

Brent M. Longnecker
CCC, CCP, CBP, GRP, CECF
Chairman & CEO
Longnecker & Associates

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Houston, TX 77070
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Website: www.longnecker.com

Board/Leadership Summary

Mr. Longnecker has over 30 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.
- Assisting in negotiating rebates from professional service firms who have overcharged.
- 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.
- Taking companies public.

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 addressing a wide range of operational, governance, organizational, strategic and ethical business issues.

Board Expertise

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

Present:

National Association of Corporate Directors (NACD)

- Tri-Cities (Houston, Austin, and San Antonio)

Star 12 Foundation – Chairman
Leviticus – Chairman
Rosehill Christian School – Board of Directors

Past:

AmReit – a publicly traded Real Estate Investment Trust that recently went private and is presently preparing for an IPO.

Committees he served on include:

- Compensation – Chair
- Governance – member

ATP Oil & Gas – a publicly traded oil and gas company

- Audit Committee - member

Curriculum Vitae

ReitPlus – a private Real Estate Investment Trust that was absorbed in AmReit.
Committees he served on included:

- Audit

Skyauction.com – a private technology company that filed an S-1 registration Statement.

Committees he served on included:

- Compensation – Chair
- Audit – member

The Strategy Factory – another private dot.com company that was purchased.

Committees he served on included:

- Compensation – Chair

While serving on audit, compensation and governance committees, Mr. Longnecker is/was responsible for:

- Overseeing the financial reporting, proxy and disclosure process.
- Overseeing performance, hiring and independence of outside auditors and consultants.
- Oversight of regulatory compliance, governance, ethics and whistleblower hotlines.
- Monitoring and evaluating the internal processes.
- Discussing risk management policies and practices with management and outside advisors.
- Assessing board's composition and identifying missing qualities and/or characteristics.

Finally, Mr. Longnecker regularly attends continuing education courses offered at Harvard, the NACD and audit firms to understand ever-changing fiduciary responsibilities of corporate board members.

Business Advisory Expertise

Mr. Longnecker's extensive experience includes:

- 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.

Curriculum Vitae

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

Appointments/Awards

Texas Monthly Magazine

- Mr. Longnecker's firm, Longnecker & Associates, has been selected as "The 100 Best Places to Work" for in Texas since 2011 – 6 consecutive years.

Houston Business Journal

- Longnecker and Associates received in 2010, 2011 and 2012 "The Best Places to Work" award by The Houston Business Journal and ranked among the Top 10 in companies with less than 100 employees.

H Texas Magazine

- Mr. Longnecker was named one of the Top Professionals in Houston for 2012 and 2013.

Texas Lawyer Magazine

- In 2009, Longnecker & Associates was listed as one of the Top Experts in Texas' Top 10 Settlements for 2009.

Consulting Magazine

- Mr. Longnecker was selected as one of the Top 25 Consultants in the U.S.

WorldatWork

- In 2004, Mr. Longnecker served on a Blue Ribbon Commission that dealt with expensing stock options.
- In 2003, Mr. Longnecker served on a special taskforce to address HR issues presented by Congress and other regulatory commissions.
- From 2001 - present, as a result of being considered one of the top equity experts in the United States, Mr. Longnecker has filled the role of Technical Advisor on the equity-oriented course – T11. He is thus responsible for ensuring technical detail is correct in this course and other related courses. In addition, he created an advanced course and authored revised editions of two WorldatWork best selling books on equity.
- In 2001, Mr. Longnecker served on WorldatWork's Blue Ribbon Commission on Ethics for Human Resource professionals across the globe.

Department of Labor (DOL)

- In 2000, Mr. Longnecker was referred to the Department of Labor (DOL) as one of the top executive compensation professionals in the United States. He and a select group of practitioners were interviewed by the DOL as special advisory experts to

Curriculum Vitae

the Federal Economic Statistical Advisory Committee (FESAC) on “valuing long-term incentives.” He continues to assist them and other government agencies in this important area.

Education

Master of Business Administration, University of Houston, August 1979.

- Areas of concentration: Management, Human Resources

Bachelor of Business Administration, University of Houston, December 1977.

- Areas of concentration: Marketing, Finance

Selected for Beta Gamma Sigma, the National Business Honor Society.

