

Executive compensation

CEO= chief executive officer
CFO= chief financial officer
EVP= executive vice president

SVP= senior vice president
COO= chief operating officer
VP= vice president

	2016 total direct compensation	2016 salary and bonus	2016 other income	2015 salary and bonus	% change from 2015 salary and bonus	Value of 5-year \$100 investment	Value of sale of options	Fair value of stocks and option awards	Value of shares owned
Axiom									
Scott Howe, CEO	\$5,694,469	\$650,000	\$1,072,950	\$650,000	0.00%	\$194	\$0	\$3,971,519	\$30,947,685
Warren Jensen, CFO	3,020,230	522,725	849,832	515,000	1.50	194	0	1,647,673	11,102,476
Richard Erwin, division pres.	1,573,718	418,750	434,109	400,000	4.70	194	0	720,859	1,859,556
Travis May, division pres.	2,247,514	368,750	430,923	340,000	8.50	194	418,028	1,029,813	4,901,907
Dennis Self, division pres.	1,484,207	423,750	339,598	NA	NA	194	0	720,859	1,236,611
America's Car-Mart									
William Henderson, CEO	4,175,949	466,400	34,409	466,400	0.00	81	3,675,140	0	13,122,480
Jeffrey Williams, CFO	1,032,888	367,290	33,198	367,290	0.00	81	632,400	0	7,723,128
ArcBest									
Judy McReynolds, CEO	1,585,336	660,000	464,095	642,500	2.70	243	0	461,241	1,459,481
Timothy Thorne, ABF Freight president	839,410	400,000	221,990	387,500	3.20	243	0	217,420	153,677
Jim Ingram, ABF Logistics president	751,497	355,000	204,225	345,000	2.90	243	0	192,272	32,150
J. Lavon Morton, SVP	689,251	340,000	170,656	330,000	3.00	243	0	178,595	1,684,564
David Cobb, CFO	605,671	315,000	138,477	307,494	2.40	243	0	152,194	678,365
Bank of the Ozarks									
George Gleason, chairman, CEO	6,240,792	1,000,000	2,690,792	1,000,000	0.00	378	0	2,550,000	288,474,685
Greg McKinney, CFO	1,970,215	594,615	610,600	458,657	29.60	378	0	765,000	5,462,408
Dan Thomas, vice chairman	4,724,775	1,000,000	2,024,775	1,000,000	0.00	378	0	1,700,000	8,923,811
Tyler Vance, COO	2,408,575	594,615	610,600	458,657	29.60	378	438,360	765,000	5,535,566
John Carter, director of community banking	678,707	309,615	117,525	NA	NA	378	39,067	212,500	976,839
Bear State Financial									
Mark McFartridge, ex-CEO	561,569	425,000	30,319	109,423	288.40	263	0	106,250	290,384
Matt Machen, CEO	347,538	250,000	47,538	219,615	13.80	263	0	50,000	265,521
Sherri Billings, CFO	354,521	216,018	43,510	201,994	6.90	263	0	94,993	783,129
Tom Fritsche, EVP	483,813	350,000	63,813	320,097	9.30	263	0	70,000	214,088
Shelly Loftin, EVP	218,303	180,000	15,803	NA	NA	263	0	22,500	110,546
Yurik Paroubek, EVP	218,303	180,000	15,803	NA	NA	263	0	22,500	141,623
Deltic Timber									
Mark Leland, Interim CEO	632,269	131,532	760	NA	NA	225	0	499,977	885,038
Ray Dillon, ex-CEO	4,500,881	448,691	2,269,804	578,000	-22.40	225	687,428	1,094,958	8,421,746
Kenneth Mann, CFO	1,182,552	361,833	266,446	361,000	0.20	225	116,556	437,717	1,672,955
Kent Streeter, VP	636,976	293,000	123,091	293,000	0.00	225	36,082	184,803	2,195,007
David Meghreblian, VP	687,605	242,167	156,247	236,833	2.30	225	61,073	228,118	3,332,255
