

Liz Mayo

Director
Longnecker & Associates

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Executive Summary

Ms. Mayo's experience spans executive and board of director compensation, annual and long-term incentive plan design, change-in-control, employment agreements, and litigation support, among other topics. She is a Certified Compensation Professional with over two decades of compensation experience, including 16 years as the Sr. Director of Compensation for Brinker International. She has consulted extensively with public, private, and not-for-profit companies. In addition, Liz has experience in corporate human resources, with a specific emphasis on analytics and financial metrics analysis. Ms. Mayo volunteers time for several compensation non-profit boards and since 2007, she has served as a faculty member for WorldatWork and is their named subject matter expert on variable pay.

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 public and private companies.
- Conducted reviews on Long-Term Incentive plans and designed competitive programs for public and private companies including stock options, restricted stock, performance shares and phantom stock.
- Designed compensation programs for companies involved in turnaround situations, initial public offerings (IPO) and mergers and acquisitions.
- Designed international executive total direct compensation packages.
- Designed analytic structures to insure labor efficiency.
- Analyzed and reviewed executive employment contract provisions.
- Provided consulting services reviewing processes and pay to insure equity.
- Provided analysis for litigation support engagements related to reasonable compensation, bankruptcy, employment contracts, shareholder oppression, and wrongful death.
- Conducted job evaluation, job analysis and job classification studies for clients in various industries.
- Reviewed and designed salary structures.

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.

Curriculum Vitae

Education

Master's Degree in Business Administration – Centenary College, Shreveport, Louisiana
Bachelor's Degree in Public Administration – Louisiana State University, Shreveport, Louisiana

Employment

Present

Director, Longnecker & Associates

Past

Sr. Director of Compensation; Sr. Manager – Compensation & HRIS; Compensation Analyst, Brinker International
Assistant Director of Staffing and Compensation, LSU Medical Center
Personnel Analyst III, City of Shreveport

Professional Affiliations

Ms. Mayo is a member of WorldatWork, North Texas Compensation Association, and the Chain Restaurant Total Rewards Association.

Certifications and Licenses

Certified Compensation Professional – WorldatWork
Certified Global Remuneration Professional – WorldatWork
Certified Executive Compensation – WorldatWork

Publications – Articles Authored

“Deal Lawyer SEC Chair Could Mean Changes for Executive Compensation”, by Liz Mayo, Brent Longnecker and Alissa Martin, L&A L-Blast, January 2017.

“Curing the Gender & Racial Pay Gap”, by Liz Mayo, Chris Crawford and Brent Longnecker, LA&L-Blast, September 2016.

“FLSA and the Regulations”, by Liz Mayo and Alissa Martin, L&A L-Blast, July 2016.

“Preparing for DOL’s Notice of Proposed Rulemaking (NPRM), by Liz Mayo and Danielle Giacomin, L&A L-Blast, May 2016.