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WHERE ARE THEY NOW?

What's become of the 763 people who were among *Arkansas Business*' 40 Under 40 honorees from 1994 to 2012? Updates on previous classes and features on a notable member of each of the first 19 classes are inside this special 20th Annual 40 Under 40 issue. [P24-64]

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T W E N T I E T H A N N U A L

40

UNDER FORTY





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Chief Executive Officers

Arkansas Business is proud to have featured a number of 40 Under 40 honorees who have gone on to the corner offices of publicly traded companies. Let's count them:

► **Clete Brewer**, Class of 1994, was CEO when **StaffMark Inc.** of Fayetteville went public in 1996;

► **George A. Makris Jr.**, Class of 1994, will become CEO of **Simmons First National Corp.** of Pine Bluff come Jan. 1, 2014;

► **Scott Ford**, Class of 1995, became CEO of **Alltel Corp.** in 2002 (and then sold the company — twice);

► **Judy R. McReynolds**, Class of 1999, ascended to the CEO spot at **Arkansas Best Corp.** of Fort Smith at the beginning of 2010;

► **John N. Roberts III**, Class of 2000, has been CEO of **J.B. Hunt Transport Services Inc.** of Lowell since Jan. 1, 2011;

► **W. Dabbs Cavin**, Class of 2002, became CEO of **First Federal Bancshares of Arkansas**, the Harrison thrift-holding company, when it was recapitalized by **Bear State Financial Holdings LLC** in 2011, but he'll become executive vice chairman of the board at the end of June, when he joins **Mountaire Corp.** in Little Rock;

► **Chris Newers**, who will succeed Cavin as CEO at First Federal, is also a previous 40 Under 40 honoree — from the Class of 2006; and

► **Cliff Beckham** was CEO of **USA Truck Inc.** of Van Buren from August 2007 until February of this year, when he returned to the role of CFO that he held when he was a member of the 40 Under 40 Class of 2007.



Lessons Learned

Del Boyette, now the president and CEO of **Boyette Strategic Advisors** of Little Rock, was 37 when he was named to the first class of *Arkansas Business'* 40 Under 40 in 1994. At that time, he was executive director of the **Arkansas Industrial Development Commission** (now the Arkansas Economic Development Commission).

We asked that he tell us three things he had learned since then that he wished he'd known sooner. Here's what he said:

"First of all, 20 years flies by very quickly. I have a personal mantra that there are only 52 Tuesdays (or any other day of the week) each year. We all need to think about how we spend them — who we go to lunch with, who we choose to work with and how we manage our time. While I try to use that idea as a guide every day, there are things I wish I had known 20 years ago:

► I wish I had known that there are valuable things to be learned from people from all walks of life.

► I wish I had fully embraced that being an Arkansan is something to be proud of and cer-

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tainly not something to apologize for.

► I wish I had truly known that life's a dance; you learn as you go, sometimes you lead, and sometimes you follow."

For more from Boyette, see the Executive Q&A on Page 74.

A Bright Star Extinguished

Many of the past years' honorees have gone on to big things, some have faced hardship, a very few have had trouble with the law, certainly all have experienced change good and bad. But for sheer shock, the murder of **Bill Gwatney** surely stands alone. He was 34 when *Arkansas Business* profiled him in 1994. He was 48 when he was killed in 2008.

The description of him that we used at the time of his death

still stands: a bright star in business and politics in Arkansas.

William A. "Bill" Gwatney, **Arkansas Democratic Party** chairman, former state senator and CEO of **Gwatney Chevrolet** in Jacksonville, died Aug. 13, 2008, after a gunman shot him at state Democratic Party headquarters in downtown Little Rock.

In 1995, Gwatney sponsored the **Patient Protection Act**, known as "any willing provider," which the health insurance industry fought for a decade. His political persona earned him the nickname "**Gwatzilla**," which was borrowed from his car dealerships' advertising.

The man who shot Gwatney himself died in a shootout with law enforcement officers a few

WHISPERS CONTINUED ON PAGE 4



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Burt Hanna of Hanna's Candle Co.

