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value of foreclosed assets held for sale is estimated using Level 2 inputs based on observable market data. As of December 31, 2010 and 2009, the fair value of non-covered foreclosed assets held for sale not covered by loss share, less estimated costs to sell was $11.6 million and $16.5 million, respectively.

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Fair Values of Financial Instruments

The following methods and assumptions were used by the Company in estimating fair values of financial instruments as disclosed in these notes:

Cash and cash equivalents and federal funds sold For these short-term instruments, the carrying amount is a reasonable estimate of fair value.

Net loans receivable not covered by loss share, net of non-covered impaired loans For variable-rate loans that reprice frequently and with no significant change in credit risk, fair values are assumed to approximate the carrying amounts. The fair values for fixed-rate loans are estimated using discounted cash flow analysis, based on interest rates currently being offered for loans with similar terms to borrowers of similar credit quality. Loan fair value estimates include judgments regarding future expected loss experience and risk characteristics.

Net loans receivable covered by FDIC loss share Fair values for loans are based on a discounted cash flow methodology that considered factors including the type of loan and related collateral, classification status, fixed or variable interest rate, term of loan and whether or not the loan was amortizing, and current discount rates. Loans were grouped together according to similar characteristics and were treated in the aggregate when applying various valuation techniques. The discount rates used for loans are based on current market rates for new originations of comparable loans and include adjustments for liquidity concerns. The discount rate does not include a factor for credit losses as that has been included in the estimated cash flows.

FDIC indemnification asset Although this asset is a contractual receivable from the FDIC, there is no effective interest rate. The Bank will collect this asset over the next several years. The amount ultimately collected will depend on the timing and amount of collections and charge-offs on the acquired assets covered by the loss sharing agreement. While this asset was recorded at its estimated fair value at acquisition date, it is not practicable to complete a fair value analysis on a quarterly or annual basis. This would involve preparing a fair value analysis of the entire portfolio of loans and foreclosed assets covered by the loss sharing agreement on a quarterly or annual basis in order to estimate the fair value of the FDIC indemnification asset.

Accrued interest receivable The carrying amount of accrued interest receivable approximates its fair value.

Deposits and securities sold under agreements to repurchase The fair values of demand, savings deposits and securities sold under agreements to repurchase are, by definition, equal to the amount payable on demand and therefore approximate their carrying amounts. The fair values for time deposits are estimated using a discounted cash flow calculation that utilizes interest rates currently being offered on time deposits with similar contractual maturities.

Federal funds purchased The carrying amount of federal funds purchased approximates its fair value.

FHLB and other borrowed funds For short-term instruments, the carrying amount is a reasonable estimate of fair value. The fair value of long-term debt is estimated based on the current rates available to the Company for debt with similar terms and remaining maturities.

Accrued interest payable The carrying amount of accrued interest payable approximates its fair value.

Subordinated debentures The fair value of subordinated debentures is estimated using the rates that would be charged for subordinated debentures of similar remaining maturities.

Commitments to extend credit, letters of credit and lines of credit The fair value of commitments is estimated using the fees currently charged to enter into similar agreements, taking into account the remaining terms of the agreements and the present creditworthiness of the counterparties. For fixed rate loan commitments, fair value also considers the difference between current levels of interest rates and the committed rates. The fair values of letters of credit and lines of credit are based on fees currently charged for similar agreements or on the estimated cost to terminate or otherwise settle the obligations with the counterparties at the reporting date.

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The following table presents the estimated fair values of the Company s financial instruments. The fair values of certain of these instruments were calculated by discounting expected cash flows, which involves significant judgments by management and uncertainties. Fair value is the estimated amount at which financial assets or liabilities could be exchanged in a current transaction between willing parties other than in a forced or liquidation sale. Because no market exists for certain of these financial instruments and because management does not intend to sell these financial instruments, the Company does not know whether the fair values shown below represent values at which the respective financial instruments could be sold individually or in the aggregate.

