



Josh Henke, CECF, CCP

Director, Compensation & Benefits Solutions

Director, Texas Total Rewards Alliance, and

NACD North Texas Advisory Board

Josh Henke is a Certified Executive Compensation Professional with over a decade of experience in general employee, executive and independent director compensation programs. Josh joined Compensation & Benefits Solutions after spending 11 years at a Houston-based executive compensation and corporate governance consulting firm. His practice focuses on a wide range of industries ranging from private and family owned companies, not-for-profit organizations, and Fortune 500 companies. Josh's service to these enterprises included representation of both compensation committees and management. With Josh's experience in Houston, the energy capital of the world, he has specific expertise within the upstream, midstream, downstream, and energy services industries as well as working with large international organizations. He prepared, designed and implemented compensation structure changes for U.S.-based corporations as they relocated corporate headquarters and tax domiciles to foreign countries such as Switzerland and Ireland. His international experience includes Canada, Western & Eastern Europe, and Russia.

Josh understands the balance between shareholder and key stakeholder interests, a board's fiduciary responsibility, and management's ability to attract, retain and motivate the best talent possible. Josh's extensive experience in the creation, design and implementation of compensation programs for private companies, pre-IPO, IPO execution, M&A transaction, and bankruptcy turnaround provide client's protection and security from shareholder, SEC and IRS scrutiny.

Josh also understands the fiduciary role as a board member. He currently serves on the Board of the Texas Total Reward Alliance, an educational not-for-profit dedicated to bringing together local HR organizations across Texas. He has served on the Board of Houston Compensation & Benefits as President with past roles as Vice President and Programs Director. He has also been an Advisory Board member for National Association of Corporate Directors Texas TriCities Chapter and North Texas Chapter. He is a member of WorldatWork, National Association of Corporate Directors, Houston Compensation & Benefits, and North Texas Compensation Association. Josh received his undergraduate degree from Texas State University and his CECF and CCP from WorldatWork.