



Tyler Brown
CCC, CAC, PHR, SPHR

Practice Leader

NFP COMPENSATION
CONSULTING

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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

Past

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 Lampport, [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, [L&A L-Blast](#), January 2020.

“Executive Compensation Across Industries”, by Tyler Brown, Kyle Lampport and Brent Longnecker, [L&A L-Blast](#), 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 Lampport, [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, [L&A L-Blast](#), February 2018.

“Where Has All the Merit Gone?”, by Tyler Brown, Brent Longnecker and Chris Crawford, [L&A L-Blast](#), September 2017.

“Advisory Shareholder Services Discretionary Reviews”, by Tyler Brown, Chris Crawford and Brent Longnecker, [L&A L-Blast](#), December 2016.

“A different Say on Executive Pay”, by Tyler Brown and John Christmas, [Dallas Business Journal](#), November 18, 2007.