[PHOTO BY BETH HALL]

Lighting a Fire

Wal-Mart recently announced that it will promote merchandise made in the Natural State with signage proclaiming **"Arkansas' Own,"** and one of the main beneficiaries of that will be a company founded by a member of the 40 Under 40 class of 1997: **Burt Hanna.**

Hanna's Candle Co. of Fayetteville is expected to see sales increase from \$4 million in 2012 to \$30 million this year to \$45 million in 2017, the *Arkansas Democrat-Gazette* reported.

Hanna, now 50, was not yet 25 when he and his then-wife went into the business

of making and selling potpourri and then candles. When *Arkansas Business* interviewed him last year, we asked for three things he wished he had known when he started his business. Here's what he said:

1) Family is always more important than business; 2) You don't have to be the smartest guy in the room; and 3) Never, never, never borrow money using a swap to fix the interest rate.

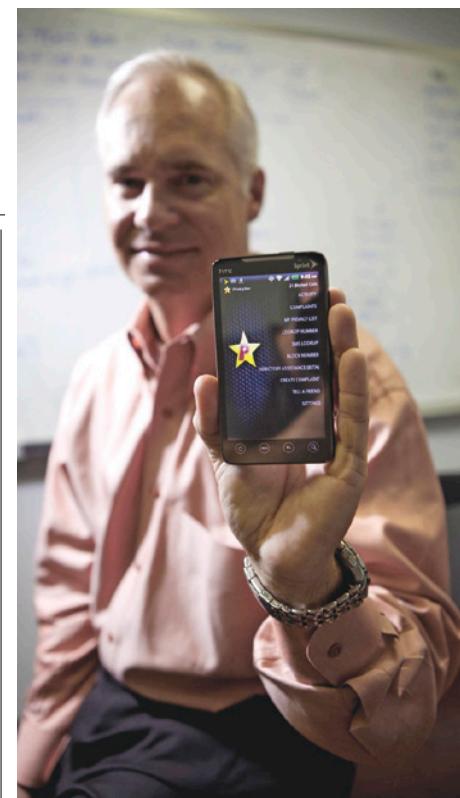
We also asked what he's glad he didn't know:

"I am glad I did not know how hard it is to make a good burning candle when I started or I would have given up."

WHISPERS CONTINUED FROM PAGE 3

hours after Gwatney's slaying. Police found no motive.

"The assailant — Gwatney would have been the very kind of person who would have helped him, if he had asked for help," Gwatney's friend Gov. **Mike Beebe** said after the shooting. "That's the kind of guy Gwatney was."



PrivacyStar's Jeff Stalnaker. [PHOTO BY MICHAEL PIRNIQUE]

"Privacy" Is the Theme

Jeff Stalnaker, a member of the class of 2003 at the age of 37, moved from high-tech data services firm **Acxiom**, which seeks to find out everything it can about people, to lead a high-tech startup, **First Orion**, which with its **PrivacyStar** smartphone application seeks to give people their privacy back. Stalnaker co-founded First Orion with former Acxiom CEO **Charles Morgan**.

In 2007, Stalnaker was touting an ID protection system offered by Acxiom and a Pennsylvania company, saying it "lets companies increase security and privacy while improving customer convenience." By 2010, he was with First Orion of Conway, whose PrivacyStar application lets users block unwanted calls, identify unknown callers and more. "Our primary driving strategy is providing consumers ultimate control over the phone — any phone, any time, any place," Stalnaker said.

Premature Departures

Bill Gwatney is one of eight 40 Under 40 honorees who have since died — and one of three from the first class in 1994.

The first to die was Little Rock advertising executive **Watty Wills**, who committed suicide in 1998. Real estate agent **Lanny Grissom**, also a member of the class of 1994, died in 2004 at age 42.

BHP Billiton Petroleum congratulates all 40 under 40 honorees past and present.

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Phillip Joiner, a construction executive honored in the class of 1998, was murdered in 2002 by a 19-year-old babysitter at the home of his estranged wife, now **Lisa Redlich**, who was a 40 Under 40 honoree in 2001.

Tragic accidents took the lives of **Larry Waschka** and **Dan Norman**. Waschka, founder of **Waschka Capital Investments** and a member of the class of 1997, drowned during a family vacation in Mexico in 2004 at age 42. Norman, who founded paper recycler **Shred-It**, was killed in an auto accident in 2006 at age 39.

Kristi Norris, who was honored in 2000 when she was the 37-year-old executive vice president of **Malvern National Bank**,

died seven years later.