Continuing education at Harvard in Board Governance under Professor Jay Lorsch.

Employment

Present

Longnecker & Associates

- Mr. Longnecker, Chairman & CEO of Longnecker & Associates, leads the field in providing high quality human resources, executive compensation, and corporate governance consulting services.
- His primary mission is to create sound fiduciary solutions for companies that attract and retain executives, bolster shareholder value, and reflect premier corporate governance practices.
- Located in Houston, Texas, Longnecker & Associates is a specialized executive compensation and corporate governance consulting firm founded in 2003.

Past

Resource Consulting Group

- As President of Resources Consulting Group, and Executive Vice President of Resources Connection, Brent Longnecker participated in the management led buyout of the Company from Deloitte & Touche.
- He was responsible for directing broad strategic and operating corporate activities toward achieving corporate objectives in accordance with policies established by the Chief Executive Officer.
- He was also given primary responsibility in developing the Human Capital Solutions Group service line and consulting practice.

Deloitte & Touche

- National Principal-In-Charge for the Performance Management Compensation Consulting Practice
- Principal In-Charge of the Human Resource Strategies Group (Performance Management & Compensation, Learning & Development, Organizational Performance and Communication for the Mid American Region)

He and his team also received many operational awards including:

- Best Operating Office
- Best Service Line
- Best Service Line Group
- Top Marketing Award for creation and trademark of the “KEYSOP” (Key Employee Security Option Plan)

Curriculum Vitae

KPMG Peat Marwick

- Prior to Deloitte & Touche, Mr. Longnecker engaged in the practice of compensation, human resources and benefits consulting as a partner with KPMG Peat Marwick.

He has been an owner/operator/director of several firms including an NASD broker-dealer, a financial planning firm and a real estate development firm. Finally, he has worked as a professional manager in the areas of human resources, compensation, training and development, and benefits for two energy companies.

Registered Trademarks Compensation/Business Processes Obtained

Pay for Performance Index™
Longnecker Independence Process™
Reasonable and Optics Quadrant Test™
LTI Decision Tree™
Valuation Data Analysis™
Longnecker Compensation Scorecard™
Weapons of Mass Excess™/WME™
Option3
SVC Comp Modeling SystemR/SVCR
Job Evaluation MatrixR/JEMR
Job Ranking & Classification™/JR&C™
Texas' Top Guns™
Texas' Sharpshooters™
Total Consulting™
Key Employee Security Option Program™/KEYSOP™
Discounted Employee Security Option Program™/DESOP™
Longnecker™
Longnecker & Associates™
L-Blast™
Purpose Positive™
Live Life™
Focus Forward™

Books Authored

The third edition of "The Power of Restricted Stock" was recently released. He is presently working on two new books with WorldatWork due out in 2014; the first will be a third edition on stock option alternatives, and the second will be on performance units.

"The Power of Restricted Stock." The Definitive Guide to a Resurging Long-Term Incentive. WorldatWork, 2013, 2006, and 2004 editions, co-author Chris Crawford.

"Stock Option Alternatives." A Strategic and Technical Guide of Long-Term Incentives, WorldatWork 2006 and 2003 editions.

"Rethinking Strategic Compensation." CCH 2006 and 2004 editions

"HR-How to Strategy," CCH 2003, Contributing Author

"A Practitioners Guide to Stock Option Plan Administration," WorldatWork 2002.

"Board of Director Executive Compensation Summary," co-author John Nash, 1993.

Deloitte & Touche's Executive Compensation Catalog – 1996, key contributor.

"The Future of the HR Profession," SHRM, 2002.

Curriculum Vitae

Brent was one of the advisors from the top eight consulting firms to take Phase One of this Three Phase study conducted by SHRM.

“Equity at Work – Constructing a Broad-based Stock Option Plan,” WorldatWork, 2002. As a technical reviewer, Brent assisted in the writing, reviewing and editing in this publication.

Business, The Bible and You, 1993.

Miracles in Our Midst: Proof Positive God Is Among Us, 1993.

