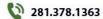


Tyler Brown ccc, cac, phr, sphr
Practice Leader

NFP COMPENSATION CONSULTING









Curriculum Vitae

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. Mr. Brown is currently an advisory board member of the San Antonio chapter of the National Association of Corporate Directors, which caters primarily to not-for-profit members.

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, 2011 2020, ranked in the top 3 for 2011 – 2014
- Houston's Best & Brightest Companies to Work For 2014 and 2019
- The M&A Advisor, Emerging Leader Award, 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, Texas Tech University

Employment

Present

Practice Leader, NFP Compensation Consulting

<u>Past</u>

Co-Chief Operating Officer, Longnecker & Associates Senior Director, Longnecker & Associates Director, Longnecker & Associates Manager, Longnecker & Associates Compensation Consultant, Sysco Corporation Senior Consultant, Longnecker & Associates



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Professional Affiliations

Mr. Brown is a member of National Association of Corporate Directors (NACD), WorldatWork and Houston Compensation & Benefits (HC&B). Mr. Brown also serves on the advisory board for the San Antonio Chapter of the National Association of Corporate Directors.

Certifications and Licenses

Compensation Committee Certification (CCC) – Economic Research Institute Compensation Analyst Certified (CAC) - Economic Research Institute Professional in Human Resources (PHR) – HR Certification Institute Senior Professional in Human Resources (SPHR) – HR Certification Institute

Publications – Articles Authored

"Should TSR Performance Be Accounted For In Annual Incentive Plans", by Tyler Brown, NFP Compensation Insights, January 2023.

"Following Inflation & Compensation", by Tyler Brown and Carson Hughes, L&A L-Blast, June 2022.

"Compensation for a Multigenerational Workforce", by Tyler Brown, L&A L-Blast, March 2022.

"What's the Real Deal? Bridging the Gap Between Reported Pay & Realized Pay", by Tyler Brown and Daniel Wilson, L&A L-Blast, August 2021.

"Compensation in the Real Estate Industry", by Tyler Brown, Brent Longnecker and Matt Brown, L&A L-Blast, February 2021.

"Compensation in a Remote Work Environment", by Tyler Brown, Kevin Kuschel and Kyle Lamport, L&A L-Blast, January 2021.

"The Attraction and Retention Paradigm", by Tyler Brown and Kevin Kuschel, L&A L-Blast, November 2020.

"SEC's New Rule on Human Capital Disclosures", by Tyler Brown, Kevin Kuschel and Madison Lewis, L&A L-Blast, October 2020.

"The Attraction and Retention Paradigm", by Tyler Brown and Kevin Kuschel, Workspan, Fourth Quarter 2020.

"Election Year and Its Effects on Compensation", by Tyler Brown, Matthew Brown and Kevin Kuschel, <u>L&A L-Blast</u>, January 2020.

"Executive Compensation Across Industries", by Tyler Brown, Kyle Lamport and Brent Longnecker, <u>L&A L-Blast</u>, November 2019.

"2019 ISS Benchmarking Policy Survey – Key Findings", by Tyler Brown, Stephanie Walker and Ian Keas, L&A L-Blast, September 2019.

"Going Public: The Factors and Forces That Shape An IPO", by Tyler Brown and Kevin Kuschel, Workspan, November/December 2018.

"Compensation Risk Assessment - Supporting Your Claims & Avoiding Exposure", by Tyler Brown, Chris Crawford and Kyle Lamport, L&A L-Blast, October 2018.



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"Paying for Performance in Not for Profits", by Tyler Brown, Chris Crawford and Josh Whittaker, <u>L&A L-Blast</u>, February 2018.

"Where Has All the Merit Gone?", by Tyler Brown, Brent Longnecker and Chris Crawford, <u>L&A L-Blast</u>, September 2017.

"Advisory Shareholder Services Discretionary Reviews", by Tyler Brown, Chris Crawford and Brent Longnecker, <u>L&A L-Blast</u>, December 2016.

"A different Say on Executive Pay", by Tyler Brown and John Christmas, <u>Dallas Business</u> <u>Journal</u>, November 18, 2007.

