



**Brent M. Longnecker, CCC, CCP, CBP, GRP, CECF**

Chairman & CEO, Longnecker & Associates

Director, Rangeford Resources, Pura Vida Spirits, Star 12 Foundation  
and NACD Texas TriCities Chapter – NACD Member for 21 Years

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Brent Longnecker is a NACD Board Leadership Fellow with over 30 years of leadership experience as a consultant, director, and operating executive. He was Deloitte's National Partner-In-Charge of their Performance Management and Compensation Practice for years until he and his business partner, Chris Crawford, formed L&A. Mr. Longnecker was selected by Consulting Magazine as one of the Top 25 Consultants in the United States and his firm has been recognized as one of Texas' Top Places to Work by Texas Monthly for seven straight years. He has authored 14 books and over 500 articles throughout his career. Mr. Longnecker strives to not only make a difference with his clients utilizing his relational and customized approach, but also works diligently to make his profession better by being more educated and more accountable.

In the executive compensation and governance areas, Mr. Longnecker helps clients in the analysis, design and strategic implementation of value-added programs that differentiate a company's ability to attract, retain and motivate the talent needed in today's competitive environment. He also regularly advises clients on mergers and acquisitions, IPOs, shareholder outreach and employment agreements. Mr. Longnecker has deep expertise in energy, real estate, manufacturing and financial companies. That said, he and his team regularly consult with Board of Directors, CEOs, key executives and advisors of all major industries where they address a wide range of operational, strategic and compensation issues. Possibly his favorite role is that of expert witness where he has in-depth deposition and trial experience in cases around reasonable compensation dealing with IRS and/or outside challenges, wrongful death, shareholder oppression, bankruptcies, wrongful discharge and pay inequity issues. His expertise has been invaluable in establishing precedent in several cases; most notably the Enron and Suder cases.

Mr. Longnecker has both his Bachelor of Business and Master of Business from the University of Houston. In addition, he is responsible for building the curriculum around executive pay for WorldatWork, as well as being one of their teaching faculty. His certifications include Certified Executive Compensation Professional; Certified Compensation Professional; Global Remuneration Professional; Certified Benefits Professional and Compensation Committee Certification.

Personally, Brent is married to his wife Shelly and has six daughters. When he needs a break, he is a mixed martial arts sensei and competitive dancer in the country western and ballroom circuits.