

# Public Companies' Executive Compensation

Ranked by total compensation in 2008

Executive Title Company	2008 Total Compensation 2007	2008 Salary or Cash Compensation 2007	2008 Stock Options Value Realized 2007	Stock and/or Option Awards 2007	2008 Bonus or Performance Pay 2007	2008 Other Compensation 2007	2008 Company Net Income Salary + Bonus as % of Net Income
<b>1 H. Lee Scott Jr.</b> Former CEO and President <sup>①</sup> Wal-Mart Stores Inc.	\$31,239,634 \$33,614,422	\$1,456,000 \$1,400,000	\$1,083,144 \$2,016,998	\$21,785,433 \$20,915,386	\$5,824,000 \$8,400,000	\$1,091,057 \$882,038	\$13 bil. 0.05%
<b>2 David M. Wood</b> President and CEO <sup>②</sup> Murphy Oil Corp.	\$14,869,691 <sup>③</sup> \$3,365,132	\$670,833 \$625,000	\$10,090,368	\$2,860,011 \$1,578,399	\$625,000 \$900,000	\$623,479 \$261,733	\$2 bil. 0.07%
<b>3 Claiborne P. Deming</b> Chairman Murphy Oil Corp.	\$14,850,170 <sup>④</sup> \$17,669,988	\$1,241,667 \$1,143,333	\$6,099,250 \$8,794,116	\$3,499,797 \$4,390,366	\$2,000,000 \$2,286,668	\$2,009,456 \$1,055,505	\$2 bil. 0.19%
<b>4 Steven A. Cossé</b> EVP and General Counsel Murphy Oil Corp.	\$14,378,259 \$3,232,100	\$570,833 \$522,917	\$10,858,449	\$1,224,075 \$1,305,825	\$625,000 \$627,500	\$1,099,902 \$775,858	\$2 bil. 0.07%
<b>5 Michael T. Duke</b> CEO <sup>③</sup> Wal-Mart Stores Inc.	\$13,258,608 <sup>⑥</sup> \$14,091,411	\$1,050,000 \$975,000	\$1,020,399 \$801,663	\$7,533,081 \$7,430,453	\$3,064,951 \$4,459,668	\$590,177 \$424,627	\$13 bil. 0.03%
<b>6 Eduardo Castro-Wright</b> Vice Chairman Wal-Mart Stores Inc.	\$11,139,347 \$7,312,834	\$919,945 \$775,000	\$1,151,854	\$5,284,076 \$4,058,073	\$3,480,000 \$2,270,619	\$303,472 \$209,142	\$13 bil. 0.03%
<b>7 Thomas M. Schoewe</b> EVP and CFO Wal-Mart Stores Inc.	\$10,229,557 \$8,517,888	\$780,000 \$740,000	\$751,973	\$6,577,630 \$5,325,445	\$1,809,600 \$2,220,592	\$310,354 \$231,851	\$13 bil. 0.02%
<b>8 C. Douglas McMillon</b> EVP Wal-Mart Stores Inc.	\$8,258,226 NA	\$800,000	\$66,369	\$5,851,900	\$1,211,200	\$328,757	\$13 bil. 0.02%
<b>9 Richard L. Bond</b> Former CEO Tyson Foods Inc.	\$7,862,917 \$11,044,202 <sup>⑦</sup>	\$1,251,204 \$1,198,462	\$0 \$1,224,377	\$4,842,202 \$5,900,491 <sup>⑦</sup>	\$0 \$1,743,320	\$1,769,511 \$977,552 <sup>⑦</sup>	\$86 mil. 1.45%
<b>10 Jeffery R. Gardner</b> CEO Windstream Corp.	\$7,226,004 \$5,841,315	\$984,000 \$884,615		\$4,204,520 \$3,997,438	\$1,787,554 \$774,474	\$249,930 \$184,788	\$413 mil. 0.67%
<b>11 Kevin G. Fitzgerald</b> SVP and CEO Murphy Oil Corp.	\$4,748,353 \$1,668,486	\$470,833 \$425,000	\$2,568,190	\$718,672 \$533,974	\$400,000 \$442,000	\$590,658 \$267,512	\$2 bil. 0.05%
<b>12 James Kirk Thompson</b> President and CEO J.B. Hunt Transport Services Inc.	\$3,699,096 \$2,706,039	\$656,923 \$633,077	\$1,860,548 \$1,523,714	\$1,073,115 \$519,294 <sup>⑧</sup>	\$93,438 \$17,325	\$15,072 \$12,629 <sup>⑧</sup>	\$201 mil. 0.37%