Certifications and Licenses

- Compensation Committee Certification (CCC)
- Certified Compensation Professional (CCP)
- Certified Benefits Professional (CBP)
- Global Remuneration Professional (GRP)
- Certified Executive Compensation Professional (CECP)

Awarded additional certificates of proficiency by WorldatWork in:

- Executive Compensation
- Base Salary Administration
- Benefits Administration

Professional Activities and Memberships

WorldatWork, faculty member

Classes being taught:

- Total Compensation Management
- Executive Compensation
- Advanced Executive Compensation
- Alternative Rewards
- Equity Rewards (designed course)

Center for Professional Education (CPE), Past Instructor

Classes taught:

- Introduction to Compensation and Benefits
- Executive Compensation (developed this course)
- Outsourcing (developed this course)

Classes developed:

- Ethics
- Reengineering
- Performance Measurement
- Benefit Program Compliance
- The Hiring Decision

Certified Employee Benefit Specialist (CEBS), Past Instructor

Classes taught:

- Management and Human Resources
- Compensation Management

National Association Corporate Directors, Member

The Star 12 Foundation, Chairman

Rosehill Christian School Foundation, Member

Fellowship of Christian Athletes (Houston) – Past Board Member

Curriculum Vitae

Personal Background

He has five daughters, three granddaughters and one grandson.

Other:

Mr. Longnecker is a frequent guest speaker around the world. The topics of his have included General Business, Human Resources, Branding, Government Regulations, Compensation and Benefits as well as Ethics. Mr. Longnecker has also developed a financial planning/help ministry that his church utilizes internally and externally throughout the Houston area.

Client References

Kerr Taylor, CEO and Chairman
AmREIT
(713) 850-1400

Anne Ruddy, Executive Director
WorldatWork
(480) 483-8352

Andy Parker, Board Member
UNAKA
(972) 564-0247

Ronald Gafford
Compensation Committee Chairman
Trinity Industries and
Chaparral Steel
(214) 443-5551

John Lollar
Compensation Committee Chairman
Plain Exploration and Production
(713) 812-7300

Jim Flores, Chairman & President
Plains Exploration and Production
(713) 579-6000

Herb Kelleher, Past Chairman
(214) 792-4110
Colleen Barrett, Past President & COO
(214) 956-8068
Southwest Airlines

John Montgomery
Founder
Bridgeway Fund
(713) 661-3580 ext 8000

Yandell Rogers
Priest River, CEO
Quicksilver, Director

Curriculum Vitae

(713) 8309501

Richard Sage, Compensation Committee Chairman, EZ Corp.
(305) 235-9591

Jamey Clements
Chairman, King Ranch
(214) 750-9893

Fred Hegi
Compensation Committee Chairman
Texas Capital Bancshares
(214) 720-1313

Chad Braun
Chief Financial Officer
AmReit
(713) 850-1400

E.L. Henry
Compensation Committee Chairman
Meridian Resource Group
(225) 336-5200

Chris Brisack
Compensation Committee Chairman
ATP Oil and Gas
(713) 718-3922

Bill Hobby
Ex-Compensation Committee Chairman
Southwest Airlines
Ex-Lieutenant Governor of Texas
(713) 524-2480

Matt McCarroll, Past Chairman & CEO
Dynamic Offshore
Presently Dons Energy, LLC
(713) 653-8865

Attorney and Case References

Robin E. Phelan
Mark X. Mullin
Scott W. Everett
Haynes and Boone, LLP
(214) 651-5000
Plaintiff: AMRESKO Inc.
Case: Retention and Severance Agreements for Chapter 11 Bankruptcy
Work Product and Court, 2001

Jones, Day, Reavis & Pogue
(216) 586-7175
Plaintiff: Williams Communications
Case: Retention and Service Agreements for Chapter 11 Bankruptcy
Work Product, 2002

Scott A. Eggers
Proskauer Rose

Curriculum Vitae

(212) 969-3000
Plaintiff: Alcatel USA, Inc.
Case: HR Practices
Work Product and Deposition, 2002

Kevin Durkin, Esq.
Clifford Law Offices
(312) 899-9090
Plaintiff: Rick Reindel, Stephen Wilkie
Case: Wrongful Death
Work Product, 2003

Christine Schenone, Esq.
Cotchett, Pitre, Simon & McCarthy
(650) 697-6000
Plaintiff: John Diaz
Case: Disability
Work Product, 2003

