



CARSON HUGHES

CONSULTANT

LONGNECKER & ASSOCIATES

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& ASSOCIATES
ALL IN.

CURRICULUM VITAE

Executive Summary

Mr. Hughes provides analytic consulting for executive, board of director and key employee compensation in both public and privately held companies across all industries.

Executive Compensation Consulting Experience

- Conducts analyses on competitive executive compensation programs, including base salary, annual incentives, and long-term incentives.
- Conducts analyses on competitive board of director compensation programs.
- Conducts analyses on competitive all employee compensation programs and designs intuitive templates for client use.
- Designs, conducts and manages compensation surveys.

Awards

- Texas Monthly Magazine, Best Companies to Work for in Texas, 2011 – 2019, ranked in the top 3 for 2011 – 2014
- Houston's Best & Brightest Companies to Work For 2014 and 2019
- Houston Business Journal, Fast 100 List, 2018
- Consulting Magazine, Fastest Growing Firms, 2017 and 2018
- 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, Economics – Millsaps College, Jackson, Mississippi
Associate of Applied Science, Pre-Engineering – Itawamba Community College

Employment

Present

Consultant, Longnecker & Associates

Past

Equity Analyst, Hardwood Hollow
Marketing and Finance, Magnolia Federal Credit Union

Professional Affiliations

Mr. Hughes is a member of WorldatWork.

Articles Authored


"Compensation Strategies & Emerging Trends for 2022", by Carson Hughes and Kyle Lamport, L&A L-Blast, December 2021.



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“Executive Perks Today”, by Carson Hughes and Brent Longnecker, [L&A L-Blast](#), May 2021.

“Industry Consolidation and Its Effects on Compensation”, by Carson Hughes, Brent Longnecker and Kevin Kuschel, [L&A L-Blast](#), September 2020.

“Salary Reductions and Their Unintended Consequences”, by Carson Hughes and Kevin Kuschel, [L&A L-Blast](#), May 2020.

“A Proxy Statement Is Not A Bank Statement”, by Carson Hughes, Chris Crawford and Josh Whittaker, [L&A L-Blast](#), May 2019.

“Board Meeting: An Analysis of Board Trends”, by Carson Hughes, [NACD](#), August 2019.



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