

## **Julie A. Bulow, CCP, PHR**

Managing Director  
Longnecker & Associates

### **Executive Summary**

Ms. Bulow has over 10 years of Human Resource management experience, serving as VP of Human Resources for publicly traded and private companies in the energy and commercial real estate industries. Ms. Bulow successfully led the Human Resources function of these companies through turnarounds, growth and acquisitions. She has focused her attention and efforts on recruiting, organizational development, and most specifically, developing compensation and benefit programs.

### **Representative Accomplishments**

Designed executive and employee compensation plans including –

- Market competitive analysis of base salary, annual incentive and long-term incentive programs
- Designed annual incentive and long-term incentive plans
- Change in control, employment and severance agreements
- Board of director compensation analysis
- Employee and director stock plan design
- Employee salary structure

### **Education**

B.A., University of Houston

### **Employment**

#### Present

Managing Director, Longnecker & Associates

#### Past

Vice President, Human Resources, KCS Energy, Inc. (now Petrohawk Energy)

Vice President, Human Resources/Corporate Communications, TCP Realty Services

### **Professional Affiliations**

Ms. Bulow is a member of WorldatWork (formerly American Compensation Association), the Society for Human Resources Management (SHRM), and National Association of Stock Plan Professionals (NASPP).

### **Certifications and Licenses**

Certified Compensation Professional (CCP) designation through WorldatWork.

Professional in Human Resources (PHR) designation through Society for Human Resources Management