Michael Malone, Esq
King & Spalding
(212) 556-2100
Plaintiff: Jean-Marie Messier
Case: Employment Contract and Severance Agreement
Work Product and Arbitration, 2003

Ed Stopher
Boehl, Stopher & Graves, LLP
(502) 589-5980
Defendant: Louisiana Gas & Electric
Case: Change in Control
Deposition, Trial and Work Product, 2004

Julie I. Ungerman, Esq.
Hunton & Williams
(214) 979-3000
Defendant: TXU
Case: Executive Compensation Practices
Work Product, 2005

Mark Maney, Esq.
McClain, Maney & Patchin, P.C.
(713) 654-8001
Plaintiff: Employee Committee of Enron
Case: Abusive use of Retention Plans and Employment Contracts
Deposition, Trial and Work Product, 2005

C. Mark Baker, Esq.
Andrew P. Price, Esq.
Fulbright & Jaworski
(713) 651-5151
Plaintiff: Chuck Watson
Case: Employment Contract
Work Product, 2005

George Hrdlicka, Esq.
Chamberlain, Hrdlicka, White, Williams, and Martin

Curriculum Vitae

(713) 658-2516
Defendant: Rakesh Agrawal
Case: IRS Unreasonable Compensation
Work Product, 2005

Sallee S. Smyth, Esq.
Cheryl Jeter, Esq.
Short, Jenkins, Kamin, LLP
(713) 626-0208
Defendant: Patrick Dugan
Case: Divorce Settlement
Work Product, 2006

John W. Bickel II, Esq.
Eric P. Haas, Esq.
Ken Hickox, Esq.
Bickel & Brewer
(214) 653-4000
Defendant: John Rochon, Nick Bouras
Case: Executive Employment Agreements
Deposition, 2006

Shain Khoshbin, Esq.
Rogge Dunn, Esq.
John Hagen, Esq.
Clouse, Dunn, Khoshbin, LLP
(214) 220-3888
Defendant: Ronald Parker
Case: Executive Severance Agreements
Deposition and Work Product, 2006

Karen Hirschman
(214) 220-7700
Vinson & Elkins, LLP
Defendant: Jeff Rich
Case: Reasonable Compensation
Work Product, 2008

Ladd Hirsch
(214) 389-5300
Diamond McCarthy, LLP
Plaintiff: Balkrishna Shagrithaya
Case: Shareholder Oppression
Work Product, Deposition and Trial, 2009

John Zavitsanos
(713) 655-1101
Ahmad, Zavitsanos & Anaipakos, P.C.
Defendant: Citgo Petroleum Corporation
Case: Employment/Discrimination
Work Product and Deposition, 2011

Alistair Dawson
(713) 951-6225
Beck, Redden & Secrest LLP
Defendant: Martin Resource Management Corporation
Case: Shareholder Oppression

Curriculum Vitae

Work Product and Deposition, 2011

Doug Hamel
(713) 758-2036
Vinson & Elkins LLP
Defendants: Rio Energy International, Inc.
Case: Shareholder Oppression
Work Product and Deposition, 2011-2012

Christopher Schwegman
(214) 981-3835
Lynn Tillotson Pinker & Cox LLP
Defendant: Haggar Clothing Co.
Case: Reasonable Compensation
Work Product and Deposition, 2013-2014

Expert Witness Cases

Reindel v. Turkish Airlines, Regarding the Air Crash in Turkey. January, 2003. Deposition

Diaz v. Singapore Air, Regarding the Air Crash in Taipei, Taiwan's Chiang Kai-shek International Airport. October, 2000. Deposition

Case No. 00-43866, LTV Steel Company, United States Bankruptcy Court, Northern District of Ohio. Trial

Case No. 01-35327, AMRESCO, Inc., United States Bankruptcy Court, Texas Northern Bankruptcy Court. Trial

Case No. CC 01-889-C, Morgan Howard LLC, v. Immedient, Inc., The County Court of Dallas County Dallas. Deposition and Trial

Case No. 00-1512 Wilkie v. Alaska Air, United States District Court for the Northern District of California. Deposition

Case No. 07-151149-I, Balkrishna Shagrithaya v. Max Martin, The 162nd Judicial District Court, Dallas County Court, Dallas County, Texas. Deposition and Trial