	December 31, 2010	
	Carrying Amount	Fair Value
	(In thousands)	
Financial assets:		
Cash and cash equivalents	$ 287,532	$ 287,532
Federal funds sold	27,848	27,848
Loans receivable not covered by loss share, net of non-covered impaired loans and allowance	1,777,149	1,770,147
Loans receivable covered by FDIC loss share	575,776	575,776
FDIC indemnification asset	227,258	227,258
Accrued interest receivable	16,176	16,176
Financial liabilities:		
Deposits:		
Demand and non-interest bearing	$ 392,622	$ 392,622
Savings and interest-bearing transaction accounts	1,108,309	1,108,309
Time deposits	1,460,867	1,463,922
Federal funds purchased		
Securities sold under agreements to repurchase	74,459	74,459
FHLB and other borrowed funds	177,270	179,851
Accrued interest payable	3,004	3,004
Subordinated debentures	44,331	48,162

	December 31, 2009	
	Carrying Amount	Fair Value
	(In thousands)	
Financial assets:		
Cash and cash equivalents	$ 173,490	$ 173,490
Federal funds sold	11,760	11,760
Loans receivable not covered by loss share, net of non-covered impaired loans and allowance	1,879,544	1,876,544
Accrued interest receivable	13,137	13,137
Financial liabilities:		
Deposits:		
Demand and non-interest bearing	$ 302,228	$ 302,228
Savings and interest-bearing transaction accounts	714,744	714,744
Time deposits	818,451	823,137
Federal funds purchased		

Securities sold under agreements to repurchase	62,000	62,000
FHLB and other borrowed funds	264,360	265,246
Accrued interest payable	3,245	3,245
Subordinated debentures	47,484	62,466

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21. Regulatory Matters

The Bank is subject to a legal limitation on dividends that can be paid to the parent company without prior approval of the applicable regulatory agencies. Arkansas bank regulators have specified that the maximum dividend limit state banks may pay to the parent company without prior approval is 75% of the current year earnings plus 75% of the retained net earnings of the preceding year. Since the Bank is also under supervision of the Federal Reserve, it is further limited if the total of all dividends declared in any calendar year by the Bank exceeds the Bank s net profits to date for that year combined with its retained net profits for the preceding two years. In 2009, the Company received a dividend for $2.1 million from its banking subsidiary. During 2010, the Company did not request any dividends from its banking subsidiary. As a result of the 2010 FDIC-assisted acquisition transactions, the Company could deem it appropriate to apply the option to request dividends from its banking subsidiary during 2011.

The Company s subsidiary is subject to various regulatory capital requirements administered by the federal banking agencies. Failure to meet minimum capital requirements can initiate certain mandatory and possibly additional discretionary actions by regulators that, if undertaken, could have a direct material effect on the Company s consolidated financial statements. Under capital adequacy guidelines and the regulatory framework for prompt corrective action, the Company must meet specific capital guidelines that involve quantitative measures of the Company s assets, liabilities and certain off-balance-sheet items as calculated under regulatory accounting practices. The Company s capital amounts and classifications are also subject to qualitative judgments by the regulators about components, risk weightings and other factors.

Quantitative measures established by regulation to ensure capital adequacy require the Company to maintain minimum amounts and ratios (set forth in the table below) of total and Tier 1 capital (as defined in the regulations) to risk-weighted assets (as defined) and of Tier 1 capital (as defined) to average assets (as defined). Management believes that, as of December 31, 2010, the Company meets all capital adequacy requirements to which it is subject.

As of the most recent notification from regulatory agencies, the subsidiary was well capitalized under the regulatory framework for prompt corrective action. To be categorized as well capitalized, the Company and its subsidiary must maintain minimum total risk-based, Tier 1 risk-based and Tier 1 leverage ratios as set forth in the table. There are no conditions or events since that notification that management believes have changed the institutions categories.

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The Company s actual capital amounts and ratios along with the Company s bank subsidiary are presented in the following table.

