

Tyler Brown

Manager
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

- Texas Monthly Magazine, Best Companies to Work for in Texas in small business division and finished within the top 3 for 2011 – 2015.
- 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 of Science, Texas Tech University

Employment

Present

Manager, Longnecker & Associates

Past

Compensation Consultant, Sysco Corporation
Senior Consultant, Longnecker & Associates

Curriculum Vitae

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)
Compensation Analyst Certified (CAC)
Professional in Human Resources (PHR)

Publications – Articles Authored

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