

Join Laulima Consulting’s Executive Compensation Survey for the Energy Sector

Benchmark your executive compensation in accordance with industry standards and gain valuable insights to effectively attract, retain, and reward executive and senior management talent. Stay competitive and drive your organization’s success with our specialized survey tailored for the energy industry.

Why Participate?

Benefit	What Sets the Survey Apart
Focused & Simple Survey	Streamlined to collect essential executive compensation data efficiently and effectively.
Local Energy Expertise and Support	Designed and supported by Laulima’s Calgary-based consultants with deep experience in the energy sector.
Ongoing Spot Poll Access	Stay informed with continuous insights through regular spot polls tailored to the energy industry.
Dedicated Job Matching Support	Rigorous match validation processes to ensure consistent job matching across participants.
Data Audits and Quality Control	Robust data audit process involving Laulima industry experts to ensure high-quality and relevant data.

Survey Timing

Effective Date	Survey Submission Window	Survey Results Release
May 1, 2025	May 1 – May 30, 2025	August 15, 2025

Benchmark Positions

Compensation data will be collected, aggregated and reported for common roles and encompass various levels ranging from **top executive to senior management roles**. The final list of benchmark jobs and leveling structure will be confirmed prior to the survey submission period.

Sample benchmark positions are outlined on the following page.

Chief Executive Officer	Corporate Secretary	Land Executive
Chief Financial Officer	Division / Business Unit Executive	Legal Executive
Chief Operating Officer	Drilling & Completions Executive	Marketing Executive
Administration Executive	Engineering Executive	Operations Executive (Non-COO)
Business Development Executive	Exploration Executive	Production Executive
Business Strategy Executive	Human Resources Executive	Sustainability Executive
Commercial Executive	Information Technology Executive	Chief Geologist
Corporate Affairs Executive	Investor Relations Executive	Chief Geophysicist

Data Elements and Reporting

The survey will collect executive compensation data, including the following information:

Organization Information	Incumbent Information	Compensation Information
Revenue	Employee job title	Annual base salary
Production volume	Benchmark job code	Target and actual short-term incentives
Number of employees (FTE)	Benchmark job title	Target and actual long-term incentives
Ownership type	Reports to job title	
Assets	Internal job level	
	Work location	
	Gender	

Participant reports will provide customizable insights, including sub-sector, size and peer group comparisons tailored to meet your organization's needs.

Interested in participating?

Contact us at info@laulimaconsulting.com or reach out to your Laulima consultant.



Arron Dobson, CPHR, Partner
Arron.Dobson@laulimaconsulting.com



Brady McMahon, Principal
Brady.McMahon@laulimaconsulting.com



Kenneth Yung, CFA, Partner
Kenneth.Yung@laulimaconsulting.com



Thanh Ly, CFA, Principal
Thanh.Ly@laulimaconsulting.com



Caden Choi
Caden.Choi@laulimaconsulting.com



Kristen Godbolt
Kristen.Godbolt@laulimaconsulting.com