	Actual		Minimum Capital Requirement		Minimum To Be Well Capitalized Under Prompt Corrective Action Provision	
	Amount	Ratio	Amount	Ratio	Amount	Ratio
			(Dollars in thousands)			
As of December 31, 2010						
Leverage ratios:						
Home BancShares	$450,015	12.15%	$148,153	4.00%	$ N/A	N/A%
Centennial Bank	383,788	10.32	148,755	4.00	185,944	5.00
Tier 1 capital ratios:						
Home BancShares	$450,015	16.69%	$107,853	4.00%	$ N/A	N/A%
Centennial Bank	383,788	14.32	107,203	4.00	160,805	6.00
Total risk-based capital ratios:						
Home BancShares	$483,963	17.95%	$215,694	8.00%	$ N/A	N/A%
Centennial Bank	417,511	15.58	214,383	8.00	267,979	10.00
As of December 31, 2009						
Leverage ratios:						
Home BancShares	$455,098	17.42%	$104,500	4.00%	$ N/A	N/A%
Centennial Bank	266,220	10.21	104,298	4.00	130,372	5.00
Tier 1 capital ratios:						
Home BancShares	$455,098	20.76%	$ 87,687	4.00%	$ N/A	N/A%
Centennial Bank	266,220	12.21	87,214	4.00	130,821	6.00
Total risk-based capital ratios:						
Home BancShares	$482,690	22.02%	$175,364	8.00%	$ N/A	N/A%
Centennial Bank	293,665	13.47	174,411	8.00	218,014	10.00

22. Additional Cash Flow Information

The following is summary of the Company s additional cash flow information during the years ended:

	2010	2009	2008
		(In thousands)	
Interest paid	$35,830	$41,586	$61,663
Income taxes paid	14,950	12,950	14,877
Total assets acquired by foreclosure	16,780	19,355	5,774

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23. Condensed Financial Information (Parent Company Only)

Condensed Balance Sheets

(In thousands)	December 31, 2010	December 31, 2009
Assets		
Cash and cash equivalents	$ 60,334	$ 176,429
Investment securities		100
Investments in wholly-owned subsidiary	454,318	325,893
Investments in unconsolidated subsidiary	1,331	1,424
Premises and equipment		700
Other assets	7,976	10,690
Total assets	$ 523,959	$ 515,236
Liabilities		
Subordinated debentures	$ 44,331	$ 47,484
Other liabilities	2,703	2,779
Total liabilities	47,034	50,263
Stockholders Equity		
Preferred stock	49,456	49,275
Common stock	285	257
Capital surplus	432,962	363,519
Retained (deficit) earnings	(6,079)	51,746
Accumulated other comprehensive income	301	176
Total stockholders equity	476,925	464,973
Total liabilities and stockholders equity	$ 523,959	$ 515,236

Condensed Statements of Income

(In thousands)	Years Ended December 31, 2010	2009	2008
Income			
Dividends from subsidiary	$	$ 2,119	$ 6,841
Other income	75	3,445	2,686
Total income	75	5,564	9,527
Expenses	5,573	11,134	12,289
Loss before income taxes and equity in undistributed net income of subsidiary	(5,498)	(5,570)	(2,762)
Tax benefit for income taxes	2,273	2,979	3,685

Income (loss) before equity in undistributed net income of subsidiary	(3,225)	(2,591)	923
Equity in undistributed net income of subsidiary	20,816	29,397	9,193
Net income	$ 17,591	$ 26,806	$ 10,116

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Condensed Statements of Cash Flows

(In thousands)	Years Ended December 31, 2010	2009	2008
Cash flows from operating activities			
Net income	$ 17,591	$ 26,806	$ 10,116
Items not requiring (providing) cash			
Depreciation		122	117
Amortization	(60)	(91)	(90)
Gain on sale of equity investment			(6,102)
Loss on investment securities	71		5,927
Share-based compensation	376	(81)	478
Tax benefits from stock options exercised	(964)	(439)	(416)
Equity in undistributed income of subsidiaries	(20,816)	(29,397)	(9,193)
Equity in loss (income) of unconsolidated affiliates			(102)
Changes in other assets	3,148	(432)	(4,336)
Changes in other liabilities	922	1,312	397
Net cash provided by (used in) operating activities	268	(2,200)	(3,204)
Cash flows from investing activities			
Purchases of premises and equipment, net		(344)	(338)
Capital contribution to subsidiaries	(107,000)	(1,000)	(12,000)
Sale of equity investment			19,862
Purchase of Centennial Bancshares, Inc.		(3,100)	(1,155)
Proceeds from maturities of investment securities	29		307
Net cash provided by (used in) investing activities	(106,971)	(4,444)	6,676
Cash flows from financing activities			
Net proceeds from common stock public offering		107,341	
Net proceeds from issuance of preferred stock and common stock warrant		50,000	
Net proceeds from stock issuance	1,555	1,391	447
Retirement of subordinated debentures	(3,252)		
Tax benefits from stock options exercised	964	439	416
Disgorgement of profits	11		89
Dividends paid	(8,670)	(7,518)	(4,417)
Net cash provided by (used in) financing activities	(9,392)	151,653	(3,465)
Increase (decrease) in cash and cash equivalents	(116,095)	145,009	7
Cash and cash equivalents, beginning of year	176,429	31,420	31,413
Cash and cash equivalents, end of year	$ 60,334	$ 176,429	$ 31,420

