

CEO Paychecks

compiled by MEGAN BOYLE

What the CEOs of Alabama's public companies get paid, and how it compares to company performance. CEOs are ranked according to their total compensation. Figures reported here were taken from each public company's proxy statement for fiscal 2021.

RANK	COMPANY	CEO	AGE	BASE SALARY	BONUS	STOCK AWARDS	OPTION AWARDS	NON-EQUITY INCENTIVE PLAN COMP.	NONQUALIFIED DEFERRED COMPENSATION	CHANGE IN PENSION VALUE AND NON-QUALIFIED DEFERRED COMP. EARNINGS	ALL OTHER COMPENSATION	TOTAL COMPENSATION	2021 COMPANY NET INCOME	TOTAL COMPENSATION AS % OF COMPANY NET INCOME(3)	SHARES OWNED	% OF TOTAL SHARES
1	Medical Properties Trust	Edward Aldag Jr.	58	1,000,000	600,000	12,928,532	0	2,400,000	0	0	108,097	17,036,629	656,940,000	2.59	3,253,469	<1%
2	Regions Financial Corp.	John Turner Jr.	60	1,000,000	0	3,767,112	0	3,593,033	0	4,883,636	200,796	13,444,577	2,521,000,000	0.53	395,115	<1%
3	Vulcan Materials Co.	J. Thomas Hill	63	1,229,167	0	5,194,408	1,294,312	2,620,900	0	-354,681	436,008	10,420,114	699,400,000	1.49	384,536	<1%
4	Encompass Healthcorp.	Mark Tarr	60	1,050,000	0	4,188,878	1,026,087	1,920,240	0	0	66,923	8,252,128	517,200,000	1.60	672,170	<1%
5	Warrior Met Coal	Walter Scheller III	61	693,450	0	3,160,870	0	1,386,900	0	0	438,712	5,679,932	150,881,000	3.76	157,984	<1%
6	Adtran Inc.	Thomas Stanton	57	709,988	250,000	2,503,918	0	1,037,520	0	0	13,930	4,515,356	-8,635,000	-52.29	532,396	1.07%
7	Construction Partners Inc.	Fred Smith III	52	512,115	82,500	2,844,325	0	412,500	0	0	87,903	3,939,343	20,177,000	19.52	124,498	<1%
8	ProAssurance Corp.	Edward Rand Jr.	55	937,696	0	949,998	0	1,182,718	0	0	79,163	3,149,575	144,124,000	2.19	139,283	<1%
9	Hibbett Sports Inc.	Michael Longo	60	700,000	0	999,926	0	1,000,000	0	0	13,050	2,712,976	174,313,000	1.56	53,883	<1%
10	ServisFirst Bancshares	Thomas Broughton III	66	675,000	100,000	660,699	0	1,063,125	0	0	47,678	2,546,502	207,734,000	1.23	817,422	1.51%
11	Computer Programs and Systems Inc.	J. Boyd Douglas	55	630,000	0	726,843	0	531,000	0	0	2,000	1,889,843	18,430,000	10.25	235,565	1.60%
12	Southern States Bancshares	Stephen Watley	70	500,000	77,500	75,000	75,000	250,000	0	0	36,422	1,013,922	18,567,000	5.46	618,601	7.10%
13	First U.S. Bancshares Inc.	James House	69	353,625	0	32,040	0	182,761	0	0	21,924	590,350	4,451,000	13.26	137,692	2.21%
14	Cullman Bancorp Inc.	John Riley III	57	250,000	75,000	0	0	0	68,703	0	131,385	456,385	1,750,000	26.08	400,930	5.40%
15	Auburn National Bancorporation	Robert Dumas	68	345,138	50,000	0	0	0	0	0	58,025	453,163	8,039,000	5.64	40,643	1.16%
16	National Security Group Inc.	W.L. Brunson Jr.	63	256,620	0	6,390	0	0	0	0	62,528	325,538	582,000	55.93	445,538	17.59%