<b>13 Robert A. Davidson</b> CEO and President Arkansas Best Corp.	\$3,141,907 \$3,192,398	\$587,500 \$545,833		\$244,108 \$194,179	\$0 \$316,365	\$2,310,299 \$2,136,021	\$29 mil. 2.01%
<b>14 Wayne Garrison</b> Chairman J.B. Hunt Transport Services Inc.	\$2,837,820 \$3,592,594	\$517,308 \$502,308	\$434,400 \$2,484,000	\$1,737,769 \$539,431 <sup>⑧</sup>	\$74,031 \$13,750	\$74,312 \$53,105 <sup>⑧</sup>	\$201 mil. 0.29%
<b>15 John A. Meyer</b> CEO and President Acxiom Corp.	\$2,797,815 <sup>⑨</sup> \$917,519 <sup>⑩</sup>	\$700,000 \$114,423 <sup>⑪</sup>		\$1,371,404 \$97,221	\$676,900 \$700,000 <sup>⑫</sup>	\$49,511 \$5,875	\$38 mil. <sup>⑨</sup> 3.67%
<b>16 William T. Dillard II</b> Chairman and CEO Dillard's Inc.	\$2,503,592 \$2,795,336	\$810,000 \$810,000		\$47,700 \$196,346		\$1,645,892 \$1,788,990	(\$241 mil.) NA
<b>17 Harvey Doerr</b> EVP Murphy Oil Corp.	\$2,240,282 \$2,955,565	\$670,833 \$625,000		\$1,551,798 \$1,562,385	\$850,000 \$610,000	(\$832,349) <sup>⑬</sup> \$158,180	\$2 bil. 0.09%
<b>18 J. Thomas May</b> CEO Simmons First National Corp.	\$2,221,217 \$1,418,343	\$474,285 \$450,110	\$1,455,325 \$157,850	\$184,560 \$164,880	\$78,761 \$307,572	\$28,286 \$337,931	\$27 mil. 2.06%
<b>19 Brent Whittington</b> EVP and CFO Windstream Corp.	\$1,980,444 \$1,214,925	\$492,308 \$394,231		\$827,940 \$561,155	\$631,326 \$240,948	\$28,870 \$18,591	\$413 mil. 0.27%
<b>20 Craig Harper</b> EVP J.B. Hunt Transport Services Inc.	\$1,878,835 \$1,704,836	\$354,404 \$346,538	\$1,077,225 \$1,075,661	\$389,695 \$266,399 <sup>⑬</sup>	\$51,031 \$9,488	\$6,480 \$122,211	\$201 mil. 0.20%
<b>21 Paul R. Bergant</b> EVP, Chief Marketing Officer and Division President J.B. Hunt Transport Services Inc.	\$1,730,870 \$1,295,848	\$340,769 \$331,538	\$823,541 \$631,644	\$501,547 \$292,132 <sup>⑬</sup>	\$48,875 \$9,075	\$16,138 \$31,459 <sup>⑬</sup>	\$201 mil. 0.19%
<b>22 Ray C. Dillon</b> CEO and President Deltic Timber Corp.	\$1,726,090 \$1,255,959	\$515,000 \$515,000	\$572,239	\$505,067 \$449,464	\$0 \$181,723	\$133,784 \$109,772	\$4 mil. 11.75%
<b>23 Christopher W. Wolf</b> CFO and EVP Acxiom Corp.	\$1,699,125 <sup>⑨</sup> \$1,056,810 <sup>⑩</sup>	\$400,000 \$344,102		\$1,033,281 \$600,672	\$251,420 \$50,000	\$14,424 \$62,036	\$38 mil. <sup>⑨</sup> 1.74%
<b>24 James V. Lochner</b> Senior Group VP Tyson Foods Inc.	\$1,690,905 \$1,936,916 <sup>⑦</sup>	\$583,673 \$562,058	\$36,495 \$282,599	\$573,320 \$499,449 <sup>⑦</sup>	\$92,666 \$295,000	\$404,751 \$297,810 <sup>⑦</sup>	\$86 mil. 0.79%
<b>25 Jerry W. Walton</b> EVP and CFO <sup>⑭</sup> J.B. Hunt Transport Services Inc.	\$1,650,759 \$1,358,989	\$383,877 \$373,692	\$623,378 \$625,485	\$576,137 \$325,529 <sup>⑬</sup>	\$55,056 \$10,230	\$12,311 \$24,053 <sup>⑬</sup>	\$201 mil. 0.22%
<b>26 John P. Fletcher</b> EVP, General Counsel and Secretary Windstream Corp.	\$1,595,480 \$1,081,118	\$409,615 \$371,154		\$641,940 \$463,848	\$520,844 \$225,888	\$23,081 \$20,228	\$413 mil. 0.23%