24. Fourth Quarter Adjustments

The Company reported a net loss of $13.8 million, or $0.51 diluted loss per share for the fourth quarter of 2010. During this quarter, the Company experienced several financial items that it does not consider part of its base earnings. Among these items include $25.2 million in pre-tax bargain purchase gains from two FDIC-assisted acquisitions, a $53.4 million charge for impairment to certain loans which resulted in the Company recording a fourth quarter of 2010 provision for loan losses of $63.0 million, a $3.6 million charge to investment securities as a result of an apparent fraud on bonds sold in Arkansas and $2.2 million of merger expenses from our two fourth quarter FDIC-assisted acquisitions. The combined financial impact of these items to the Company on an after-tax basis is a loss of $26.5 million or $0.93 diluted loss per share.

The increased fourth quarter 2010 provision for loan loss was primarily attributable to a $53.4 million charge for impairment to certain loans. Of the amount charged off for the impaired loans, approximately half is related to extensions of credit to several borrowers whose financial condition has deteriorated in our Florida market. The remaining portion relates to loans in our Arkansas market, primarily involving two borrowing relationships. After a review of the loans to one large Arkansas borrower, the Company determined the terms and conditions of the loan documents are unlikely to be met due to a recent change in circumstances regarding the collectability of pledged collateral. In addition, fraudulent Arkansas loans made to a separate Arkansas borrower were associated with the issuance of fraudulent rural improvement district bonds were also included in the loan charge-offs for 2010. This conclusion with respect to the remainder of the loans was based on the lack of significant economic recovery in certain areas of our Florida market combined with our unsuccessful efforts thus far to collect on the loans.

25. Recent Accounting Pronouncements

In December 2009, the Financial Accounting Standards Board (the FASB) issued Accounting Standards Update (ASU) ASU 2009-17, *Consolidation* (Topic 810) *Improvements to Financial Reporting by Enterprises Involved with Variable Interest Entities*. ASU 2009-17 amends the consolidation guidance applicable to variable interest entities. The amendments to the consolidation guidance affect all entities, as well as qualifying special-purpose entities that were previously excluded from previous consolidation guidance. ASU 2009-17 was effective as of the beginning of the first annual reporting period that begins after November 15, 2009. Adoption of the new guidance did not have a significant impact on the Company s ongoing financial position or results of operations.

In December 2009, the FASB issued ASU 2009-16, *Transfers and Servicing* (Topic 860) *Accounting for Transfers of Financial Assets*. ASU 2009-16 amends the derecognition accounting and disclosure guidance. ASU 2009-16 eliminates the exemption from consolidation for Qualified Special Purpose Entities (QSPEs) and also requires a transferor to evaluate all existing QSPEs to determine whether they must be consolidated. ASU 2009-16 was effective as of the beginning of the first annual reporting period that begins after November 15, 2009, and did not have a significant impact on the Company s ongoing financial position or results of operations.

