

# Curriculum Vitae

## **Tyler Brown**

Senior Director  
Longnecker & Associates

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### **Executive Summary**

Mr. Brown has consulted extensively with public, private and not-for-profit companies across various industries, ranging from \$1M in revenues to the Fortune 500. His experience spans executive and board of director compensation, annual and long-term incentive plan design, employment agreements, change-in-control, in addition to Compensation Discussion and Analysis Disclosures. Additionally, Mr. Brown managed the executive compensation department of Sysco Corporation, a Fortune 50 company.

### **Executive Compensation Consulting Experience**

- Designing competitive executive and board of director total compensation consisting of base salary, annual incentives, and long-term incentives for private and publicly traded companies
- Analyze and Develop change-in-control programs
- Drafting Employment agreements
- Analyze under-compensation for prior years services
- Design and draft annual and long-term incentive documents
- Design job grade structures

### **Awards**

- Houston Business Journal, Fast 100 List, 2018
- Texas Monthly Magazine, Best Companies to Work for in Texas, 2011 – 2018, ranked in the top 3 for 2011 – 2014
- Consulting Magazine, Fastest Growing Firms, 2017
- Houston Business Journal, Best Places to Work, 2010 – 2012 and 2017, ranked in the top 10 the first three years
- Forbes, America's Best Management Consulting Firms, 2016

### **Education**

Bachelor of Science, Texas Tech University

### **Employment**

#### Present

Senior Director, Longnecker & Associates

#### Past

Director, Longnecker & Associates

Manager, Longnecker & Associates

Compensation Consultant, Sysco Corporation

Senior Consultant, Longnecker & Associates

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## **Professional Affiliations**

Mr. Brown is a member of National Association of Corporate Directors, WorldatWork and Houston Compensation & Benefits (HC&B).

## **Certifications and Licenses**

Compensation Committee Certification (CCC) – Economic Research Institute  
Compensation Analyst Certified (CAC) – Economic Research Institute  
Professional in Human Resources (PHR) – HR Certification Institute

## **Publications – Articles Authored**

“Paying for Performance in Not for Profits”, by Tyler Brown, Chris Crawford and Josh Whittaker, L&A L-Blast, February 2018.

“Where Has All the Merit Gone?”, by Tyler Brown, Brent Longnecker and Chris Crawford, L&A L-Blast, September 2017.

“Advisory Shareholder Services Discretionary Reviews”, by Tyler Brown, Chris Crawford and Brent Longnecker, L&A L-Blast, December 2016.

“A different Say on Executive Pay”, by Tyler Brown and John Christmas, Dallas Business Journal, November 18, 2007.