The most recent death was that of **Elbert Crawford III**, the former professional football player, sports agent and real estate agent, on May 2 at age 46. A heart attack had ended his playing career and another one took his life.

Legal Eagles

40 Under 40 has also spotted a lot of legal talent over the years as well, but two past honorees are especially Honorable these days:

► **D. Price Marshall Jr.**, a member of the class of 1998, was sworn in as U.S. District judge for the Eastern District of Arkansas in 2010; and



► **Kristine G. Baker**, a member of the class of 2010, was sworn in as a U.S. District judge for the Eastern District of Arkansas in 2012.

No Delta Deal Connections

Remember talk of a changing of the guard among shareholders at Little Rock's **Delta Trust & Banking Corp.** earlier this year?

Two members of the 40 Under 40 class of 1995 had roles in negotiations that would've increased the **Stephen LaFrance Sr.** family's stake in the \$441.8 million million-asset bank holding company.

We understand that **Jeff Fox**, founder of Little Rock's **Circumference Group**, played the part of peace broker in the sometimes fractious talks between the LaFrance clan and **French Hill**, chairman and CEO of Delta Trust & Banking.

Those negotiations came to naught after the parties couldn't reach an accord on stock price.

Other past 40 Under 40 honorees associated with the would-be deal include **James Carroll Penick**, vice chairman, chief operating officer and chief lending officer of **Delta Trust & Bank**, class of 1995; **Chris Roberts**, president of Delta Trust & Bank, class of 2003; and **Stephen LaFrance Jr.**, class of 2006. ■



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From the Publisher

For two decades, *Arkansas Business* has sought out and honored some of the state's talented citizens with its salute to leaders under 40.

This year's issue is unique because it not only showcases the 20th class of 40 Under 40 honorees, it also lists the honorees who have been recognized in previous years and provides updates on most of them. (There are 763 previous honorees: In the first class, in 1994, two married couples were recognized together, and in 2012, twin brothers were honored together.)

The 40 Under 40 honorees have distinguished themselves in entrepreneurship, banking, law, real estate, health care, education, politics and many other endeavors. You'll also notice the honorees represent the four corners of the state — punctuating the fact that our state has talent from border to border.

It's an honor to be recognized as a member of this prestigious group, men and women who excel in their professions and are helping shape tomorrow's Arkansas. This year alone, more than 500 leaders throughout the state were nominated, and *Arkansas Business* staff members spent a considerable amount of time weighing the nominations. It wasn't an easy process — it never is — but we're proud of those chosen to represent this 20th class.



Mitch Bettis
Publisher



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Ron Adams

39

Senior Vice President, Stephens Insurance LLC
Little Rock

It's not so much his current position with Stephens Insurance that landed Ron Adams on this year's list of the 40 Under 40 as the path that got him there. In the spring of 2012, Stephens bought the Hoffman-Henry insurance agency where Adams had spent his career.

"It was big fun to grow the business and an honor to have Warren Stephens and [Stephens Insurance CEO] Marty Rhodes interested in our organizations joining forces," he said, sharing credit with his partner, Richard Henry.

Adams, who was born in Mississippi and grew up in Pine Bluff, was "lassoed" into Hoffman-Henry by his father-in-law, agency founder Bob Hoffman. "He really and truly taught me everything I know about this business. He reads people really well, and he's just a good person. He does a lot of things for people that nobody ever knows about."

Adams has also taken a very personal interest in the work of the Juvenile Diabetes Research Foundation, joining the board of the Arkansas chapter after his son, then 7, was diagnosed with Type 1 diabetes two years ago.

"It has literally changed our lives," he said of the diagnosis.

Adams is also a former member of the board of the United Way of White County. ■



Kristian Andersen

38

President, Kristian Andersen + Associates
Conway

As president of design consultant firm Kristian Andersen + Associates, Kristian Andersen has represented clients from LifeLock to Angie's List.

"I've only ever had a 'real job' for about six months after college," he said of his brief time as a designer at an e-commerce company called Intermark in 1997. "I've essentially worked for myself ever since then."

Although Andersen makes his home in Conway, Kristian Andersen + Associates is based in Indianapolis, and Andersen splits his time between Indiana and Arkansas.

In 2008, he co-founded Gravity Ventures, a seed-stage venture fund that pools money from private parties and invests it in promising tech companies. Its past Arkansas investment recipients include online retailer Acumen Holdings.

