

## Dear All,

We hope you had a wonderful Thanksgiving in the company of family and friends. We have been extremely busy here at L&A but there is nothing like the Holidays to bring everyone closer together, not only in our personal lives but in business as well. A time of reflection on the past year as we start to look at what's ahead for 2019. Coach John Wooden has a great quote - "The most important thing in the world is family and love." This is a great time for all of us to hold on to both.

We have some great articles to share with you this month and we hope you find them helpful as you start to prepare for the new year. The first piece is an article we wrote for our partners at WorldatWork on IPO's. In this article we outline the important aspects that should be taken into consideration to ensure an IPO is positioned for success.

The second piece looks ahead at the 2019 proxy season and highlights important considerations for some of the hottest compensation topics such as pay ratio, say on pay and shareholder engagement. This is a great read to start preparing for next year's proxy season!

The last article takes a look at salary projections for 2019. A very small increase is anticipated for salaries in the coming year, enforcing the need for employers to take a holistic approach to compensation that focuses on the overall employee experience with tailored rewards offerings to attract and retain top talent.

Just a reminder that our Energy Pay Pulse survey launches on December 1st. If you are in the Oil & Gas industry we invite you to participate as this survey will reveal the latest salary trends and pay practices to help keep your compensation programs competitive.

Last but definitely not least, we are very excited to share with you that for the second year in a row we have been selected as one of Consulting® magazine's Fastest Growing Firms for 2018! We are grateful to each and every one of you who helped us achieve this growth.

Happy Holidays from all of us at L&A and 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



## Going Public – The Factors and Forces that Shape an IPO

We are entering the holiday season, a time for hope and optimism. This changing of seasons is like the transition many companies encounter when converting from a privately held organization into a full-fledged publicly traded company through an initial public offering (IPO). Although the typical IPO process takes months from announcement to trading, the preparation leading up to the IPO starts well in advance, not unlike preparation for all the holidays' special events.

[READ MORE](#)

## 2019 Proxy and Annual Reporting Season: Let the Preparations Begin

It is already that time of year when public companies should be thinking about the 2019 proxy and annual reporting season. Advance planning greatly contributes to a successful proxy season, culminating with the annual meeting of shareholders. This post highlights issues of importance to the upcoming 2019 proxy season, including:

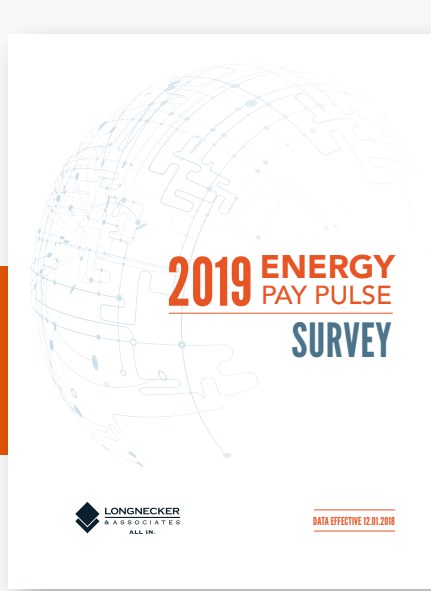
[READ MORE](#)

## 2019 Salary Budgets Inch Upward Ever So Slightly

Wage growth stays restrained despite low unemployment and tight labor market

Salary-increase budgets for U.S. employers next year are projected to grow by just 0.1 percent above the actual average budget increase for 2018, confirming that wage growth remains surprisingly stagnant despite record low unemployment.

[READ MORE](#)



## 2019 Energy Pay Pulse Survey LAUNCHES DECEMBER 1

At L&A, we've designed our participant-only 2019 Energy Pay Pulse Survey to concisely and powerfully assess market trends for companies in the energy industry. The survey will capture current compensation trends as they relate to:

- Salary increases
- Employee hiring/turnover
- Anticipated bonus payouts
- Long-term incentive grant awards
- Retention-related practices

The survey is scheduled to launch on **December 1**, and final survey results are scheduled to be available **early January**. Click the button below for more information or to participate.

[I'M INTERESTED](#)

## A little motivation... Words of Wisdom

"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."

– JOHN F. KENNEDY

## L&A Recognized as one of Consulting® Magazine's Fastest Growing Firms for the Second Consecutive Year!

We are thrilled to receive this recognition for the second year in a row. We wouldn't be where we are today without the support of all of you, and of course our amazing team! Click below to see our feature in this month's issue of Consulting® magazine.

[SEE OUR FEATURE](#)

## JOIN US AT OUR UPCOMING EVENTS

**NACD Houston - Houston Next: Recognize Risk in Today's Shifting, Dynamic Workforce**

**Thursday, December 6  
4:00 p.m. – 7:00 p.m.**

Big Brothers Big Sisters Lonestar  
1003 Washington Avenue  
Houston, TX 77002

Hear from author Steve Trautman and learn what five questions board directors can ask to help companies recognize and sidestep talent risk in today's shifting workplace.

[REGISTER](#)

**NTCA Luncheon in Dallas - 20/20 Compensation: The Vision For Future Trends**

**Thursday, December 13  
11:00 a.m. – 1:00 p.m.**

Maggiano's Little Italy  
205 N Park Center  
Dallas, TX 75225

Hear from our own Chris Crawford as he dives into important future compensation trends including legislation and emerging practices, gender pay gap, attracting/retaining talent and much more.

[REGISTER](#)

**NACD Houston - Innovation from Within**

**Thursday, January 18  
7:00 a.m. – 9:15 a.m.**

Junior League of Houston  
1811 Briar Oaks  
Houston, TX 77057

Join us as we discuss real-life examples of companies who are building innovation into their culture and DNA.

[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

### Sidney Diec

CONSULTANT

**What do you enjoy most about your job?**

Every day is different. I love meeting new clients and always learning about how they currently operate and what goals they hope to achieve in the future. The great thing about the industries we serve is that they are ever changing. Keeping you on your toes about new trends and how to develop relevant and successful ideas.

**Favorite Movie:** All of the Harry Potter movies

**What is the best vacation you've ever had?**

My graduation trip with my family to Europe. I was able to cross France, Germany, Italy, Austria, and Czech Republic off my bucket list. I think the best part was when we decided to rent a van which forced us to see parts of Europe that were less traveled by.

