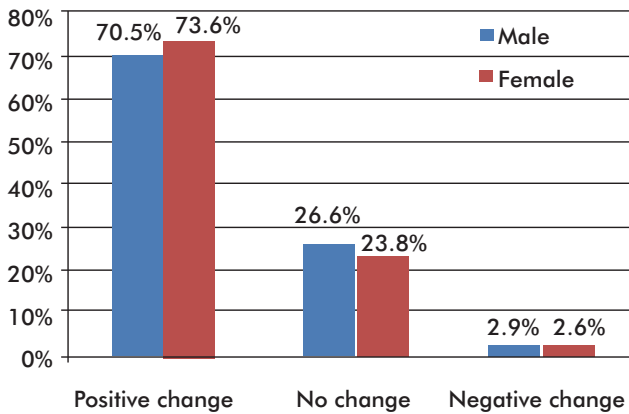
	United States	Africa	Australia/ New Zealand	Canada	Middle East	North Sea/ North Atlantic	Northern/ Central Asia	South America/ Caribbean/ Mexico	South/ Central/ Eastern Europe	Southeast Asia
Executive/top management	339,764	377,428	284,373	251,923	365,604	334,196	266,677	242,904	273,299	216,404
Manager/director	241,316	220,878	262,212	227,641	216,786	253,033	218,439	210,689	192,295	193,184
Supervisor	194,859	160,885	224,665	194,144	143,378	197,075	157,927	125,884	149,166	129,042
Professional	163,253	122,232	141,444	154,582	132,674	150,392	108,146	99,700	131,572	85,460
Technician/specialist	120,356	94,041	116,878	123,376	90,182	123,546	37,529	71,697	66,898	60,535

**Fig. 3—Total compensation by job category and work region. Compensation data expressed as USD.**

	United States	Africa	Australia/ New Zealand	Canada	Middle East	North Sea/ North Atlantic	Northern/ Central Asia	South America/ Caribbean/ Mexico	South/ Central/ Eastern Europe	Southeast Asia	Average
College/University/Academic	123,585	81,375	119,393	98,337	45,197	97,349		38,835	24,716	14,765	88,834
Computer or Information Technology	111,127	145,937	134,232	143,820	113,177	125,274				13,691	110,183
Earth Science/Geology	140,793	99,062	146,307	143,470	130,066	139,729	128,157	37,270	128,339	101,580	134,103
Engineering—Chemical/Chemistry	122,403	166,219	142,650	125,775	95,650	114,757	45,372	85,184	56,576	29,212	110,122
Engineering—Civil/Construction/Facilities	161,499	123,702	333,685	128,093	109,696	142,450	162,581	42,125	161,246	62,904	153,141
Engineering—Completions	132,586	73,644	165,668	129,482	99,447	148,490	91,137	77,058	97,043	76,478	131,853
Engineering—Drilling	143,019	135,019	212,839	147,222	112,786	159,391	126,732	105,977	124,208	116,078	142,839
Engineering—Health/Safety/Environment	133,832	73,002	198,006	146,715	132,671	117,223	95,662	128,345	116,994	65,500	129,845
Engineering—Other or Combination of Above	150,388	178,848	187,812	141,442	129,178	154,027	91,398	72,626	136,111	77,686	146,680
Engineering—Production	141,916	125,691	154,125	120,412	144,190	141,816	87,685	85,198	128,864	50,514	134,636
Engineering—Reservoir	153,931	84,244	168,629	119,397	109,393	133,853	91,912	81,562	144,434	78,847	139,346
Finance or Administration	190,757	145,937	181,092	132,181	128,649	165,440	217,361	67,415	158,076	99,500	173,511
Geophysics/Petrophysics/Physics	137,548	75,000	210,501	114,192	166,797	135,140	85,962	96,623	108,228	96,354	134,774
Non-Engineering Technical	121,052	42,510	245,533	107,601	83,665	159,552	11,778	131,997	106,256	97,075	122,351
Other or Combination of Above	178,564	227,878	228,960	193,698	125,814	185,557	321,539	103,506	173,258	90,601	178,376
Professional Training	110,752		182,613		168,086	178,809	132,000		305,451	26,871	144,737
Research	125,197		104,650	105,947	122,529	123,645			80,587	13,907	117,131
Sales or Marketing	128,090	121,291	328,218	132,387	94,605	134,878	68,756	136,346	133,726	106,419	129,694

Note: Cells without data did not have enough responses to represent statistically valid data.

**Fig. 4—Base pay by region of company headquarters and job function. Compensation data expressed as USD.**



**Fig. 5—Members’ change in salary since July 2009, by gender.**

Among the engineering technical disciplines, civil/construction and facilities was the highest compensated in average base pay over the past year, with an average of USD 153,141 globally. The difference is due in large part to a huge disparity in base pay for Australia and New Zealand. The next closest discipline by region included the other/combination disciplines in Northern/Central Asia, which had an average annual salary of USD 321,539.

The lowest average annual compensation among the engineering disciplines was chemical/chemistry, which averaged USD 110,122 in annual base pay. Compensation in this discipline ranged from a high of USD 166,219 in Africa, to a low of USD 29,212 in Southeast Asia. It ranks among the lowest paid engineering disciplines in Northern/Central Asia (USD 45,372), South, Central, and Eastern Europe (USD 56,576), and Southeast Asia (USD 29,212).

**The Impact of Gender**

Disparity in pay by gender narrowed slightly this year (Fig. 5). The base median pay for females in the industry held steady with 73.6% reporting a positive change in

**How to Learn More**

This report represents a portion or representation of segments of the industry. Presentation of every possible permutation or 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, but more detailed reports are available.

SPE will provide detailed reports, made available for purchase in printed format at a USD 50 member price and USD 125 nonmember price through the SPE Bookstore at [www.spe.org/store](http://www.spe.org/store) beginning in late November.

Data tables will be made available for download 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 nonmembers, also available in late November.

Inquiries regarding purchase may be addressed through the bookstore site. Other questions regarding the survey can be addressed to [speresearch@spe.org](mailto:speresearch@spe.org).

income compared to 70.5% of males reporting an increase in base pay.

Greater disparity in other job-related income accounts for some of the overall compensation difference. The ratio of earnings of female to male median nonbase compensation was 57.5%, making the combined overall monetary compensation ratio approximately 70.3% for females compared to their male colleagues.

**Experience Level and Compensation**

Experience continues to be the most important factor driving total compensation globally (Fig. 6). Years of work experience generally coincided with higher compensation and more senior positions.

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	Female					Male				
	Executive/top management	Manager/Director	Professional	Supervisor	Technician/Specialist	Executive/Top Management	Manager/Director	Professional	Supervisor	Technician/Specialist
Average Years of Experience	21.8	19.7	9.3	15.6	11.7	27.9	24.3	15.8	20.2	14.9
Number of Records	26	94	608	133	90	546	1928	3815	1583	378
Base Pay, USD	174,880	151,417	97,351	125,319	69,864	219,821	169,457	123,119	143,786	102,667
Other Cash, USD	65,120	53,639	71,937	29,845	12,477	141,826	65,233	32,837	38,502	18,581
Total Cash, USD	240,000	202,874	168,731	155,164	81,287	359,396	234,631	155,612	182,299	120,829

**Fig. 6—Cash compensation by position and experience.**



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