Jim Andrews Jr., general counsel	688,680	275,833	170,047	269,000	2.50	225	0	242,800	2,229,642
Dillard's									
William Dillard II, CEO	2,530,877	1,000,000	1,364,731	1,000,000	0.00	127	0	166,146	115,242,796
Alex Dillard, president	2,530,675	1,000,000	1,364,529	1,000,000	0.00	127	0	166,146	118,661,686
Mike Dillard, EVP	1,459,295	735,000	633,107	735,000	0.00	127	0	91,188	88,604,322
Drue Matheny, EVP	1,428,884	735,000	602,696	735,000	0.00	127	0	91,188	40,211,917
Chris Johnson, SVP	803,400	500,000	259,537	500,000	0.00	127	0	43,863	492,350
Phillip Watts, SVP	784,696	500,000	240,833	500,000	0.00	127	0	43,863	619,181
Home BancShares									
Randall Sims, CEO	317,539	295,000	22,539	285,000	3.50	461	0	0	8,551,291
Brian Davis, CFO	766,654	450,000	27,092	300,105	49.90	461	289,562	0	2,901,773
John Allison, chairman	6,037,627	330,000	520,386	300,000	10.00	461	2,627,491	2,559,750	162,591,060
Tracy French, CEO, Centennial Bank	1,763,289	577,000	42,689	540,000	6.90	461	1,143,600	0	6,086,506
Kevin Hester, chief lending officer	620,447	487,500	31,347	450,000	8.30	461	0	101,600	3,383,420
Inuvo Inc.									
Richard Howe, chairman, CEO	493,100	482,500	10,600	637,308	-24.30	235	0	0	887,419
Wallace Ruiz, CFO	321,237	312,500	8,737	378,846	-17.50	235	0	0	302,721
Don Barrett III, COO	303,735	300,000	3,735	387,629	-22.60	235	0	0	246,494
J.B. Hunt Transport Services									
John Roberts III, CEO	5,545,371	807,747	121,385	796,132	1.50	227	0	4,616,239	34,303,315
David Mee, CFO	2,458,876	480,660	78,954	476,846	0.80	227	0	1,899,262	12,747,513
Shelley Simpson, EVP	2,221,599	476,923	73,268	429,808	11.00	227	0	1,671,408	12,583,481
Nicholas Hobbs, EVP	2,198,640	454,808	72,424	403,846	12.60	227	0	1,671,408	7,459,292
Terrence Matthews, EVP	1,315,127	478,819	76,618	478,946	0.00	227	0	759,690	10,042,302
Murphy Oil									
Roger Jenkins, CEO	7,000,568	1,300,013	2,183,645	1,300,000	0.00	79	0	3,516,910	21,279,987
John Eckart, CFO	1,682,031	515,011	517,800	506,333	1.70	79	0	649,220	5,520,851
Eugene Coleman, EVP	2,595,431	562,011	526,620	NA	NA	79	0	1,506,800	5,933,060
Walter Compton, general counsel	1,657,206	541,006	424,360	541,000	0.00	79	0	691,840	5,338,435
Michael McFadyen, EVP	2,424,894	522,289	395,805	NA	NA	79	0	1,506,800	6,174,747
Murphy USA									
Andrew Clyde, CEO	6,195,199	991,667	1,767,929	898,245	10.40	NA	0	3,435,603	18,023,831
Mindy West, CFO	3,538,594	546,083	624,253	500,250	9.20	NA	1,421,767	946,491	3,726,150
John Moore, general counsel	2,115,571	412,250	391,994	402,689	2.40	NA	766,683	544,644	1,612,700
Marn Cheng, SVP	1,298,126	382,627	382,693	353,833	8.10	NA	66,198	466,608	544,698
Robert Chumley, SVP	248,523	116,667	131,856	NA	NA	NA	0	0	0
P.A.M. Transportation Services									
Daniel Cushman, CEO	867,821	500,032	213,739	496,377	0.70	273	0	154,050	556,991
Allen West, CFO	300,099	293,867	6,232	278,349	5.60	273	0	0	25,956
Simmons First National									
George Makris, chairman, CEO	2,341,219	625,000	511,893	640,000	-2.30	259	28,690	1,175,636	12,759,197
Robert Fehlmann, CFO	1,050,520	344,500	261,951	334,000	3.10	259	0	444,069	3,979,832
