

**Effective Compensation, Incorporated's  
2026 ECI Oil and Gas Compensation Survey**

**Participant Agreement Form**

**Participating Company:**

As an authorized company officer\* of my organization, I agree with the following conditions:

- 1) We will provide all requested information in our participation materials accurately and completely, to the best of our knowledge;
- 2) We will provide all information requested, including data on all incumbents and positions for which we have valid matches;
- 3) We will maintain the copyrighted survey results and all job descriptions in a confidential manner, sharing the results (either hardcopy or electronic) only with employees of the company on an as-needed basis; and will not provide them to other organizations, outside consulting firms, contractors, recruiting agencies, parent organizations, or non-employee Board Members/Investors without ECI's express, written agreement. We acknowledge this agreement also pertains to any and all third-party companies hosting subscription based, web-delivered market pricing and salary planning and administration applications into which we wish to load ECI compensation survey information. We will abide by the attached Exclusive Distribution, Confidentiality, and Non-Disclosure Advisement, which is to be initialed by a Company Officer.

**Please Note:** To receive ECI's authorization to provide survey data outside of the company, the participant must request a formal Third-party Vendor Agreement Form after survey results are distributed for the current year. This form will detail the data that may be provided to the third-party, the format that may be provided, a deadline, and other pertinent information determined by ECI. ECI charges an administrative fee based on the request for most data sharing agreements prepared and fulfilled. The agreement will need to be signed by the requesting company, the third-party vendor and ECI, prior to the release of any data to the third-party.

- 4) We will cooperate with ECI in clarifying questionable items in our submission package.

Name, signed: \_\_\_\_\_  
(Company Officer)

Name, printed: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Date: \_\_\_\_\_

*\*Note: This form must be completed by a company officer before ECI will release a copy of the results to your firm.*

**Effective Compensation Inc.**

Effective Compensation, Inc. (ECI) agrees that all requested compensation survey information you provide will be used solely by ECI in compiling the 2026 Survey. ECI further agrees, its directors, officers, employees, agents and representatives of its advisors, herein collectively referred to as "ECI representatives", will not disclose any company provided material now or later, except in the form of the 2026 Survey, in an anonymized and aggregated form such that provided Company information cannot be traced back to Company, or as required by applicable laws or legal processes, without the prior written consent of your Company. However, any such information may be disclosed to ECI representatives who may need to know such information for the purpose of compiling the 2026 Survey and who agree to keep such information confidential and to be bound by this agreement to the same extent as if they were parties hereto.

**Zayla Partners, A Gallagher Company**

Effective Compensation, Inc. (ECI) was purchased by Zayla Partners in January of 2024. ECI is owned and operated by Zayla Partners, a Gallagher Company.

Zayla Partners, a Gallagher Company

Chris Crawford, Chief Executive Officer  
Date: January 16, 2026



**PLEASE RETURN SIGNED FORM TO COMPLETE YOUR SURVEY SUBMISSION  
2026 ECI Oil and Gas Compensation Survey  
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Permission is granted for participants to make limited copies, in no event exceeding twenty (20) pages from the PDF results document (copies of the Excel spreadsheet are not authorized), **for internal use only**, provided, however, each participant must maintain consistent control over the location of such copies to verify that they are solely and exclusively used for internal purpose only and that none of such copies are copied or reproduced by any employee or agent for any purpose other than an internal purpose. Any other distribution of this information must be upon receipt of express written authorization and consent directly from Effective Compensation, Inc.

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Company Officer Initials