<b>27 Wesley B. Kemp</b> SVP Arkansas Best Corp.	\$1,529,709 \$869,366	\$300,000 \$249,167	\$164,250	\$168,411 \$126,969	\$0 \$133,553	\$897,048 \$359,677	\$29 mil. 1.03%
<b>28 John A. McFarland</b> Chairman and CEO Baldor Electric Co.	\$1,511,441 \$2,086,600	\$950,000 \$775,000	\$0 \$556,225	\$483,902 \$519,773	\$48,450 \$198,090	\$29,089 \$37,512	\$99 mil. 1.00%
<b>29 William H. Henderson</b> CEO America's Car-Mart Inc.	\$1,357,108 <sup>(15)</sup> \$408,032 <sup>(16)</sup>	\$300,000 \$255,000		\$692,290 \$102,350	\$210,053 \$42,325	\$154,765 \$8,357	\$15 mil. 3.39%
<b>30 Alex Dillard</b> President Dillard's Inc.	\$1,348,645 \$2,187,984	\$720,000 \$720,000		\$42,300 \$190,946		\$586,345 \$1,277,038	(\$241 mil.) NA
<b>31 John A. Adams</b> COO and EVP Acxiom Corp.	\$1,259,470 <sup>(9)</sup> NA	\$441,346		\$455,499	\$362,625		\$38 mil. <sup>(9)</sup> 2.14%
<b>32 Bernard Leonard</b> Group VP Tyson Foods Inc.	\$1,215,831 \$1,043,308	\$439,615 \$407,638	\$96,000	\$378,727 \$272,922	\$65,000 \$197,000	\$236,489 \$165,748	\$86 mil. 0.59%
<b>33 Roy M. Slagle</b> Division SVP Arkansas Best Corp.	\$1,138,630 \$812,797	\$268,750 \$249,167		\$148,881 \$119,472	\$0 \$133,553	\$720,999 \$310,605	\$29 mil. 0.92%
<b>34 Wade D. Miquelon</b> Former CFO and EVP Tyson Foods Inc.	\$1,115,455 \$1,010,366 <sup>(7)</sup>	\$515,577 \$619,615		\$0 <sup>(17)</sup> \$0 <sup>(17)</sup>	\$0 \$320,000	\$599,878 \$70,751 <sup>(7)</sup>	\$86 mil. 0.60%
<b>35 Tilman J. Falgout III</b> Chairman and Former CEO America's Car-Mart Inc.	\$1,063,367 <sup>(15)</sup> \$626,677 <sup>(16)</sup>	\$330,000 \$330,000	\$495,424 \$150,450	\$100,350 \$102,350	\$75,164 \$21,162	\$62,429 \$22,715	\$15 mil. 2.69%
<b>36 Drue Matheny<sup>(18)</sup></b> EVP Dillard's Inc.	\$1,043,822 \$1,988,772	\$580,000 \$580,000		\$33,900 \$105,517		\$429,922 \$1,303,255	(\$241 mil.) NA
<b>37 Donnie Smith</b> Group VP Tyson Foods Inc.	\$1,012,327 \$929,557	\$445,154 \$428,231		\$349,488 \$205,753	\$65,000 \$188,000	\$152,685 \$107,573	\$86 mil. 0.59%
<b>38 Richard J. Crane</b> EVP and Chief Marketing Officer Windstream Corp.	\$989,272 NA	\$305,000		\$331,358	\$279,587	\$73,326	\$413 mil. 0.14%
<b>39 Ronald E. Tucker</b> President and COO Baldor Electric Co.	\$948,735 \$1,063,879	\$560,000 \$500,000	\$69,454 \$94,926	\$293,567 \$300,081	\$28,560 \$127,800	(\$2,846) <sup>(19)</sup> \$41,072	\$99 mil. 0.59%
<b>40 Robert G. Clancy Jr.</b> SVP and Treasurer Windstream Corp.	\$938,011 \$620,180	\$284,231 \$241,923		\$394,577 \$250,090	\$205,632 \$94,658	\$53,571 \$33,509	\$413 mil. 0.12%
<b>41 Mike Dillard</b> EVP Dillard's Inc.	\$917,365 \$1,241,902	\$610,000 \$610,000		\$35,700 \$107,386		\$271,665 \$524,516	(\$241 mil.) NA