Andersen has co-founded several software companies, including a laboratory information systems company for the health care industry called Pathagility, in 2007; Tinderbox, an online platform for business proposals and contracts, 2009; online education tool Lessonly, founded in 2012; and Visible.cc, a data-sharing and portfolio tracking website for startups and investors, 2012. Also in 2012 he co-founded the Arkansas Fellowship program, a project to connect promising college graduates with entrepreneurial businesses. ■



Summer Austin

37

Premium Accounting Manager, USAble Life
Little Rock

Falling in love with a college accounting class is what set the course of Summer Austin's career.

"I really like puzzles and accounting is just a puzzle," Austin said.

The Hot Springs native graduated in 2005 with an accounting degree from Henderson State University in Arkadelphia and proceeded to work as a health care auditor for accounting firm BKD LLP of Little Rock, a financial analyst for St. Joseph's Hospital in Hot Springs and then as an accountant and office manager for Hot Springs Laser Institute, a cosmetic dermatology business.

Austin sought a position in 2010 with USAble Life in Little Rock because she "wanted the opportunity to grow" and she knew the company was growing, she said. She was promoted in less than one year from a financial analyst to a manager in the premiums department.

Now, as premium accounting manager, Austin supervises a team of 12 billing specialists and account analysts. She has worked hard to streamline and improve the accuracy of the work in her department through the use of automation. Among her successes as a manager was automating a system for processing payments for more than \$54 million in premiums, turning a two-week turnaround time for her staff into a two-day process. ■



Amber Wilson Bagley

34

Director, Cross Gunter Witherspoon & Galchus
Little Rock

Amber Wilson Bagley learned her work ethic as a child, modeling the behavior of her parents and grandparents.

"I grew up in south Arkansas and they had a family business," she said. "And so everyone in my family went to work, including me and my younger brother. That's what we did. Everybody went to work."

Bagley's work ethic is demonstrated in both her professional activities and her community service. She has served on the UALR Bowen School of Law Alumni Board and on the executive board of the Arkansas Association of Women Lawyers. And in 2014, she will chair Eggshibition, the Youth Home fundraiser.

Bagley joined CGW&G in 2007, after having clerked for state Supreme Court Justices Annabelle Clinton Imber (now Tuck) and Tom Glaze. Her legal practice focuses on health care, employee benefits and commercial and corporate law, and she has been designated a Rising Star by Mid-South Super Lawyers.

Bagley keeps on her desk a quote by Martin Luther King Jr.: "If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great street sweeper who did his job well."

"My thought in life is that whatever your mission is or whatever you're called to do, you should do it well," she said. ■



Dan Beranek

39

Little Rock Office President, McClelland Consulting Engineers
Little Rock

Dan Beranek's career in engineering started with four years of Army active duty as a platoon leader and executive officer, where he contributed to infrastructure and defense projects in Louisiana and Bosnia.

He returned to his hometown of Little Rock in 1999, going on to work as a project manager at McClelland Consulting Engineers, acting as civil engineer for the Clinton Presidential Library, Heifer International's headquarters, the First Security Center in the River Market and Dickey-Stephens Park. In 2008, he became president of McClelland's Little Rock office.

Beranek is a four-year member of the Downtown Rotary Club, an alumnus of the Little Rock Regional Chamber of Commerce's Leadership Greater Little Rock and helped found the 1836 Club, a group focused on increasing young professionals' involvement in the Old State House Museum. He's also a civil engineer representative on the Little Rock Main Street Revitalization Committee, an issue about which he feels passionate.

"I grew up in Little Rock and caught the end of the dying of downtown," he said. "Being able to be a part of its revival and seeing how it's changed in the past 10 to 15 years is quite remarkable." ■



Amy Callahan

33

Chief Operating Officer, Collective Bias
Bentonville

Amy Callahan never really had a backup plan.

When she left a national marketing agency to launch Collective Bias in 2009, Callahan didn't ponder what her options would be if the idea failed. Instead she invested fully in developing the new company and its unique approach to marketing.

"We just kind of knew that it would work," Callahan said. "I've always been entrepreneurial, which is the opposite of how I was raised. I'm not sure I thought it through clearly, but I've always liked the idea of big risk, big reward."

