



Robert "Kyle"
Lampport

CCC, CAC

Associate Vice President

NFP
Compensation
Consulting

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🌐 NFPCompensation
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Curriculum Vitae

Executive Summary

Mr. Lampport 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
- 102nd 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

Associate Vice President, NFP Compensation Consulting

Past

Manager, NFP Compensation Consulting
Senior Consultant, Longnecker & Associates
Consultant, Longnecker & Associates

Professional Affiliations

Mr. Lampport 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

"The Impact of M&A Transactions on Human Capital in the Oil and Gas Market", by Kyle Lampport, [Oilman Magazine](#), March 16, 2024.

"Compensation and Benefits Landscape for 2024", by Kyle Lampport and Katie Keating, [NFP Compensation Insights](#), January 2024.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

"The Future of Compensation and Corporate Governance Amid a Trump Presidency", by Kyle Lampport, 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.



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“Compensation Committees – Comp Consultants Sound Off”, by Ralph Ward, Boardroom Insider, September 2019.

