


**J.B. Hunt Transport Services, Inc.****JBHT NASDAQ****Rails / Roads - Freights**

Market Capitalization USD:

\$4,216.32 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: John N. Roberts**Age: 47****CEO Since: 2011**

	2009	2010	2011
Base Salary	\$695,000	\$695,000	\$549,019
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$243,246	\$412,500
Benefits and Perquisites	\$12,603	\$10,999	\$12,917
TOTAL ANNUAL COMPENSATION	\$707,603	\$949,245	\$974,436
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$2,459,392	\$2,089,200	\$4,374,300
TOTAL COMPENSATION	\$3,166,995	\$3,038,445	\$5,348,736
Median of Other Named Executive Officers Total Compensation	\$880,931	\$1,087,303	\$1,693,048
Value Realized on Exercise of Stock Option	\$2,043,128	\$1,830,430	\$2,539,274
Value Realized on Vesting of Stock	\$555,776	\$1,302,163	\$1,400,893
TOTAL REALIZED EQUITY COMPENSATION	\$2,598,904	\$3,132,593	\$3,940,167

Proxy Date: 15 Mar 2012

Annual Meeting Date: 26 Apr 2012

Equity Reserves: 12.72%

Stock Option Run Rate: 0.00%

J.B. Hunt Transport Services, Inc.

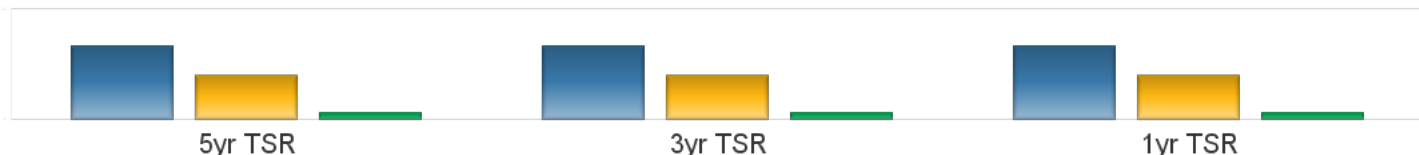
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ JBHT



Peer Comparisons (TRBC) = Rails / Roads - Freights

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
JBHT	J.B. Hunt Transport Services, Inc.	\$3,166,995	\$3,038,445	\$5,348,736	\$4,216,323,719
CHRW	C.H. Robinson Worldwide, Inc.	\$3,321,677	\$4,458,435		\$11,319,175,359
KSU	Kansas City Southern	\$1,357,018	\$3,683,624		\$5,486,453,972
GWR	Genesee & Wyoming Inc.	\$2,311,566	\$3,419,869		\$1,966,612,484
R	Ryder System, Inc.	\$4,115,885	\$5,312,879		\$1,935,046,899
LSTR	Landstar System, Inc.	\$1,778,276	\$3,573,857		\$1,887,689,583
ODFL	Old Dominion Freight Line, Inc.	\$1,267,263	\$1,981,283		\$1,664,133,096

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

Arkansas Best Corporation, CH Robinson Worldwide, Inc., CON-Way, Inc., Expeditors Int'l of Washington, Inc., Hub Group, Inc., Kansas City Southern, Landstar System, Inc., Old Dominion Freight Line, Inc., Pacer International, Inc., Ryder System, Inc., Swift Transportation Company, UTI Worldwide, Inc., Werner Enterprises, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Coleman H. Peterson	Chairman	63	Male	8	Outside
Francesca Maher Edwardson	Member	54	Female	1	Outside
Garv Charles Georae	Member	61	Male	6	Outside

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