Marty Casteel, SEVP	1,067,379	344,500	259,680	334,000	3.10	259	19,130	444,069	5,127,330
Barry Ledbetter, EVP	713,204	315,665	136,259	270,750	16.60	259	0	261,280	2,583,543
Patrick Burrow, general counsel	656,061	271,310	140,824	264,444	2.60	259	0	243,927	1,790,488
Tyson Foods									
John Tyson, chairman	38,918,052	928,818	4,182,959	910,089	2.10	452	29,485,000	4,321,275	212,822,551
Donnie Smith, CEO	16,568,728	1,170,961	3,630,460	1,124,228	4.20	452	6,375,816	5,391,491	153,847,842
Dennis Leatherby, CFO	12,536,494	660,390	1,583,896	640,862	3.00	452	8,837,604	1,454,604	25,682,976
Donnie King, pres., North American operations	23,683,686	856,946	2,196,503	831,606	3.00	452	16,586,362	4,043,875	24,241,794
Noel White, pres., poultry	17,318,160	777,716	2,164,232	753,981	3.10	452	12,214,590	2,161,622	20,056,298
Tom Hayes, pres.	4,319,280	1,304,522	1,560,154	NA	NA	452	0	1,454,604	10,640,314
USA Truck									
John Rogers, former CEO	1,996,634	559,115	80,016	NA	NA	113	0	1,357,503	153,391
James Reed, CFO	417,582	103,891	163,695	NA	NA	113	0	149,996	337,202
Joseph Kaiser, VP	419,424	266,943	29,085	NA	NA	113	0	123,396	246,999
James Craig, pres., USAT logistics	1,018,657	312,692	35,998	NA	NA	113	0	669,967	1,209,767
Troy Robertson, general counsel	325,210	205,000	71,733	NA	NA	113	0	48,477	116,429
Thomas Glaser, former CEO	299,968	38,417	112,117	230,711	-83.30	113	0	149,434	210,023
Michael Borrowes, former CFO	1,674,884	116,154	658,138	239,332	-51.50	113	0	900,592	17,953
N. Martin Tewari, former pres., trucking	693,480	293,750	14,742	168,850	74.00	113	0	384,988	137,872
Uniti Group									
Kenneth Gunderman, CEO	5,126,583	700,000	1,415,434	578,872	20.90	NA	0	3,011,149	3,928,996
Mark Wallace, CFO	1,617,469	421,154	587,131	296,952	41.80	NA	0	609,184	822,728
Daniel Heard, general counsel	1,228,369	350,000	477,033	259,814	34.70	NA	0	401,336	554,757
Ronald Mudry, EVP	690,101	135,731	36,263	NA	NA	NA	0	518,107	577,720
Wal-Mart Stores									
Douglas McMillon, CEO	23,427,101	1,278,989	5,338,293	1,263,231	1.20	124	1,585,113	15,224,706	92,513,891
Brett Biggs, CFO	6,307,280	854,670	2,276,036	623,126	37.20	124	0	3,176,574	9,067,952
Gregory Foran, EVP	11,546,122	1,006,424	3,889,208	976,334	3.10	124	0	6,650,490	14,385,893
David Chesswright, EVP	11,781,390	1,071,743	4,208,125	1,533,978	-30.10%	124	0	6,501,522	17,176,654
Marc Lore, EVP	243,876,539	346,154	1,081,249	NA	NA	124	0	242,449,136	300,899,274
Windstream									
Tony Thomas, CEO	4,396,275	1,000,000	1,187,968	1,000,000	0.00%	75	0	2,208,307	1,210,673
Robert Gunderman, CFO	1,627,640	450,000	358,165	450,000	0.00%	75	0	819,475	429,555
John Fletcher, general counsel	2,115,334	515,000	405,311	515,000	0.00%	75	0	1,195,023	691,039
Sarah Day, pres., consumer	806,347	298,615	227,734	NA	NA	75	0	279,998	NA
John Eichler, controller	633,867	290,000	119,639	290,000	0.00%	75	0	224,228	140,130
David Works, former pres., enterprise	2,256,975	320,135	1,084,908	465,000	-31.20%	75	0	851,932	0
TOTALS	557,517,359	47,762,469	67,260,900	67,260,900	40,864,160	NA	NA	87,551,740	2,017,833,833