<b>42 Jerry C. Jones</b> SVP and Chief Legal Officer Acxiom Corp.	\$916,208 <sup>(9)</sup> \$560,026 <sup>(10)</sup>	\$380,000 \$380,000		\$287,963 \$118,324	\$238,849 \$50,000	\$9,396 \$11,702	\$38 mil. <sup>(9)</sup> 1.65%
<b>43 George G. Gleason II</b> Chairman and CEO Bank of the Ozarks Inc.	\$912,336 \$756,388	\$665,327 \$825,588 <sup>(7)</sup>		\$166,950 \$178,400 <sup>(7)</sup>	\$10,000	\$70,059 <sup>(20)</sup> \$59,582	\$34 mil. 1.96%
<b>44 Michael J. Brown</b> Senior EVP IberiaBank Corp.	\$907,989 \$1,060,965	\$312,692 \$308,077		\$398,983 \$366,184	\$130,000 \$250,000 <sup>(21)</sup>	\$66,314 \$136,704 <sup>(22)</sup>	\$40 mil. 1.11%
<b>45 James I. Freeman</b> SVP Dillard's Inc.	\$904,079 \$1,389,098	\$610,000 \$610,000		\$35,700 \$107,386		\$258,379 \$671,712	(\$241 mil.) NA
<b>46 John W. Allison</b> Chairman Home BancShares Inc.	\$824,985 <sup>(23)</sup> \$626,392	\$31,731		\$113,462 \$105,228		\$679,792 \$521,164	\$10 mil. 0.31%
<b>47 Eddie L. Hight</b> COO America's Car-Mart Inc.	\$805,468 <sup>(15)</sup> \$267,611 <sup>(16)</sup>	\$185,000 \$170,000		\$428,269 \$68,233	\$96,035 \$21,162	\$96,164 <sup>(24)</sup> \$8,216	\$15 mil. 1.87%
<b>48 Shawn Donovan</b> SVP Acxiom Corp.	\$743,398 <sup>(9)</sup> NA	\$305,128		\$210,930	\$227,340 <sup>(25)</sup>		\$38 mil. <sup>(9)</sup> 1.42%
<b>49 Dennis Leatherby</b> EVP and CFO Tyson Foods Inc.	\$732,400 \$635,527	\$377,358 \$339,269		\$170,340 \$110,896	\$66,000 \$96,400	\$118,702 \$88,962	\$86 mil. 0.52%
<b>50 Kent L. Streeter</b> VP Deltic Timber Corp.	\$644,558 \$671,942	\$247,542 \$239,584	\$118,081 \$160,120	\$188,216 \$171,014	\$38,793 \$64,789	\$51,926 \$36,435	\$4 mil. 6.53%
<b>51 David V. Meghreblian</b> VP Deltic Timber Corp.	\$597,361 \$398,455	\$198,000 \$187,001	\$184,170	\$147,428 \$135,062	\$7,875 \$40,331	\$59,888 \$36,061	\$4 mil. 4.70%
<b>52 Kenneth D. Mann</b> CFO Deltic Timber Corp.	\$596,215 \$375,936	\$240,000 \$181,668	\$38,577	\$126,480 \$77,139	\$0 \$54,085	\$191,158 \$63,044	\$4 mil. 5.47%
<b>53 Randy E. Mayor</b> CFO Home BancShares Inc.	\$561,323 \$308,286	\$196,266 \$190,550	\$275,618	\$28,810 \$28,829	\$45,000 \$82,000	\$15,629 \$6,907	\$10 mil. 2.38%
<b>54 George E. Moschner</b> CFO Baldor Electric Co.	\$536,949 \$374,723 <sup>(1)</sup>	\$350,000 \$201,136		\$138,075 \$83,648	\$17,850 \$76,680	\$31,024 \$13,259	\$99 mil. 0.37%
<b>55 Robert W. Weaver</b> Former President and CEO P.A.M.Transportation Services Inc.	\$529,423 \$501,923	\$529,423 \$501,923					(\$19 mil.) NA
<b>56 Christopher D. Baltz</b> SVP Arkansas Best Corp.	\$529,207 \$680,381	\$268,750 \$249,167	\$85,446	\$140,996 \$106,849	\$0 \$156,317	\$34,015 \$168,048	\$29 mil. 0.92%
<b>57 C. Randall Sims</b> CEO Home BancShares Inc.	\$524,072 <sup>^</sup> \$349,410	\$206,000 \$206,000	\$185,171	\$28,810 \$28,829	\$87,550 \$103,000	\$16,541 \$11,518	\$10 mil. 2.90%

