



Matthew Brown

CAC, CCC

Senior Consultant

NFP
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🌐 [NFPCompensation
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Curriculum Vitae

Executive Summary

Mr. Brown provides analytic consulting for executive, board of directors and key employee compensation in public, private, and non-profit companies across various 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.
- Designs, conducts and manages compensation surveys.
- Conducts analyses on competitive all employee compensation programs and designs intuitive templates for client use.
- Salary grade structure and job description design advisory services.
- Annual incentive plan design.

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

Education

Bachelor of Business Administration – Sam Houston State University

Employment

Present

Senior Consultant, NFP Compensation Consulting

Past

Consultant, Longnecker & Associates

Professional Affiliations

Mr. Brown is a member of WorldatWork.

Certifications and Licenses

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



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Publications – Articles Authored

“The Vital Role of Executive Compensation Benchmarking in Non-Profit Organizations”, by Matt Brown, [NFP Compensation Insights](#), February 2024.

“Reimagining Total Rewards: A Holistic Approach to Employee Engagement”, by Matt Brown, [NFP Compensation Insights](#), August 2023.

“Pay Transparency Laws in the United States: Overview, Importance, and Challenges”, by Matt Brown, [NFP Compensation Insights](#), February 2023.

“Four-day Workweeks are Gaining Traction”, by Matt Brown, [NFP Compensation Insights](#), August 2022.

“Renewed Focus on Executive Pay for Performance”, by Matt Brown and Kyle Lamport, [L&A L-Blast](#), February 2022.

“Compensation in the Real Estate Industry”, by Matt Brown, Brent Longnecker and Tyler Brown, [L&A L-Blast](#), February 2021.

“Election Year and Its Effects on Compensation”, by Matthew Brown, Tyler Brown and Kevin Kuschel, [L&A L-Blast](#), January 2020.

“Pay-for-Performance – Not Just a Public Company Phrase”, by Matt Brown, Chris Crawford and Kevin Kuschel, [L&A L-Blast](#), December 2018.

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