In January 2010, FASB issued an amendment to FASB ASC 820, *Fair Value Measurements and Disclosures*. The objective of this amendment requires new disclosures regarding significant transfers in and out of Level 1 and 2 fair value measurements and the reasons for the transfers. This amendment also requires that a reporting entity should present information separately about purchases, sales, issuances and settlements, on a gross basis rather than a net basis for activity in Level 3 fair value measurements using significant unobservable inputs. This amendment also clarifies existing disclosures on the level of disaggregation, in that the reporting entity needs to use judgment in determining the appropriate classes of assets and liabilities, and that a reporting entity should provide disclosures about the valuation techniques and inputs used to measure fair value for both recurring and nonrecurring fair value measurements for Level 2 and 3. The new disclosures and clarifications of existing disclosures for ASC 820 are effective for interim and annual reporting periods beginning after December 15, 2009, except for the disclosures about purchases, sales, issuances, and settlements in the rollforward of activity in Level 3 fair value measurements. Those disclosures are effective for fiscal years beginning after December 15, 2010, and for interim periods within those fiscal years. The adoption of ASC 820 did not have a material effect on the Company s consolidated financial statements.

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In February 2010, the FASB issued ASU 2010-09, *Subsequent Events* (Topic 855) *Amendments to Certain Recognition and Disclosure Requirements.* The amendments remove the requirement for an SEC registrant to disclose the date through which subsequent events were evaluated as this requirement would have potentially conflicted with SEC reporting requirements. Removal of the disclosure requirement is not expected to affect the nature or timing of subsequent events evaluations performed by the Company. ASU 2010-09 became effective upon issuance.

In July 2010, the FASB issued ASU No. 2010-20*, Receivables* (Topic 310) *Disclosures about the Credit Quality of Financing Receivables and the Allowance for Credit Losses.* ASU 2010-20 requires entities to provide disclosures designed to facilitate financial statement users evaluation of (i) the nature of credit risk inherent in the entity s portfolio of financing receivables, (ii) how that risk is analyzed and assessed in arriving at the allowance for credit losses and (iii) the changes and reasons for those changes in the allowance for credit losses. Disclosures must be disaggregated by portfolio segment, the level at which an entity develops and documents a systematic method for determining its allowance for credit losses, and class of financing receivable, which is generally a disaggregation of portfolio segment. The required disclosures include, among other things, a rollforward of the allowance for credit losses as well as information about modified, impaired, non-accrual and past due loans and credit quality indicators. ASU 2010-20 became effective for the Corporation s financial statements as of December 31, 2010, as it relates to disclosures required as of the end of a reporting period. Disclosures that relate to activity during a reporting period will be required for the Corporation s financial statements that include periods beginning on or after January 1, 2011. ASU 2011-01, Receivables (Topic 310) Deferral of the Effective Date of Disclosures about Troubled Debt Restructurings in Update No. 2010-20, temporarily deferred the effective date for disclosures related to troubled debt restructurings to coincide with the effective date of a proposed accounting standards update related to troubled debt restructurings, which is currently expected to be effective for periods ending after June 15, 2011. See Note 4 Loans Receivable.

Presently, the Company is not aware of any other changes from the Financial Accounting Standards Board that will have a material impact on the Company s present or future financial statements.

Item 9. CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE

No items are reportable.

Item 9A. CONTROLS AND PROCEDURES

Evaluation of Disclosure Controls and Procedures.

An evaluation as of the end of the period covered by this annual report was carried out under the supervision and with the participation of our management, including the Chief Executive Officer and the Chief Financial Officer, of the effectiveness of the design and operation of our disclosure controls and procedures, which are defined under SEC rules as controls and other procedures of a company that are designed to ensure that information required to be disclosed by a company in the reports that it files under the Exchange Act is recorded, processed, summarized and reported within required time periods. Based upon that evaluation, our Chief Executive Officer and Chief Financial Officer concluded that our disclosure controls and procedures were effective. As a result of this evaluation, there were no significant changes in the Company s internal controls or in other factors that could significantly affect those controls subsequent to the date of evaluation.

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On March 12, 2010, the Company acquired the banking operations of Old Southern Bank (Old Southern) through an agreement with the Federal Deposit Insurance Corporation (FDIC). On March 26, 2010, the Company acquired the banking operations of Key West Bank (Key West) through an agreement with the FDIC. On July 31, 2010, the Company acquired the banking operations of Coastal Community Bank and Bayside Savings Bank (Coastal-Bayside) through separate agreements with the FDIC. On October 1, 2010, the Company acquired the banking operations of Wakulla Bank (Wakulla) through an agreement with the FDIC. On November 19, 2010, the Company acquired the banking operations of Gulf State Bank (Gulf State) through an agreement with the FDIC.