<b>58 Randy L. Colip</b> EVP-Sales Baldor Electric Co.	\$515,845 \$805,097	\$310,000 \$269,000	\$25,061 \$316,568	\$142,566 \$126,001	\$15,810 \$69,012	\$22,408 \$24,516	\$99 mil. 0.33%
<b>59 L. Edward Ralston</b> EVP Baldor Electric Co.	\$486,207 \$503,196	\$310,000 \$276,667	\$8,850	\$141,403 \$116,542	\$15,810 \$71,568	\$10,144 \$38,419	\$99 mil. 0.33%
<b>60 Larry J. Brandt</b> Chairman, CEO and President First Federal Bancshares of Arkansas	\$484,736 \$917,037	\$325,000 \$325,000	\$0 \$440,502	\$5,100 \$5,100		\$154,636 \$146,435	\$3 mil. 12.96%
<b>61 Mark D. Ross</b> Vice Chairman, President and COO Bank of the Ozarks Inc.	\$475,794 \$305,370	\$256,065 \$245,262	\$143,799	\$43,747 \$38,315	\$10,000	\$22,183 \$21,708	\$34 mil. 0.77%
<b>62 Denise Mahaffy</b> VP Dillard's Inc.	\$439,650 \$608,014	\$400,000 <sup>(32)</sup> \$550,000 <sup>(32)</sup>				\$39,650 \$58,014	(\$241 mil.) NA
<b>63 Jeffrey A. Williams</b> CFO and Secretary America's Car-Mart Inc.	\$434,371 <sup>(15)</sup> \$280,487 <sup>(16)</sup>	\$180,000 \$175,000		\$187,659 \$51,175	\$30,000 \$50,000	\$36,712 \$4,312	\$15 mil. 1.40%
<b>64 Judy R. McReynolds</b> SVP, CFO and Treasurer Arkansas Best Corp.	\$418,578 \$640,021	\$268,750 \$249,167		\$141,807 \$119,472	\$0 \$143,111	\$8,021 \$128,271	\$29 mil. 0.92%
<b>65 David L. Bartlett</b> COO, President Simmons First National Corp.	\$399,739 \$432,459 <sup>(33)</sup>	\$282,288 \$275,000		\$38,992 \$23,625 <sup>(33)</sup>	\$18,076 \$76,605	\$60,383 \$57,229	\$27 mil. 1.12%
<b>66 William Dillard III</b> VP Dillard's Inc.	\$394,000 \$495,427	\$350,000 <sup>(32)</sup> \$450,000 <sup>(32)</sup>				\$44,000 \$45,427	(\$241 mil.) NA
<b>67 Ron W. Strother</b> COO, President Home BancShares Inc.	\$390,705 \$400,374	\$267,500 \$267,500		\$65,578 \$65,520	\$40,000 \$60,000	\$17,627 \$7,354	\$10 mil. 3.04%
<b>68 J. Hunter East</b> IberiaBank Corp.	\$375,000 \$375,000	\$25,000 \$25,000				\$350,000 <sup>(35)</sup> \$350,000 <sup>(35)</sup>	\$40 mil. 0.06%
<b>69 Tracy M. French</b> Bank President Home BancShares Inc.	\$343,909 \$339,826 <sup>(7)</sup>	\$206,000 \$197,837		\$24,008 \$24,024	\$82,550 \$93,862	\$31,351 \$24,103 <sup>(7)</sup>	\$10 mil. 2.85%
<b>70 Phillip A. Pesek</b> VP and General Counsel Deltic Timber Corp.	\$333,363 NA	\$215,000		\$80,908		\$37,455	\$4 mil. 4.90%
<b>71 W. Clif Lawson</b> EVP P.A.M.Transportation Services Inc.	\$332,096 \$312,346	\$327,096 \$307,346				\$5,000 \$5,000	(\$19 mil.) NA
<b>72 Robert A. Fehlman</b> CFO Simmons First National Corp.	\$318,081 \$251,558	\$200,000 \$175,374	\$60,165	\$18,117 \$7,581	\$8,775 \$40,355	\$31,024 \$28,248	\$27 mil. 0.78%
