

Dear All,

We hope you are staying cool and enjoying vacations with your families. The start of school is around the corner and just like the kids, we too are gearing up for the busy fall season.

In this edition of the L-Blast we have some great articles to share with you all. Our first piece is an L&A original article on incentive plans and the changes we are seeing that are shifting corporate strategies towards shareholder returns. In this article we share with you the most prevalent practices for your benefit.

In addition, we have two research articles you will find helpful. The first piece from Bloomberg provides more insight on the topic of incentive practices for executive pay in the Oil & Gas sector and how it is now being tied to investor returns. The second article also talks about compensation in the Energy industry and now that we have seen the first disclosures of the controversial CEO pay ratio, you may be surprised to know that this sector has the smallest gap in pay between median employee and chief executive. Read on to find out why and get a more detailed breakdown of pay in the Energy industry.

Last but not least, we are proud to announce L&A has made HBJ's Fast 100 List! Thanks to all of you who have made this possible. We appreciate each and every one of you. Don't forget to check out our motivation corner, where we share a few words of wisdom.

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



Incentive Plan Changes Are Coming

Over the past eighteen months, discussions on incentive compensation structures have been taking on a different element at a rapid clip in boardrooms across the country – as a result of investor pressures in the energy industry, annual incentive and long-term incentive performance metrics are getting the full health physical treatment.

[READ MORE](#)

In Big Jump, Half of Oil Chiefs Get Pay Tied to Investor Returns

About half of oil company executives are now finding their compensation shackled to shareholder returns rather than just product output, up from 10 percent a year earlier Occidental Petroleum Corp., Hess Corp., EOG Resources Inc. and Anadarko Petroleum Corp. are among 19 explorers tying executive pay to investor returns starting in 2018, according to a survey of 39 companies by Goldman Sachs Group Inc.

[READ MORE](#)

Forget Tech, Big Oil is Doling Out America's Fattest Paychecks

Move over Wall Street titans and Silicon Valley giants. When it comes to paychecks, Big Oil now looks like the best bet for U.S. workers.

Spurred partly by the shale boom, the median pay for energy workers last year was \$123,000, according to data newly mandated by the U.S. That topped all sectors, including utilities, tech and health care.

[READ MORE](#)

A little motivation... *Words of Wisdom*

YOU WILL NEVER ALWAYS BE MOTIVATED, SO YOU MUST LEARN TO BE DISCIPLINED.



L&A Makes HBJ's Fast 100 List

The Houston Business Journal recently revealed its **Fast 100 List**, recognizing private companies in the Houston area with the fastest revenue growth. We are grateful to our team and our clients who have contributed to L&A's success, making it possible to be on this list. See the complete list by clicking below.

[SEE THE LIST](#)



New L&A Website Coming Soon!

In an effort to provide a better user experience we will be rolling out a newly designed website very soon, so stay tuned!

JOIN US AT OUR UPCOMING EVENTS

NACD and GHWCC Luncheon- Board Selection, Diversity and Inclusion: A Nom/Gov Perspective

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 on the value and need for diversity in all forms as we explore the world of the nominating and governance committee and their process for selecting new board members.

[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 affecting the global oil and gas industry.

[REGISTER](#)

NACD Austin Luncheon- Improving Cybersecurity Oversight in the Boardroom

Friday, August 24 – 11:00 a.m. – 1:00 p.m.

Deloitte & Touche Austin
500 W. 2nd Street, Ste 1600
Austin, TX 78701

Renewed attention to cybersecurity at the U.S. SEC is making it increasingly important for directors to have a cybersecurity acumen. Join us as we explore the cybersecurity threats landscape and governance best practices.

[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.

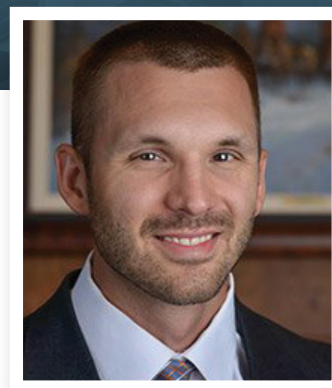
[GET IN TOUCH](#)

281.378.1350

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

Get to Know Us

Kevin Kuschel
COO



How long have you been with L&A?
10 years

Alma Mater
University of Houston

What are you passionate about?
Faith, Family, Fitness

What is the last movie you saw in a theater?
Jurassic World Fallen Kingdom