

Todd M. Henke, CCC

Director
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 U.S. and International companies working with clients across a wide range of industries varying in revenue size from \$1 million - \$6 billion. He provides data research and analysis as well as survey support for Longnecker & Associates' clients. Mr. Henke also heads up L&A's litigation support practice which includes cases such as wrongful death, wrongful termination, shareholder oppression, reasonable compensation in private, public and not-for-profit organizations, employment contracts, non-compete agreements, bankruptcy, etc. using Brent Longnecker as the expert witness in all cases.

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.
- Designed compensation programs for companies involved in turnaround situations, initial public offerings (IPO) and mergers and acquisitions.
- Provided detailed analysis for litigation support engagements.
- Provided consulting services for cases of under-compensation of prior years' service.
- Reviewed, analyzed and designed employment contracts and change in control agreements for executives.
- Conducted survey analysis on Company travel policies for executives and employees.
- Designed international executive total direct compensation packages for companies in Canada and Russia.

Education

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

Employment

Present

Director, Longnecker & Associates

Past

Senior Consultant, Longnecker & Associates
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

Curriculum Vitae

Professional Affiliations

Mr. Henke is a member of WorldatWork

Certifications and Licenses

Compensation Committee Certification (CCC) designation through the ERI Distance Learning Center

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.