

2026 ECI Oil & Gas Compensation Survey

Participant Agreement Form

Participant Acknowledgements:

As a duly authorized officer of the undersigned Company, on whose behalf I am executing this agreement, I hereby acknowledge and affirm—by initialing each statement below—my agreement to the following:

1) All information provided by employees, agents, representatives, and any other individuals or entities acting for or on behalf of the Company, as well as any information the Company may subsequently provide in connection with its participation materials, is true, accurate, and complete. The Company further affirms that it is not aware of any omissions or misrepresentations that would render such information misleading or incomplete in any material respect.	_____ Initial
2) The Company has provided, or will provide, all information requested, including but not limited to data relating to all incumbents and all positions for which the Company possesses valid survey matches, regardless of whether such incumbents are included in the results module that the Company ultimately elects to purchase.	_____ Initial
3) The Company agrees to maintain all copyrighted survey results, together with all associated job descriptions, in a strictly confidential manner. Such materials shall be disclosed—whether in hard copy or electronic form—only to employees of the Company and solely on an as-needed basis. The Company further agrees that it will not disseminate, transmit, or otherwise make these materials available to any external organizations, including but not limited to consulting firms, contractors, recruiting agencies, parent or affiliated entities, or non-employee Board Members or Investors, without the express prior written authorization of ECI. The Company acknowledges and affirms that this obligation likewise applies to any and all third-party vendors* or platforms that provide subscription-based, web-delivered market pricing, salary planning, or compensation administration applications into which 'we' may seek to upload or otherwise incorporate ECI compensation survey data. The Company agrees to comply fully with the attached Exclusive Distribution, Confidentiality, and Non-Disclosure Advisement, which shall be reviewed and initialed by an authorized officer of the Company.	_____ Initial
4) The Company agrees to cooperate fully with ECI in reviewing, clarifying, and resolving any items within the Company's submission package that ECI determines to be questionable, incomplete, inconsistent, or otherwise in need of verification. The Company further agrees to provide, upon ECI's request, any additional information, documentation, or explanation reasonably necessary to ensure the accuracy, integrity, and completeness of the submitted materials.	_____ Initial

***Please note that, to obtain ECI's authorization to disclose any survey data outside the Company, the Company must submit a request for a formal Third-Party Vendor Agreement Form after the current year's survey results have been released. This form will specify the data that may be disclosed to the third party, the permissible format of such disclosures, applicable deadlines, and any additional requirements established by ECI. The agreement must be fully executed by the requesting Company, the designated third-party vendor, and ECI prior to the release of any survey data to the third party. ECI charges an administrative fee for data sharing agreements it prepares and manages with third-party consulting firms.**

Length of Commitment:

Please select one of the following:

Multi-year commitment: The Company hereby agrees to fully participate in, and to satisfy all requirements associated with, the 2026 and 2027 iterations of the ECI Oil & Gas Compensation Survey. The 2027 requirements are expected to remain largely unchanged and will generally align with the terms established for 2026. ***In consideration of the Company's continued participation and compliance, ECI agrees to maintain the previously communicated discounted multi-year annual purchase price for the applicable survey modules through the 2027 survey cycle.*** This commitment does NOT include an obligation to purchase survey results in 2026 or 2027.

Single-year commitment: The Company hereby agrees to fully participate in, and to satisfy all requirements associated with the 2026 ECI Oil & Gas Compensation Survey. This commitment does NOT include an obligation to purchase survey results in 2026.



Officer Signature:

Name, signed: _____
(Company Officer)

Name, printed: _____

Title: _____

Company: _____

Date: _____

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

Effective Compensation, Inc.

Effective Compensation, Inc. (“ECI”) agrees that all compensation survey information provided by the Company, whether requested or otherwise submitted, will be used solely for the purpose of compiling the 2026 ECI Oil & Gas Compensation Survey (the “2026 Survey”). ECI further agrees that it, along with its directors, officers, employees, agents, and representatives (collectively, the “ECI Representatives”), will not disclose any Company-provided materials, now or in the future, except in the form of the 2026 Survey and only in an anonymized and aggregated manner such that no information can be traced back to your Company, or as required by applicable laws or legal process, without the prior written consent of your Company.

Notwithstanding the foregoing, such information may be disclosed to ECI Representatives who have a legitimate need to access it for purposes of preparing the 2026 Survey and who agree to maintain the confidentiality of the information and to be bound by the terms of this agreement to the same extent as if they were parties hereto.

Zayla, A Gallagher Company

Effective Compensation, Inc. (ECI) is owned and operated by Zayla, a Gallagher Company.

Zayla, a Gallagher Company

Chris Crawford, Managing Director
Date: March 30, 2026



PLEASE RETURN SIGNED FORM TO COMPLETE YOUR SURVEY SUBMISSION
2026 ECI Oil & Gas Compensation Survey
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EXCLUSIVE DISTRIBUTION, CONFIDENTIALITY, AND NON-DISCLOSURE ADVISEMENT

Effective Compensation, Inc. (“ECI”) distributes these materials solely and exclusively to individuals and entities that have agreed to restrict their use to internal purposes only. In addition to ECI’s rights under U.S. copyright law, all subscribers or purchasers of these materials—by accepting receipt of such materials and by virtue of the agreements executed between ECI and those subscribers or purchasers—expressly agree not to disclose, reproduce, redistribute, or otherwise transmit, in any manner or format, any portion of the materials or any underlying data provided by ECI.

Participants are permitted to make a limited number of copies—*not to exceed twenty (20) pages in total*—from the PDF results document for internal use only. No copies, reproductions, or extractions of the accompanying Excel spreadsheet are authorized under any circumstances. Each participant is responsible for maintaining strict control over the location and distribution of any such copies and must ensure that they are used solely and exclusively for internal purposes. Participants must further ensure that no employee, agent, or other individual copies, reproduces, or disseminates any portion of these materials for any purpose other than an internal business purpose. Any distribution, disclosure, or use of these materials beyond what is expressly permitted herein requires the prior written authorization and consent of ECI.

In the event of any breach of ECI’s rights under U.S. copyright law, or of the confidentiality and non-disclosure obligations set forth herein, ECI reserves the right to pursue civil action seeking legal and injunctive relief, as well as liquidated damages as specified in the governing confidentiality and non-disclosure agreements. In any such action initiated by ECI to enforce these obligations, ECI shall also be entitled to recover all attorneys’ fees and associated costs incurred in connection with the enforcement of its rights.

Company Officer Initials

