



Brett MacNeil
President and CEO

Brett MacNeil, unlike most folks in the agriculture industry, was not born into and did not marry into an agrarian family. He is here purely by his own volition and desire...he chooses, daily, to pursue a life and career in the industry he loves. Conversely, Brett was born and reared in the rural farming communities of southeastern Arizona. At a young age, he developed a strong affiliation towards and an appreciation for all things agricultural. Through his elementary and high school years, he worked afternoons, weekends and summers on various farms and ranches, learning everything from mucking stalls, to operating a plethora of farm equipment, driving trucks and the proper husbandry of livestock.

Graduating from high school in 1985, he headed to the "BIG CITY LIGHTS" of Tucson, Arizona, a "country-boy-come-to-town" so to speak, and enrolled at the University of Arizona. With his heart set to follow his passion for a career in agriculture, he worked his way through college, earning a Bachelor of Science Degree in Agriculture in 1989. Eager to pursue an agribusiness-related career and expand his experience and knowledge base, Brett moved to the "REALLY BIG CITY LIGHTS" in the metropolitan Phoenix, Arizona area where he worked in various agribusiness related fields including banking, real estate, marketing and farm management. Concurrently, he pursued a Master's Degree in Agribusiness from Arizona State University.

While writing his master's thesis at ASU, and after presented with the ASU Morrison School of Agribusiness & Environmental Resources Award for Leadership and Scholastic Excellence, the opportunity to earn an MBA, with a full scholarship, availed itself. Brett refocused his educational commitment and attention to this once-in-a-lifetime opportunity, having garnered the educational benefits from the Master's in Agribusiness program at ASU, he charged forward towards his Master's of Business Administration degree.

In 1998, while pursuing his MBA, the realization of his lifelong dream of creating his own company was realized when he founded Scythe & Spade Company, a professional services firm focused exclusively on the Agribusiness industry. His commitment and dedication to the business of agriculture and all that it entails is evident in the professional affiliations, accomplishments and activities which Brett has successfully lead, with single-minded purpose and passion. During this time, Brett completed his Master's Degree in Business Administration through Keller Graduate School of Business in 1999.

Brett used to say he was over-educated and under-experienced. However, during the past 20 years, he has continued his education through experience, travel and the building of life-long relationships, to the point of having earned a PhD from the prestigious School of Hard Knocks, which served to develop, refine and polish his professional agribusiness management and leadership skills to a level that few others possess, but to which all should aspire.

In a barn-yard conversation, Brett asked one of his early mentors, "How do I learn to ride like you?" The answer was, "...by wearing out the seat of a whole bunch of Wrangler jeans." Brett, whose greatest asset has always been his open-minded ability to LISTEN, wore out so many pairs of jeans that he now rides with the best of the best. Time "...in the saddle..." has given him the working knowledge, the cautious judgment that comes from real-world experience and yet, has never allowed challenges to dampen his entrepreneurial spirit. These lessons cannot be taught in any formal business school anywhere. Today, Brett is as comfortable in the saddle as he is in the board room; capable of excellent performance and positive results in both arenas.

The following page contains information regarding Brett's key strengths, interests and accomplishments.



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Key strengths developed through the successful partnership of education and experiences:

- Agribusiness leadership, organization and operational management
 - Agribusiness financial management including economic analysis, pro forma budgeting & financial forecasting
 - Agribusiness marketing, including the design and implementation of a corporate marketing plan, sales, leasing and joint ventures as well as acquisition analysis & due diligence responsibilities
 - Contract design, drafting and negotiations
 - Federal, State and local government program management, compliance & participation
 - Information Technology systems design & maintenance
 - Strategic Planning and Total Quality Management
- Other interests and accomplishments:
- Education
 - Bachelor of Science Degree in General Agriculture; Animal Science emphasis, University of Arizona 1989.
 - Graduate - Project CENTRL (Center for Rural Leadership) Class XI 1994 & 1995
 - Graduate - Rapport Leadership Institute, Class #408, 1997
 - Master's Degree in Business Administration, Keller Graduate School, 1999
 - Graduate, University of Wisconsin Master Cheese Maker Program, 2004
 - E-Myth Mastery Consulting Program, 2005 & 2006
 - Graduate, TEPAP (The Executive Program for Agricultural Producers), 2006
 - Harvard Agribusiness Seminar Participant 2007
 - Northwest Agribusiness Seminar Participant 2009
 - Recognition and Awards
 - Rotary Youth Exchange Scholar to New Zealand 1983 & 1984
 - National Scholastic Athlete Recipient 1985
 - Recipient of the Arizona State University Morrison School of Agribusiness "Award for Leadership & Scholastic Excellence", 1993
 - Arizona National Stock Show - Membership Chairman 1993-1997, Auction Chairman 2000-2005, Board of Directors 1997-2005,
 - Board of Directors, University of Arizona Ag Alumni Council 1997-2002
 - Recipient of the University of Arizona College of Agriculture and Life Sciences "Young Achiever Award" 2001
 - Board Member, Farm Financial Standards Council 2008-Present
 - Board Member, OSU & WSU Northwest Agribusiness Executive Seminar 2010-Present
 - Member, Idaho Chapter of the Young Presidents Organization, 2007 - Present
 - Licensed Private Pilot, Instrument Rated
 - Licensed Real Estate Broker and Property & Casualty Broker in Arizona, Oregon and Idaho.