Case No. 2010-1020-CCC2, Martin Resource Management Corp. V. Scott Martin, Raymond J. Brown, Parks Patton, Hoepfl & Brown LLC, Michael Gayler, And Gaylersmith Group LLC; Gregg County, Texas. Deposition

Case No. 4:10-CV-02971, Philip John Reedy v. CITGO Petroleum Corp., U.S. District Court- Southern District of Texas Houston Division. Deposition

Case No. 2007-PR-44802A-3, Vaughan E. Williams and Patricia W. Shoemake v. Jimmie L. Williams Jr., et al., The County Court at Law No. 3 of Nueces County, Texas. Deposition

Case No. 09-3939, Dave B. Marshall v. Murchison Oil and Gas, Inc., The District Court of Dallas County, Texas. Deposition and Trial

Department of Treasury- Internal Revenue Services v. EsTech Systems, Inc. Deposition and Trial

Case No. 2010-33366, John B. Manning v. Rio Energy International, Inc. et al, The District Court of Harris County Texas. Deposition

Case No. 3-06cv1751-N, Haggar Clothing Co. v. Buxbaum Holdings, Inc., The Northern District of Texas Dallas Division. Deposition

Curriculum Vitae

Case: Executive/Estate Compensation Analysis

Richard Giauque
Giauque, Crockett, Bendinger & Peterson
(801) 533-8383
Plaintiff: Marty Reid
Case: Executive Golden Parachute

Verner, Liipfert, Bernhard, McPherson & Hand, Chartered
(713) 225-7210
Plaintiff: Drypers Corp.
Case: Bankruptcy

Jones, Day, Reavis & Pogue
(216) 586-7175
Plaintiff: Elder Beeman
Case: Bankruptcy
David Heiman

Jones, Day, Reavis & Pogue
(216) 586-7175
Plaintiff: LTV Corp.
Case: Bankruptcy

Media Coverage

CNN 650AM Radio - The Price of Business with Kevin Price
Weekly segment

CNBC – Street Signs with Erin Burnett – Topic: Magic Number \$9 M?
February 22, 2010

AM 740 KTRH News Radio – Topic: The Pay Czar and Pay Cuts
October 2009

CNN - Lou Dobbs Tonight - Topic: CEO Pay
March 22, 2004
CNBC – Topic: Grasso Pay Package
February 25, 2004

CNBC – Morning Call
September 3, 2003

Articles Authored

“Bonus Payout Debate: Formula vs Discretion!”, by Brent Longnecker, Chris Crawford and Ian Keas, L&A L-Blast, April 2016.

“L&A Speaks with Institutional Shareholder Services, Inc. (ISS), By Brent Longnecker and Ian Keas, L&A L-Blast, March 2016.

Curriculum Vitae

“Retention Awards: A Top 10 List”, by Brent Longnecker, Ian Keas and Danielle Jiacomin, [L&A L-Blast](#), February 2016.

“Compliance Changes for 2016”, by Brent Longnecker, Danielle Jiacomin and Daniel Wilson”, [L&A L-Blast](#), January 2016.

“A Few of Our Favorite Compensation Things:”, by Brent Longnecker and Chris Crawford, [L&A L-Blast](#), December 2015.

“Executive Compensation: The #1 Reason You May Lose Your Board Seat”, by Brent Longnecker and Kevin Kuschel, [L&A L-Blast](#), October 2015.

“How Being Strategic Wins the Race for HR”, by Brent Longnecker, [L&A L-Blast](#), September 2015.

“Director Compensation Decision Making is Deteriorating”, by Brent Longnecker and Josh Henke, [L&A L-Blast](#), July 2015.

“Chipotle Shareholder Overreach”, by Brent Longnecker, Chris Crawford and Kevin Kuschel, [L&A L-Blast](#), June 2015.

“Taking the Politics out of Proxy Season- That Would Be Nice!”, by Brent Longnecker and Ian Keas, [L&A L-Blast](#), May 2015.

“The Value of a CEO”, by Brent Longnecker and Chris Crawford, [L&A L-Blast](#), April 2015.

“10B5-1 Plans & Stock Ownership Guidelines”, by Brent Longnecker, Danielle Jiacomin and Alissa Martin, [L&A L-Blast](#), March 2015.

