




## JOSH WHITTAKER

CCC, CAC

### SENIOR MANAGER

#### LONGNECKER & ASSOCIATES

 11011 Jones Road,  
Suite 200  
Houston, TX 77070

 281.378.1368

 LONGNECKER.COM



**LONGNECKER**  
**& ASSOCIATES**  
**ALL IN.**

## CURRICULUM VITAE

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### Executive Summary

Mr. Whittaker provides analytic consulting for executive, board of director and key employee compensation in both public and privately held companies across all industries. He also conducts and manages compensation surveys for the energy industry.

### 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.
- Conducts analyses on competitive all employee compensation programs and designs intuitive templates for client use.
- Designs, conducts, and manages compensation surveys.

### Awards

- Texas Monthly Magazine, Best Companies to Work for in Texas, 2011 – 2019, ranked in the top 3 for 2011 – 2014
- Houston's Best & Brightest Companies to Work For 2014 and 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's Degree in Natural Science and Mathematics – Thomas Edison State College, New Jersey

### Employment

#### Present

Senior Manager, Longnecker & Associates

#### Past

Manager, Longnecker & Associates

Senior Consultant, Longnecker & Associates

Consultant, Longnecker & Associates

Analyst, Longnecker & Associates

METOC Analyst, United States Marine Corps

### Professional Affiliations

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




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#### Certifications and Licenses

Compensation Analyst Credential – Economic Research Institute

#### Publications – Articles Authored

“Establishing and Maintaining Pay Equity”, by Josh Whittaker and Kevin Kuschel, [L&A L-Blast](#), February 2020.

“A Proxy Statement Is Not A Bank Statement”, by Josh Whittaker, Chris Crawford and Carson Hughes, [L&A L-Blast](#), May 2019.

“Executive Compensation Best Practices for 2020, Series 1- Public Companies”, by Josh Whittaker, Chris Crawford and Sidney Diec, [L&A L-Blast](#), April 2019.

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

“Paying for Performance in Not for Profits”, by Josh Whittaker, Tyler Brown and Chris Crawford, [L&A L-Blast](#), February 2018.

“Compensation Media Bias”, by Josh Whittaker, Brent Longnecker, and Chris Crawford, [L&A L-Blast](#), April 2017.

“Choosing a Strategic Compensation Consultant”, by Brent Longnecker, Kevin Kuschel and Josh Whittaker, [L&A L-Blast](#), December 2014.

#### Publications – Articles Featured

“Job Openings Reflect Growing Confidence in Midstream Industry”, by Nischinta Amarnath, [S&P Global Market Intelligence](#), June 29, 2016.

“Survey Reveals Midstream Companies Focusing on Retention Efforts”, by Valerie Jones, [Rigzone](#), July 21, 2016.

“Midstream: A Silver Lining in Oil, Gas Downturn?”, by Valerie Jones, [Rigzone](#), March 29, 2016.