<b>73 Tommy W. Richardson</b> EVP and COO First Federal Bancshares of Arkansas	\$317,906 \$630,297	\$217,000 \$217,000	\$0 \$333,363	\$5,100 \$5,100		\$95,806 \$74,834	\$3 mil. 8.66%
<b>74 Sherri R. Billings</b> EVP and CFO First Federal Bancshares of Arkansas	\$300,353 \$640,261	\$210,000 \$210,000	\$0 \$360,468			\$90,353 \$69,793	\$3 mil. 8.38%
<b>75 Timothy D. Morrison</b> President Advanced Environmental Recycling Technologies Inc.	\$288,642 NA	\$162,088 <sup>(36)</sup>		\$26,875		\$99,679 <sup>(37)</sup>	(\$36 mil.) NA
<b>76 Paul E. Moore</b> CFO and Chief Accounting Officer Bank of the Ozarks Inc.	\$288,010 \$222,978 <sup>(7)</sup>	\$217,526 \$192,526	\$30,589	\$23,069 \$24,676 <sup>(7)</sup>	\$10,000	\$6,826 \$5,776	\$34 mil. 0.66%
<b>77 Clifton R. Beckham</b> CEO and President USA Truck Inc.	\$283,439 \$251,490	\$248,033 \$206,994	\$722 \$32,158	\$26,435 \$3,938		\$8,249 \$8,400	\$3 mil. 7.90%
<b>78 Michael Eric Brown</b> SVP USA Truck Inc.	\$259,384 \$231,359	\$194,873 \$174,960	\$170 \$6,386	\$57,971 \$40,716		\$6,370 \$9,297	\$3 mil. 6.21%
<b>79 Marty D. Casteel</b> EVP Simmons First National Corp.	\$255,441 \$250,354	\$200,000 \$175,374	\$3,727 \$3,088	\$15,108 \$5,104	\$8,775 \$40,355	\$27,831 \$26,433	\$27 mil. 0.78%
<b>80 Garry R. Lewis</b> EVP and COO USA Truck Inc.	\$251,862 \$237,751	\$214,825 \$193,800	\$2,244 \$23,317	\$26,406 \$9,427		\$8,387 \$11,207	\$3 mil. 6.84%
<b>81 Larry J. Goddard</b> VP, CFO, Secretary and Treasurer P.A.M.Transportation Services Inc.	\$251,025 \$237,448	\$245,635 \$232,058				\$5,390 \$5,390	(\$19 mil.) NA
<b>82 Greg McKinney</b> EVP and Controller Bank of the Ozarks Inc.	\$247,279 \$202,580	\$213,462 \$137,693		\$17,113 \$10,842	\$10,000 \$0	\$6,704 \$5,584	\$34 mil. 0.65%
<b>83 Rex Kyle</b> Division President Bank of the Ozarks Inc.	\$226,988 \$209,900	\$125,297 \$122,793		\$14,765 \$10,240	\$80,747 \$71,233	\$6,179 \$5,634	\$34 mil. 0.60%
<b>84 Robert M. Powell</b> Chairman <sup>(38)</sup> USA Truck Inc.	\$219,376 \$315,587	\$209,576 \$221,365	\$0 \$81,888	\$1,103 \$4,939		\$8,697 \$7,395	\$3 mil. 6.67%
<b>85 Robert C. Dill</b> EVP Simmons First National Corp.	\$207,681 \$193,013	\$163,072 \$143,743	\$8,128	\$7,107 \$3,824	\$5,247 \$20,993	\$24,127 \$24,974	\$27 mil. 0.63%
<b>86 Joe G. Brooks</b> Chairman and CEO Advanced Environmental Recycling Technologies Inc.	\$204,052 \$419,700	\$190,000 \$190,000	\$0 \$213,425			\$14,052 \$16,275	(\$36 mil.) NA
<b>87 Darron R. Ming</b> CFO and VP USA Truck Inc.	\$196,262 \$159,619	\$167,996 \$144,125	\$510 \$8,060	\$18,593 \$2,746		\$9,163 \$4,688	\$3 mil. 5.35%
<b>88 Steve Swift</b> CEO and President WellQuest Medical & Wellness Corp. <sup>(39)</sup>	\$179,657 \$205,255	\$160,435 \$180,000				\$19,222 \$25,255	(\$732,098) NA

