

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 2025.

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	ALL OTHER COMPENSATION	TOTAL COMPENSATION	2025 COMPANY NET INCOME	TOTAL COMPENSATION AS % OF COMPANY NET INCOME	SHARES OWNED	% OF TOTAL SHARES
1	Medical Properties Trust	Edward Aldag Jr.	62	1,250,000	625,000	10,745,109	0	3,125,000	0	153,707	15,898,816	-275,937,000	-5.76	5,886,394	<1%
2	Vulcan Materials	J. Thomas Hill ⁽¹⁾	67	1,235,000	0	7,906,513	1,976,288	3,043,000	-20,309	559,005	14,699,497	1,078,100,000	1.36	231,597	<1%
3	Encompass Health Corp.	Mark Tarr	64	1,100,000	0	5,285,381	1,165,376	2,581,525	0	164,976	10,297,258	759,100,000	1.36	739,115	<1%
4	Regions Financial	John Turner Jr.	64	1,190,385	0	4,223,579	0	4,313,096	0	310,369	10,037,429	2,156,000,000	0.47	1,104,576	<1%
5	Adtran	Thomas Stanton	61	1,022,685	0	3,763,041	0	2,884,000	0	14,000	7,683,726	-36,243,000	-21.20	955,831	1.18%
6	Warrior Met Coal	Walter Scheller III	65	900,000	0	4,121,831	0	2,011,725	0	302,956	7,336,512	56,998,000	12.87	367,793	<1%
7	Construction Partners	Fred Smith III	56	837,308	1,769,665	2,870,328	0	875,000	0	57,828	6,410,129	101,781,000	6.30	22,886	<1%
8	ProAssurance Corp. ⁽³⁾	Edward Rand Jr.	59	1,040,000	0	2,300,000	0	1,842,547	0	113,619	5,296,166	50,915,000	10.40	293,947	<1%
9	Diversified Energy	Rusty Hutson Jr.	56	806,923	0	2,795,234	0	1,359,056	0	35,064	4,996,277	341,899,000	1.46	1,427,814	2.00%
10	TruBridge	Christopher Fowler	50	618,000	0	1,724,670	0	584,010	0	2,000	2,928,680	4,354,000	67.26	136,788	<1%
11	Applied Aerospace & Defense Inc.	James Ferguson III ⁽²⁾	46	76,922	165,000	2,400,189	0	93,056	0	0	2,735,167	17,024,000	16.07	n/a	n/a
12	ServisFirst Bancshares	Thomas Broughton III	70	785,000	220,964	824,250	0	579,036	0	65,192	2,474,442	276,603,000	0.89	788,024	1.40%
13	Lakeland Industries	James Jenkins	62	526,085	0	1,500,940	0	0	0	18,283	2,045,308	-25,311,000	-8.08	45,113	<1%
14	First US Bancshares	James House	73	412,000	0	85,475	0	55,620	0	27,848	580,943	5,992,000	9.70	180,229	3.17%
15	Auburn National Bancorp	David Hedges	47	350,002	70,000	15,587	0	0	0	54,056	489,645	7,255,000	6.75	13,401	<1%

(1) J. Thomas Hill served as CEO of Vulcan Materials during fiscal year 2025 and now serves as chairman of the board. Ronnie Pruitt succeeded Hill as CEO on 1/1/2026.

(2) The base salary figure in this chart for James Ferguson III reflects his earned salary from his 10/27/2025 start date.

(3) ProAssurance has been acquired by The Doctors Company as of June 26, 2026.