



Robert "Kyle"  
Lamport  
CCC, CAC  
Senior Manager

NFP  
Compensation  
Consulting

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## Curriculum Vitae

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### Executive Summary

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

### Executive Compensation Consulting Experience

- Market competitive board of director, executive and key employee total compensation review and design (public, private and non-profit spaces).
- Annual and long-term incentive plan design advisory services.
- Salary grade structure and job description design advisory services.
- Succession planning design advisory services.
- CD&A review advisory services.

### 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, 2019 and 2020
- 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
- Houston Livestock Show & Rodeo Metropolitan Scholarship (HLSR), 2010
- 102<sup>nd</sup> Infantry Division Scholarship (United States Army), 2010
- Top Ten Percent State Scholarship (State of Texas), 2010

### Education

Bachelor of Business Administration, Management (Accounting & Finance) – Texas A&M University, College Station, TX

### Employment

#### Present

Manager, NFP Compensation Consulting

#### Past

Senior Consultant, Longnecker & Associates  
Consultant, Longnecker & Associates

### Professional Affiliations

Mr. Lamport is a member of WorldatWork and Houston Compensation & Benefits.

### Certifications and Licenses

Compensation Committee Certified (CCC) – Economic Research Institute  
Compensation Analyst Credential (CAC) – Economic Research Institute



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### Publications – Articles Authored

"ESG and Executive Pay: A Perpetual Discussion", by Kyle Lamport, [NFP Compensation Insights](#), September 2023.

"The Future of the Compensation Committee. Is it secret? Is it safe?", by Kyle Lamport, [NFP Compensation Insights](#), March 2023.

"Oh, Pay vs. Performance! Oh, My Goodness!", by Kyle Lamport, [NFP Compensation Insights](#), September 2022.

"Renewed Focus On Executive Pay For Performance", by Kyle Lamport and Matt Brown, [L&A L-Blast](#), February 2022.

"Rising Inflation and Executive Salary Increases", by Kyle Lamport, [L&A L-Blast](#), January 2022.

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

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

"Executive Compensation Across Industries", by Kyle Lamport, Tyler Brown and Brent Longnecker, [L&A L-Blast](#), November 2019.

"Running Effective Board and Committee Meetings", by Kyle Lamport and Ian Keas, [L&A L-Blast](#), August 2019.

"Compensation Resolutions for The New Year", by Kyle Lamport, Liz Mayo and Sidney Diec, [L&A L-Blast](#), January 2019.

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

"Timing Long-Term Incentives", by Kyle Lamport, Sidney Diec and Ian Keas, [L&A L-Blast](#), September 2018.

"Incentive Plan Changes are Coming", by Kyle Lamport, Ian Keas and Chris Crawford, [L&A L-Blast](#), July 2018.

"Q&A with Tudor Pickering", by Kyle Lamport, Matt Brown, Chris Crawford, Josh Whittaker and Hunter Byrne, [L&A L-Blast](#), May 2018.

"CEO Pay Ration Caps Will Not Work", by Kyle Lamport and Chris Crawford, [L&A L-Blast](#), August 2017.

"The Future of Compensation and Corporate Governance Amid a Trump Presidency", by Kyle Lamport, Ian Keas and Brent Longnecker, [L&A L-Blast](#), November 2016.

### Publications – Articles Featured

"Compensation Committees – 4 Best Practices", by Ralph Ward, [Boardroom Insider](#), September 2019.

"Compensation Committees – Comp Consultants Sound Off", by Ralph Ward, [Boardroom Insider](#), September 2019.