



Brent M. Longnecker, CCC, CCP, CBP, GRP, CECF
Chairman & CEO, Longnecker & Associates
Director, AmReit, Star 12 Foundation, Rosehill Christian School
Foundation

Board/Leadership Expertise

Mr. Longnecker has over 25 years of leadership experience from both a board of director and operating executive perspective. In these roles, his responsibilities have included:

- Analysis, design and implementation of innovative performance, governance enhancement and cost savings programs
- Establishment of broad policies and objectives to assist in governing organizations, inclusive of by-laws and charters
- Assistance in selecting, compensating, mentoring, supporting, and reviewing the performance of boards, CEOs and key executives
- Ensuring the availability of adequate resources – inclusive of capital, technology, and people.
- Assistance with, and in some cases, the approval of annual budgets
- Collaboration with outside advisors including but not limited to: accounting, tax, legal, human resources, and strategy
- Accountable to stakeholders for organizational performance and long-term viability

Mr. Longnecker has deep expertise in energy, real estate and financial companies although he regularly consults with Boards of Directors, CEOs, key executives and advisors of all major industries where he addresses a wide range of operational, governance, organizational, strategic and ethical business issues.

Board Expertise

Mr. Longnecker serves as an outside director for both public and private companies.

Present:

AmReit – a publicly traded Real Estate Investment Trust that recently went private

- Compensation Committee– Chair
- Governance Committee – member

Mr. Longnecker was selected by *Consulting Magazine* in 2005 as one of the Top 25 Consultants in the United States, the first executive compensation consultant to receive this honor.

Business Advisory Expertise

- Executive compensation and corporate governance consulting
- Compensation and human resources planning in regard to mergers, acquisitions, initial public offers (IPOs), leveraged buyouts (LBOs) and spin-offs
- Analysis and design of compensation programs for directors, executives and employees for a variety of industries throughout the world
- Coaching/mentoring of compensation committees and senior executives
- Strategic planning incorporate human resources, ethics and operational issues
- Human resource department audits, reengineering and outsourcing
- Performance/productivity-enhancement analysis and training
- International human resources consulting for expatriates, third country nationals and nationals, including work with non-U.S. firms that have invested in the U.S.
- Ethics planning, corporate governance; analysis and training
- Investment banking fee analysis and design
- Corporate defense against unreasonable compensation allegations, typically raised by:
 - Shareholders/Stakeholders
 - The Internal Revenue Service
 - Government regulators (OTS, DCAA, PUC, FDIC, FHLBB, SEC)
- Employment contract negotiations, mediation and arbitration
- Special emphasis on start-ups and turnarounds

Mr. Longnecker's considerable "expert witness" experience includes:

- Significant deposition and trial testimony
- Wrongful discharge or pay inequity
- Estate planning compensation
- Government defense contractor compensation
- Wrongful death
- Bankruptcy compensation
- Golden parachute/severance
- Employment contract disputes
- Non-compete agreements
- Board of Directorships

Education

- Master of Business Administration, University of Houston, 1979. Summa Cum Laude. Areas of concentration: Management, Human Resources
- Bachelor of Business Administration, University of Houston, (Beta Gamma Sigma) 1977. Magna Cum Laude. Areas of concentration: Marketing, Finance
- Post Baccalaureate Work (Governance and Executive Pay), Harvard University

Certifications and Licensures

- Compensation Committee Certification (CCC)
- Certified Compensation Professional (CCP)
- Certified Benefits Professional (CBP)
- Global Remuneration Professional (GRP)
- Texas Real Estate Brokers License (Expired)
- Certified Executive Compensation Professional (CECP)

Publications/Research

- To more effectively equip senior leadership in the analysis and implementation of innovative performance programs, he has authored 14 books and contributed to over 450 articles on critical topics ranging from ethics standards to corporate governance in today's highly regulated environment. These are available upon request.

Professional Commitments

- Chairman, The Star 12 Foundation
- Co-Chairman, Worldwide Christian Outreach
- Instructor and Member, WorldatWork (formerly the American Compensation Association)
- Past Instructor, Center for Professional Education (CPE)
- Past Instructor, Certified Employee Benefit Specialist (CEBS)
- Past Board Member, Fellowship of Christian Athletes
- Member, National Association Corporate Directors
- Member, National Association of Stock Plan Professionals (NASPP)
- Founding Member, Community of Faith Church
 - Served as associate pastor
 - Presently responsible for finance ministry