

Curriculum Vitae

Todd M. Henke

Senior Consultant
Longnecker & Associates

Executive Summary

Mr. Henke has marketing, management and compensation consulting experience in both private and public organizations with specific emphasis on the analysis and design of executive and director compensation programs. Todd also has 15 years of experience in finance, banking, and mortgage consulting. He has consulted with companies in the United States working with clients across a wide range of industries varying in revenue size from \$1 million - \$2 billion. Mr. Henke also provides data research and analysis as well as survey support for Longnecker & Associates' clients.

Experience

- Reviewed, analyzed, and designed competitive executive and board of director total compensation programs including base salary, annual incentives, and long-term incentives;
- Conducted job evaluation, job analysis and job classification studies for clients in various industries;
- Analyzed salary surveys, which included information on base salary, annual incentives, long-term incentives, benefits and perquisites.

Education

Bachelor of Arts -Texas Lutheran University, Seguin, TX
Marketing/Management

Employment

Present

Senior Consultant, Longnecker & Associates

Past

Transaction Management, New Century Capital Corporation
Transaction Management, Royal Bank of Canada Mortgage Corporation
Secondary Marketing Manager, Sterling Capital Mortgage Corporation
Financial Consultant, Mellon Mortgage Corporation

Professional Affiliations

Mr. Henke is a member of WorldatWork

Articles Authored

“Motivating a Multigenerational Workforce in the 21st Century”, by Todd M. Henke, Business & Legal Reports – Compensation Ezine’s Featured Article, May 28, 2008.