The internal control over financial reporting of Old Southern s, Key West s, Coastal-Bayside s, Wakulla s and Gulf State s banking operations were excluded from the evaluation of effectiveness of Home BancShares disclosure controls and procedures as of the period end covered by this report as a result of the timing of the acquisitions. As a result of the Old Southern, Key West, Coastal-Bayside, Wakulla and Gulf State acquisitions, Home BancShares will be evaluating changes to processes, information technology systems and other components of internal control over financial reporting as part of its integration activities. The assets acquired from the banking operations represent 36.3% and 46.1% of total consolidated assets and deposits, respectively, as of December 31, 2010.

Item 9B. OTHER INFORMATION

No items are reportable.

PART III

Item 10. DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNACE

Incorporated herein by reference from the Company s definitive proxy statement for the Annual Meeting of Stockholders, to be filed pursuant to Regulation 14A.

Item 11. EXECUTIVE COMPENSATION

Incorporated herein by reference from the Company s definitive proxy statement for the Annual Meeting of Stockholders, to be filed pursuant to Regulation 14A.

Item 12. SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS

Incorporated herein by reference from the Company s definitive proxy statement for the Annual Meeting of Stockholders, to be filed pursuant to Regulation 14A.

Item 13. CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE

Incorporated herein by reference from the Company s definitive proxy statement for the Annual Meeting of Stockholders, to be filed pursuant to Regulation 14A.

Item 14. PRINCIPAL ACCOUNTING FEES AND SERVICES

Incorporated herein by reference from the Company s definitive proxy statement for the Annual Meeting of Stockholders, to be filed pursuant to Regulation 14A.

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PART IV

Item 15. EXHIBITS, FINANCIAL STATEMENT SCHEDULES

The following documents are filed as part of this report:

(a) 1 and 2. Financial Statements and any Financial Statement Schedules

The financial statements and financial statement schedules listed in the accompanying index to the consolidated financial statements and financial statement schedules are filed as part of this report.

(b) Listing of Exhibits.

Exhibit No.	
12.1	Computation of Ratios of Earnings to Fixed Charges
23.1	Consent of BKD, LLP
31.1	Rule 13a-14(a)/15d-14(a) Certification of Chief Executive Officer.
31.2	Rule 13a-14(a)/15d-14(a) Certification of Chief Financial Officer.
32.1	Certification of Chief Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
32.2	Certification of Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
99.1	Certification of Chief Executive Officer pursuant to Section 111(b)(4) of the Emergency Economic Stabilization Act of 2008.
99.2	Certification of Chief Financial Officer pursuant to Section 111(b)(4) of the Emergency Economic Stabilization Act of 2008.

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SIGNATURES

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

HOME BANCSHARES, INC.

By: /s/ C. Randall Sims
C. Randall Sims
Chief Executive Officer

Date: March 10, 2011

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed by the following persons on behalf of the Registrant and in the capacities indicated as of March 10, 2011.

/s/ John W. Allison	/s/ C. Randall Sims	/s/ Randy E. Mayor
John W. Allison Chairman of the Board of Directors	C. Randall Sims Chief Executive Officer and Director (Principal Executive Officer)	Randy E. Mayor Chief Financial Officer, Treasurer and Director (Principal Financial Officer)
/s/ Robert H. Adcock, Jr.	/s/ Richard H. Ashley	/s/ Dale A. Bruns
Robert H. Adcock, Jr. Vice Chairman of the Board and Director	Richard H. Ashley Director	Dale A. Bruns Director
/s/ Richard A. Buckheim	/s/ Jack E. Engelkes	/s/ James G. Hinkle
Richard A. Buckheim Director	Jack E. Engelkes Director	James G. Hinkle Director
/s/ Alex R. Lieblong	/s/ William G. Thompson	/s/ Brian S. Davis
Alex R. Lieblong Director	William G. Thompson Director	Brian S. Davis Chief Accounting Officer and Investor Relations Officer (Principal Accounting Officer)