



Steve Cross

Managing Director
FW Cook

Steve is Managing Director and Head of the Houston Office and a member of the Firm's board of directors.

For over 25 years, Steve has served as the outside advisor to the board of directors and executive management in the design and ongoing administration of executive compensation programs.

He provides independent advice to clients on a full range of topics related to executive compensation such as: annual and long-term incentive plan design, equity compensation, severance arrangements, corporate governance, compensation strategy, competitive analysis, public disclosures, and foreign domicile related issues.

Previously, Steve was the founder and Managing Partner of Cogent Compensation Partners, a boutique executive compensation consulting firm acquired by FW Cook in 2012.

Prior to that, Steve was the market leader for Mercer's executive compensation practice in Houston; he also spent 10 years at KPMG where he was the Partner in Charge of the executive compensation consulting practice for the Southwest Region.