




**ROBERT "KYLE"
LAMPOR**
CCC, CAC
MANAGER

LONGNECKER & ASSOCIATES

 11011 Jones Road,
Suite 200
Houston, TX 77070

 281.378.1369

 LONGNECKER.COM



LONGNECKER
& ASSOCIATES
ALL IN.

CURRICULUM VITAE

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 – 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
- Houston Livestock Show & Rodeo Metropolitan Scholarship (HLSR) in 2010
- 102nd Infantry Division Scholarship (United States Army) in 2010
- Top Ten Percent State Scholarship (State of Texas) in 2010

Education

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

Employment

Present

Manager, Longnecker & Associates

Past

Senior Consultant, Longnecker & Associates

Consultant, Longnecker & Associates

Professional Affiliations

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




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Certifications and Licenses

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

Publications – Articles Authored

“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.