

Curriculum Vitae

Ian Keas

Director
Longnecker & Associates

11011 Jones Road, Suite 200
Houston, TX 77070
Telephone: 281-378-1367
Website: www.longnecker.com

Executive Summary

Mr. Keas has over 5 years of consulting experience. Mr. Keas' experience covers both private and publicly held companies across all industries, with specific emphasis on executive, board of director, and key employee compensation programs.

Executive Compensation Consulting Experience

- Reviewed, analyzed, and designed competitive executive compensation programs including base salary, annual incentives, and long-term incentives.
- Reviewed, analyzed, and designed competitive board of director compensation programs.
- Conducted reviews on Annual Incentive programs and designed competitive bonus structures in both private and public companies.
- Conducted reviews on Long-Term Incentive plans and designed competitive programs for public and private companies utilizing different delivery vehicles.
- Designed compensation programs for companies involved in initial public offerings (IPO) and mergers and acquisitions.
- Reviewed and modeled stock option awards through Black-Scholes valuation.

Awards

- Texas Monthly Magazine, Best Companies to Work for in Texas in small business division and finished within the top 3 for 2011 – 2014.
- Longnecker and Associates received in 2010, 2011 and 2012 “The Best Places to Work” award by *The Houston Business Journal* and ranked among the Top 10 in companies with less than 100 employees.

Education

Bachelor in Business Administration; Finance – University of Houston, Houston, Texas

Employment

Present

Director, Longnecker & Associates

Past

Manager, Longnecker & Associates
Senior Consultant, Longnecker & Associates
Consultant, Longnecker & Associates
Product Development, Igloo Products Corporation

Professional Affiliations

Mr. Keas is a member of WorldatWork and Houston Compensation & Benefits.

Publications- Articles Authored

“The Future of Compensation and Corporate Governance Amid a Trump Presidency”, by Ian Keas, Kyle Lamport and Brent Longnecker, [L&A L-Blast](#), November, 2016.

“Does a Higher Governance Score Improve Shareholder Value?”, by Ian Keas, Chris Crawford and Brent Longnecker, [L&A L-Blast](#), August, 2016.

“Bonus Payout Debate: Formula vs Discretion!”, by Ian Keas, Brent Longnecker and Chris Crawford, [L&A L-Blast](#), April 2016.

“L&A Speaks with Institutional Shareholder Services, Inc. (ISS)”, by Ian Keas and Brent Longnecker, [L&A L-Blast](#), March 2016.

“Retention Awards: A Top 10 List”, by Ian Keas, Brent Longnecker and Danielle Giacomin, [L&A L-Blast](#), February 2016.

“Taking the Politics out of Proxy Season – That Would Be Nice!”, by Ian Keas and Brent Longnecker, [L&A L-Blast](#), May 2015.

“Hear Ye, Hear Ye: Is ISS Starting to Listen? Yes and No...”, by Ian Keas, Brent Longnecker and Danielle Giacomin, [L&A L-Blast](#), January 2015.

“Evolving HR’s Role in the Boardroom”, by Ian Keas and Brent Longnecker, [L&A L-Blast](#), April 2014.

“Competing for Talent as a Private Company”, by Ian Keas and Brent Longnecker, [L&A L-Blast](#), March 2014.

“IPO’s: A Compensation Roadmap”, by Ian Keas and Brent Longnecker, [L&A L-Blast](#), September 2014.

“The Executive Incentive Plan Design: Who Creates, Who Critiques?”, by Chris Crawford and Ian Keas, [Compensation Focus](#), WorldatWork, June 2013.

“Bills, Suits and Compensation Disputes – The Need for Compensation Reviews in 2013”, by Ian Keas and Josh Henke, [L&A L-Blast](#), May 2013.

“Proxy Advisors and the Institutional Investor”, by Ian Keas and Brent Longnecker, [L&A L-Blast](#), September 2012.