“The M&A Lynchpin: Success or Failure Starts with HR”, by Brent Longnecker, Kevin Kuschel and Jordan Welch, [L&A L-Blast](#), February 2015.

“Hear Ye, Hear Ye: Is ISS Starting to Listen? Yes and No...”, by Brent Longnecker, Ian Keas and Danielle Jiacomin, [L&A L-Blast](#), January 2015.

“Choosing a Strategic Compensation Consultant”, by Brent Longnecker, Kevin Kuschel and Josh Whittaker, [L&A L-Blast](#), December 2014.

“A Lesson in Dealing with Shareholder Advisory Firms”, by Brent Longnecker, Kevin Kuschel and Cameron Boswell, [L&A L-Blast](#), October 2014.

“Compensation & Governance Best Practices for Non-Profit Organizations”, by Brent Longnecker and Todd Henke, [L&A L-Blast](#), August 2014.

“What is Responsible Compensation and How It Is Measured”, by Brent Longnecker and Chris Crawford, [L&A L-Blast](#), June 2014.

“Evolving HR’s Role in the Boardroom”, by Brent Longnecker and Ian Keas, [L&A L-Blast](#), April 2014.

“Competing for Talent as a Private Company”, by Brent Longnecker and Ian Keas, [L&A L-Blast](#), March, 2014.

“Cybersecurity: Keeping Your Board Educated and Your Compensation Data Protected”, by Brent Longnecker and Cameron Boswell, [L&A L-Blast](#), February 2014.

“Longnecker & Crawford: Five Strategies to help your business attract and retain quality employees”, by Brent Longnecker and Chris Crawford, [Smart Business Online](#), November 22, 2013.

Curriculum Vitae

“Compensation Landmines & Key Issues”, by Brent Longnecker and Todd Henke, L&A L-Blast, October 2013.

“IPO’s: A Compensation Roadmap”, by Brent Longnecker and Ian Keas, L&A L-Blast, September 2013.

“Minding the Gap: How Energy CEOs Should Approach the Talent Gap”, by Brent Longnecker, Chris Crawford, and Jonathan Covington, Texas CEO Magazine, May 2013.

“Compensation Committee Calendars and Charters Need a Spring Dusting”, by Brent Longnecker, Josh Henke and Kevin Kuschel, L&A L-Blast, April 2013.

“The Cleanest Compensation Fuel”, by Brent Longnecker, Chris Crawford and Todd Henke, L&A L-Blast, March 2013.

“Pay “Em or Lose “Em Ain’t a Myth”, By Brent Longnecker, Chris Crawford and Todd Henke, Texas C EO Magazine, March 03, 2013.

“How Do We Define Executive Pay?”, by Brent Longnecker, Chris Crawford and Todd Henke, The Corporate Board, January/February 2013.

“Say on Pay: Natural Gas Faces an Uphill Battle”, by Brent Longnecker and Kevin Kuschel, L&A L-Blast, October 2012.

“Proxy Advisors and the Institutional Investor”, by Brent Longnecker and Ian Keas, L&A L-Blast, September 2012.

“The Importance of Effective Disclosures”, by Brent Longnecker and Chris Crawford, L&A L-Blast, August 2012.

“2012 Say on Pay Update”, by Brent Longnecker and Chris Crawford, L&A L-Blast, July 2012.

“Key Best Practices for Not-For-Profit Boards”, by Brent Longnecker and Chris Crawford, L&A L-Blast, June 2012.

“There’s a new Sheriff in Town: 162(m) Compliance”, by Brent Longnecker, Chris Crawford and Kevin Kuschel, L&A L-Blast, April 2012.

“Business Judgment Prevails”, by Brent Longnecker and Todd Henke, L&A L-Blast, January 2012.

“ISS in 2012”, by Brent Longnecker, Chris Crawford and Josh Henke, L&A L-Blast, December 2011.

“A Year in Review: Compensation in 2011”, by Brent Longnecker, L&A L-Blast, December 2011.

“Belts and Suspenders: Compensation Committee Best Practices”, by Brent Longnecker and Chris Crawford, L&A L-Blast, October 2011.

