

CEO Paychecks

compiled by MEGAN BOYLE

What the CEOs of Alabama's public companies get paid, and how it compares to company performance. Ranked by total compensation. Figures reported here are from each public company's proxy statement for fiscal 2024.

RANK	COMPANY	CEO	AGE	BASE SALARY	BONUS	STOCK AWARDS	OPTION AWARDS	NON-EQUITY INCENTIVE PLAN COMPENSATION	CHANGE IN PENSION VALUE AND NON-QUALIFIED DEFERRED COMP EARNINGS	TAXABLE BENEFITS	BENEFIT PLAN	LONG-TERM INCENTIVES	ALL OTHER COMPENSATION	TOTAL COMPENSATION	2024 COMPANY NET INCOME	TOTAL COMPENSATION AS % OF COMPANY NET INCOME	SHARES OWNED	% OF TOTAL SHARES
1	Medical Properties Trust	Edward Aldag Jr.	61	1,000,000	500,000	12,689,910	0	2,056,599	0	n/a	n/a	0	141,746	16,388,255	2,408,287,000	0.68	4,116,016	<1%
2	Vulcan Materials	J. Thomas Hill	66	1,235,000	0	6,817,200	1,703,957	2,776,300	-275,459	n/a	n/a	0	603,755	12,860,753	928,300,000	1.39	302,442	<1%
3	Regions Financial	John Turner Jr.	63	1,140,577	0	4,117,592	0	4,988,730	0	n/a	n/a	0	279,113	10,526,012	1,893,000,000	0.56	1,142,376	<1%
4	Encompass Healthcorp.	Mark Tarr	63	1,050,000	0	4,856,982	1,085,288	2,131,038	0	n/a	n/a	0	178,621	9,301,929	596,600,000	1.56	961,549	<1%
5	Warrior Met Coal	Walter Scheller III	64	887,939	0	4,677,448	0	1,992,867	0	n/a	n/a	0	350,396	7,908,650	250,603,000	3.16	413,149	<1%
6	ProAssurance Corp.	Edward Rand Jr.	58	1,029,231	0	2,593,355	0	2,496,000	0	n/a	n/a	0	108,248	6,226,834	52,744,000	11.81	235,414	<1%
7	Adtran	Thomas Stanton	60	709,589	0	2,130,975	0	1,100,440	0	n/a	n/a	0	32,481	3,973,485	-441,048,000	-0.90	703,046	<1%
8	Construction Partners	Fred Smith III	55	707,308	959,665	964,775	0	735,000	0	n/a	n/a	0	74,438	3,441,186	68,935,000	4.99	104,778	<1%
9	TruBridge	Christopher Fowler	49	618,000	0	1,292,621	0	451,140	0	n/a	n/a	0	2,000	2,363,761	-20,439,000	-11.56	128,327	<1%
10	ServisFirst Bancshares	Thomas Broughton III	69	746,000	375,455	783,300	0	124,545	0	n/a	n/a	0	63,728	2,093,028	227,242,000	0.92	797,996	1.50%
11	Diversified Energy (1)	Rusty Hutson Jr.	55	780,000	1,160,000	0	0	0	0	17,000	42,000	1,008,000	0	1,940,000	-87,001,000	-2.23	1,234,134	2.41%
12	Lakeland Industries	James Jenkins	60	341,643	0	985,746	237,200	277,548	0	n/a	n/a	0	87,901	1,930,038	18,075,000	10.68	28,577	<1%
13	Southern States Bancshares	Mark Chambers	61	512,300	51,230	70,489	70,492	317,709	0	n/a	n/a	0	43,750	1,065,970	34,868,000	3.06	87,821	<1%
14	First U.S. Bancshares	James House	72	400,000	0	85,362	0	134,890	0	n/a	n/a	0	23,899	644,151	8,170,000	7.88	172,479	2.97%
15	Auburn National Bancorp	David Hedges	46	312,000	36,000	0	0	0	0	n/a	n/a	0	45,222	393,222	5,819,000	6.76	12,860	<1%

(1) Diversified Energy is registered in England and Wales and data is from the company's Form 20F.