**89 Jim Precht**  
SVP  
Advanced Environmental Recycling  
Technologies Inc.

\$150,478  
\$147,800

\$131,403  
\$130,000

\$19,075  
\$17,800

(\$36 mil.)  
NA

Researched by Gwen Moritz

Sources: Proxy statements and annual reports filed with the Securities & Exchange Commission. NA in reference to salary as a percentage of the company's net income means such a calculation is not applicable because the company reported a net loss. "Other compensation" may include profit-sharing, contributions to employee stock ownership plans or 401(k) retirement plans, premium payments for life insurance policies, above-market earnings on deferred compensation, long-term compensation payouts, value assigned to personal use of corporate aircraft, executive allowances, extraordinary moving expenses or any other compensation reported by the corporation.

**1** Succeeded by Michael T. Duke on Feb. 1, 2009 **2** Effective Jan. 1, 2009 **3** As EVP prior to promotion on Jan. 1, 2009 **4** As president and CEO, titles he relinquished to David M. Wood on Jan. 1, 2009 **5** Effective Feb. 1, 2009 **6** As vice chairman prior to promotion on Feb. 1, 2009 **7** According to fiscal 2008 proxy statement, which differed from 2007 proxy **8** Corrected from previously published lists **9** For fiscal year ended March 31, 2009 **10** For fiscal year ended March 31, 2008 **11** Base salary from his hire date in February to the end of the fiscal year on March 31 **12** Signing bonus **13** Reflects a negative change in pension value caused by changes in the discount rate for Canadian plans and in the exchange rate between Canadian and U.S. dollars **14** Retiring as of Sept. 30, 2009 **15** For fiscal year ended April 30, 2008, the most recent for which salary data is available **16** For fiscal year ended April 30, 2007 **17** Stock and option awards granted in 2007 were reversed upon Milquelon's separation from the company in 2008 **18** Formerly Drue Corbusier **19** Includes -\$43,386 change in value of deferred compensation plan **20** Includes \$53,909 salary paid to executive assistant to Gleason and his wife, Linda **21** Bonus granted for moving from Louisiana to Arkansas **22** Includes \$64,891 in relocation expenses **23** As CEO, a title he relinquished to C. Randall Sims on July 17, 2009 **24** Includes \$86,752 "for defraying income taxes" **25** Includes \$50,000 signing bonus **26** Joined company in April 2007 **27** Replaced July 13 by Daniel Cushman, whose base salary is \$400,000 **28** Effective July 17, 2009 **29** As bank president prior to promotion on July 17, 2009 **30** Included -\$21,525 change in value of deferred compensation plan **31** According to the fiscal 2008 proxy statement, which differed from the 2007 proxy **32** Includes salary and bonus, but more specific information was not released **33** According to 2008 proxy statement, which differed from 2007 proxy **34** Eligible for bonus program, but no bonus revealed in proxy **35** Represents consideration paid in exchange for three-year noncompete agreement following the East family's sale of Pulaski Bank & Trust to Iberiabank Corp. in 2007 **36** For period beginning with hiring in March 2008 **37** Primarily relocation allowance **38** Served as CEO until Jan. 24, 2007 **39** Began trading publicly on April 20, 2009