

Curriculum Vitae

Joshua N. Henke, CCP

Managing Director
Longnecker & Associates

Executive Summary

Mr. Henke is a Certified Compensation Professional with specific emphasis on the analysis and design of executive and director compensation programs in the private, public and not-for-profit sectors. In addition, Josh has experience in human resource management. 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 to \$9 billion. Mr. Henke has also authored articles on executive compensation, served as a c-contributor for various publications, and has been featured in multiple news articles.

Experience

- Reviewed, analyzed, and designed competitive executive and board of director total compensation programs including base salary, annual incentives, and long-term incentives.
- Conducted employee perceptions & relations surveys for private organizations.
- Conducted and analyzed comprehensive private salary surveys which included information on base salary, annual incentives, long-term incentives, benefits and perquisites.
- Provided back-up analysis for litigation support engagements related to reasonable compensation, bankruptcy, employment contracts, and wrongful death.
- Modeled stock option awards through Black-Scholes and targeted gain approaches, including the valuation and strategies surrounding underwater options.
- Conducted job evaluation, job analysis and job classification studies for clients in various industries.
- Provided consulting services for cases of under-compensation.

Education

Bachelor of Business Administration -Texas State University, San Marcos, TX

Employment

Present

Managing Director, Longnecker & Associates

Past

Senior Consultant, Longnecker & Associates

Transportation and Logistics Sales, C.H. Robinson Worldwide

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Professional Affiliations

Mr. Henke is a member of WorldatWork (formerly American Compensation Association).

Certifications and Licenses

Certified Compensation Professional (CCP) designation through WorldatWork.

Articles Authored

"Public Companies Heed a Pay-For-Performance Mindset and Prepare For More Proxy Disclosure," by Joshua Henke, The Houston Business Journal, Vol. 37 No. 11 (2006).

Articles Featured

"Wal-Mart, Alltel Officers State's Highest-paid Execs", by David Smith, Arkansas Democrat Gazette, November 11, 2007.

"Houston's 100 Top Paid Executives", Houston Chronicle, June 24, 2007.

"Big Money for the Top Brass, but Less of it", by Tom Fowler, Houston Chronicle, June 24, 2006.

"CEO pay isn't as sweet: The average leader of a top D-FW firm pulled in 8.7% less in 2006", by Pamela Yip, Dallas Morning News, May 13, 2007.

"SEC Gives Roadmap For Backdating Solution," by Tammy Whitehouse, Compliance Week, September 26, 2006.

"Executives ride high on boom in energy," by Tom Fowler, Houston Chronicle, August 6, 2006.

"Micron changes bonus system: Incentive pay will be performance-based, awarded twice a year," by Ken Dey, The Idaho Statesman, July 12, 2006.

"Deal runs counter to pay for performance: KNBT CEO Scott Fainor's contract promises payments even if company were to go bankrupt. Banking company says it's unlikely the agreement would ever be exercised.", by Kurt Blumenau, The Morning Call, May 21, 2006.

"The lowdown on CEO pay: Top D-FW execs' total compensation fell in 2005, but issue's still a hot button", by Pamela Yip, Dallas Morning News, May 7, 2006.

Publications - Books

The Power of Restricted Stock: The Definitive Guide to a Resurging Long-Term Incentive FASB & AJCA Update Edition, WorldatWork 2006. As a co-contributor, Mr. Henke assisted in the research, writing, and reviewing of this publication.

Stock Option Alternatives: A Strategic and Technical Guide to Long-Term Incentives FASB & AJCA Update Edition, WorldatWork 2006. As a content advisor, Mr. Henke assisted in the reviewing of this publication.

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Rethinking Strategic Compensation, Commerce Clearinghouse 2006. As a technical contributor, Mr. Henke assisted in the reviewing and editing of this publication.