“Choosing the Right Peer Group” by Brent Longnecker, Chris Crawford and Kevin Kuschel, L&A L-Blast, September 2011.

“Eliminating the Stigma Around Change in Control”, by Brent Longnecker, Chris Crawford and Josh Henke, L&A L-Blast, September 2011.

“The Importance of CEO Compensation Plan Design,” by Brent Longnecker and Josh Henke, Workspan Magazine, June 2010.

Curriculum Vitae

“When Stock Options Sink Underwater”, by Brent Longnecker and Chris Crawford, Corporate Board Magazine, February 2009.

“Higher pay reflects increased responsibility for corporate directors,” by Brent Longnecker & Shane Krantz, Houston Business Journal, October 2008.

“Executive Compensation & Benefits During a Volatile Time,” by Brent Longnecker and Julie Bulow, The Comp Doctor, September 2008.

“Frankly Speaking, “Say on Pay is No Way to Act” by Brent Longnecker and Chris Crawford, Houston Business Journal, June 22, 2007.

Opening the Dialogue on SEC Disclosure: The Good, the Bad and the Ugly," by Brent Longnecker and Chris Crawford, Workspan, July 2006.

".....Where there is smoke, there is fire, and many companies are not in complete compliance while others are underreporting" by Brent Longnecker & Chris Crawford, USA Today, May 2005.

"More Comp, Fewer Benefits," by Brent Longnecker, HR Magazine, December 2005.

"Pushing for Change: Globalizing Executive Compensation Governance," by Brent Longnecker and Chris Crawford, WorldatWork Journal, 4th Quarter 2005.

"Houston's Highest Paid Executives," by Longnecker & Associates, Houston Chronicle, July 31, 2005.

"A New Day, A New Definition," by Brent Longnecker & Chris Crawford, Workspan, March 2005.

“Going Private: Compliance Cost Scaring SOX Off Small Business” by Brent Longnecker, Houston Business Journal, February 4, 2005.

“Paycheck Strategy”, by Brent Longnecker, Houston Business Journal, December 3-9, 2004.

“Independence Day: The Critical Need for Unbiased Advice”, by Brent Longnecker & Chris Crawford, Senior Consultant, December 2004, Vol. 7, No. 12.

"Weapons of Mass Excess: Avoiding the Shock and Awe of Executive Pay", by Brent Longnecker, North Texas Compensation Association, October 12, 2004.

"Combating the Future Retirement Gap with Tailored Total Rewards", by April Canik, Chris Crawford and Brent Longnecker, IHRIM Journal, Sept/Oct 2004.

"Employee Bonus Options", by Brent Longnecker, Your Voice, September 2004 Vol. 1 Issue 7.

"FEAR FACTOR: A Director's Guide to Critical Compensation Issues," by Brent Longnecker and Chris Crawford, Directors Monthly, September 2004.

"Total Rewards: A Three-Legged Platform Toward Improved Productivity" by Brent Longnecker & Nicole Shanklin, Employee Benefit Plan Review, July 2004.

“CEOs And Their Counsel,” by Brent Longnecker co-authored with Christopher S. Crawford, HR.com, May 24, 2004.

“Sarbanes-Oxley: Financial Friend or Foe?” by Brent Longnecker, The Banking Law Journal, Volume 121, June 2004.

Curriculum Vitae

- “The aftermath of Sarbanes-Oxley: If CEOs aren’t running our companies, then who is?” by Brent Longnecker, Directorship, April 2004.
- “Director Compensation Trends,” by Brent Longnecker, The Corporate Board, March/April 2004, Vol. XXV No. 145.
- "Should Companies Follow in Microsoft's Footsteps?" by Brent Longnecker and Brice Simpson, Employee Benefit Plan Review, January 2004.
- “Executive Compensation: The Feds Are Stepping In,” by Brent Longnecker, Employee Benefit Plan Review, (December – January 2004).
- “Executive Compensation and Corporate Governance: The Perfect Storm,” by Brent Longnecker and Chris Crawford, USA Today Magazine, December 19, 2003.
- “Sarbanes Oxley: One Year Later”, by Brent Longnecker and Nathan White 2003.
- “CEO vs. Middleman: The New Blame Game” by Brent Longnecker, The Talent Economy, December 16, 2003.
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