

Dear All,

Summer is around the corner as another school year comes to an end and with it the first proxy season requiring CEO pay ratios. As I mentioned in a recent HBJ article, the really interesting use for the pay ratio will come in three to five years, when a given company has disclosed that figure several times and we'll be able to see how that ratio changes as public companies grow.

It's been a busy month for us here at L&A and we have some great pieces to share with you all in this edition of the L-Blast. L&A was invited to participate in Tudor Pickering Holt & Co's recent Hotter N' Hell conference. Now in its 14th year, the conference is an exclusive round up of the top movers and shakers of the energy industry. L&A's Chris Crawford took part in a fireside chat on executive compensation trends with Dan Pickering and below we share with you the key highlights of this discussion.

In addition, we have two research articles we think you'll find interesting - the first is a comprehensive report trying to leverage CEO Pay Ratio data to enact more legislation controlling compensation. The second article is on shareholder engagement, which is becoming increasingly important. Interestingly, prevalence of shareholder engagement disclosure has increased in the current proxy cycle.

We appreciate each and every one of you. As always, let us know if there is a particular subject you'd like to learn more about.

Sincerely,



Brent Longnecker and the L&A Team
Chairman and CEO
Longnecker & Associates

L&A's Q&A with Tudor Pickering

L&A was recently invited to participate in Tudor Pickering's 2018 Hotter N' Hell Conference. Dan Pickering quizzed L&A's Chris Crawford on recent executive compensation trends in the energy sector. Here are just a few highlights from that "fireside chat".

[READ MORE](#)

Rewarding or Hoarding?

AN EXAMINATION OF PAY RATIOS REVEALED BY DODD-FRANK

If your boss made your annual salary in less than a single day, how would you feel?

Demoralized? Disgusted? Many Americans are now learning how pay is shared (or not). For the first time in history, U.S. publicly held corporations are now required to report how much their CEO makes in comparison to the median salary of the other workers at the company.

[READ MORE](#)

4 Guidelines for Shareholder Engagement in 2018

It's safe to say that shareholder engagement is moving in the right direction. Investors are refining their expectations for boards and certainly doing a better job communicating those, whether through published letters or aligning investor voices with initiatives like the Investor Stewardship Group (ISG). On the board side, directors are increasingly recognizing the value of shareholder engagements.

[READ MORE](#)

JOIN US AT OUR UPCOMING EVENTS

HC&B Breakfast Meeting- The Importance of Having a Compelling Employee Value Proposition

**Thursday, May 31
7:30 a.m. – 9:00 a.m.**

Maggiano's Little Italy
2019 Post Oak Blvd
Houston, TX 77056

Enjoy breakfast and learn from a panel of speakers that will explain why your compensation programs need to be in alignment with an organization's EVP in order to drive desirable business outcomes.

[REGISTER](#)

NACD and GHWCC Luncheon- Innovating From Within

**Thursday, August 9 –
11:00 a.m. – 1:30 p.m.**

Junior League of Houston
1811 Briar Oaks
Houston, TX 77057

Join us for a discussion focusing on how organizations can create a climate internally to welcome and encourage innovation and new ways of delivering the business without losing sight of today's business performance.

[REGISTER](#)

Enercom's Oil & Gas Conference in Denver

**Sunday, August 19 –
Thursday, August 23**

The Westin Denver Downtown
1672 Lawrence Street,
Denver, CO 80202

If you are an oil and gas professional you don't want to miss this opportunity to listen to the world's key senior management teams present their growth plans and learn about important energy topics effecting the global oil and gas industry.

[REGISTER](#)

Let's Work Together

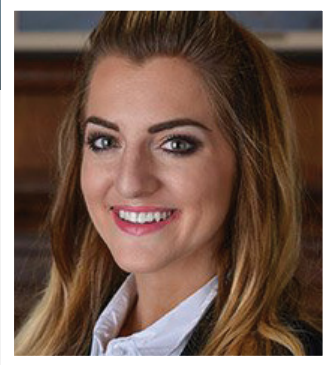
We know what it takes to attract, retain and motivate key talent. Contact us to develop a plan that works for your business.

[GET IN TOUCH](#)

281.378.1350

Compensation Services
Incentive Plan Design
Litigation Support
Strategic & Governance Advisory
Restructuring Services

[LONGNECKER.COM](#)



Get to Know Us

Chanel Wilson
MARKETING COORDINATOR

How long have you been with L&A? Almost 8 years

Alma Mater: LeTourneau University

What is the best advice you've been given?

You can't live a perfect day without doing something for someone who will never be able to repay you

Children (ages and names): Memphis, 4

What's your key to success? My faith in Christ

What do you enjoy most about your job?

Contributing to my father's company and legacy

What's a fun fact about you most people don't know?

I can sing Silent Night in German