



Home BancShares, Inc.

HOMB NASDAQ

Banks

Market Capitalization USD:

\$604.86 mm

CONCERN LEVEL: LOW

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated.
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: C. Randall Sims

Age: 56

CEO Since: 2009

	2009	2010	2011
Base Salary	\$252,885	\$279,125	\$310,000
Discretionary Bonus	\$57,292	\$0	\$77,500
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$154,599	\$551,634	\$383,070
TOTAL ANNUAL COMPENSATION	\$464,776	\$830,759	\$770,570
Increase in Post-Retirement Benefits	\$560,838	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$75,030	\$96,255
TOTAL COMPENSATION	\$1,025,614	\$905,789	\$866,825
Median of Other Named Executive Officers Total Compensation	\$415,773	\$558,730	\$703,605
Value Realized on Exercise of Stock Option	\$27,797	\$537,265	\$365,466
Value Realized on Vesting of Stock	\$0	\$0	\$22,946
TOTAL REALIZED EQUITY COMPENSATION	\$27,797	\$537,265	\$388,412

Proxy Date: 5 Mar 2012

Annual Meeting Date: 19 Apr 2012

Equity Reserves: 5.72%

Stock Option Run Rate: 0.00%

Home BancShares, Inc.

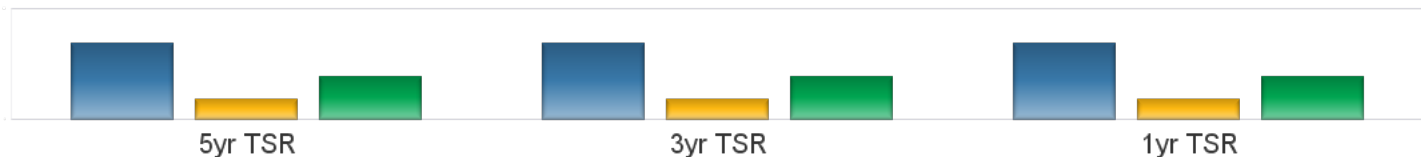
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ HOMB



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HOMB	Home BancShares, Inc.	\$1,025,614	\$905,789	\$866,825	\$604,856,768
VLV	Valley National Bancorp	\$929,015	\$2,435,568	\$3,059,666	\$1,800,275,674
CFFN	Capitol Federal Financial	\$808,360	\$941,805		\$1,768,780,284
BOH	Bank of Hawaii Corporation	\$1,368,723	\$2,210,188		\$1,715,146,742
ASBC	Associated Banc-Corp	\$2,416,079	\$5,030,802		\$1,612,618,623
SIVB	SVB Financial Group	\$1,870,484	\$3,784,540		\$1,599,150,841
FHN	First Horizon National Corporation	\$5,098,828	\$3,573,270	\$4,102,375	\$1,570,582,245

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

The Committee did not perform a peer compensation review during 2011 but did consider the results of the 2010 Longnecker peer assessment (15 peer public bank holding companies) in determining the 2012 executive compensation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Dale A. Bruns	Chairman	69	Male	8	Outside
Jack E. Engelkes	Member	62	Male	8	Outside
Milburn Adams	Member	69	Male	1	Outside
Richard A. Buckheim	Member	68	Male	7	Outside
Richard H. Ashlev	Member	56	Male	8	Outside