Callahan and Collective Bias, which recently secured \$10 million in funding, are reaping the rewards from that leap of faith. This year the company is poised to exceed \$20 million in revenue and has grown to 67 employees with satellite offices in Chicago, San Francisco, New York, Minnesota, Toronto and London.

Using the skills she learned from stints working in retail and in marketing, Callahan has helped cultivate a new method for companies to reach customers. *Forbes* recently named Callahan one of "11 women who started amazing companies" and the company itself has been the subject of media praise.

The Collective Bias model is built on using shoppers to advertise to other shoppers. Today the company has 1,400 bloggers helping market products for companies including Tyson Foods and Nestle. ■



J.R. Carroll

36

Partner, Kutak Rock LLP
Fayetteville

Working as a partner in Kutak Rock's Fayetteville office is more than enough to keep J.R. Carroll busy.

Carroll specializes in commercial transactions that have led to litigation, and he represents manufacturers and dealers involved in product liability cases. His notable clients include Kubota Tractor Corp., Simmons National Bank and Signature Bank of Arkansas. It's fitting work for somebody who earned an accounting degree from the University of Arkansas but passed on the CPA exam in favor of attending law school.

As if that weren't enough, Carroll became — almost by accident — a certified NFL agent with multiple clients. Carroll became acquainted with the family of former Razorback and current New England Patriots quarterback Ryan Mallett through a mutual friend. They viewed his background in accounting and law as helpful in protecting Mallett financially.

Recommendations from Mallett led to Cobi Hamilton (Cincinnati Bengals), Ross Rasner (Denver Broncos) and Markell Carter (Calgary Stampeders of the CFL) hiring Carroll. Carroll's main focus with players is any legal agreements they might sign — NFL teams, endorsement deals — during their careers. He represents the players alongside established sports agencies like Athletes First, which handles NFL draft preparation.

"These 19- and 20-year-old guys need more advice and more protection than anyone else I could represent," Carroll said.

Carroll, who grew up in White Hall, has no plans to recruit more clients. He would like litigation work to remain about 80 to 90 percent of his focus. ■



Drew Chandler

34

CFO, Farmers Bank & Trust
Magnolia

Drew Chandler's decision to go to college in Searcy kept him from going back home to Dallas.

"I married a Searcy girl," he explains. After graduating from Harding University in 2001, "I was going to work for a public accounting firm in Dallas, but could see it in her eyes — going to a big city."

He joined Reynie Rutledge's First Security Bank in Searcy and spent 10 years moving up through the accounting ranks and getting experience with regulatory requirements and mergers.

In 2011, he became the chief financial officer of Farmers Bank & Trust in Magnolia, the 14th-largest bank in Arkansas by assets.

"The biggest difference was going from central Arkansas to southern Arkansas," he said. "The type of loans you're making are more community-oriented. But I think they are both very well-run banks."

Chandler is a fan of both Rutledge and his boss at FB&T, Bob Burns. "You have to work for people you trust and admire," he said.

Still, the executive he most admires was his father's boss for 30 years — Dave Thomas, founder of The Wendy's Co., an adopted child who never finished high school.

"He didn't forget where he came from," Chandler said. "I remember as a kid having Christmas parties at the Wendy's headquarters and him dressing up as Santa and giving presents to the kids."

Chandler now lives in Texarkana, halfway between Dallas and Searcy. "I've got season tickets for the Cowboys and it's a lot easier to just drive three hours for that." ■



Ted Clouser

34
Executive Vice President, PC Assistance
Little Rock

In 1996, when Ted Clouser was 18, he left his family's dairy farm in Pennsylvania and, with \$400 in his pocket, drove to Little Rock, where he had a friend.

He wanted a change from the farming lifestyle, and he relied on his experience working for a computer company and briefly owning a small business after graduating from high school. Those experiences paid off: After three weeks of sending his resume to every tech firm in the city, PC Assistance CEO Ben Thomas took a chance on the young entrepreneur.

Since then, Clouser has helped maneuver PC Assistance through the rapidly changing IT world. "Our industry is constantly evolving," he said. "We have had to adapt since our formation in 1994 numerous times. Our industry doesn't look at all like it did 15 years ago, or 20 years ago."

But through that time, PC Assistance, which has grown from three employees in 1996 to 20 in 2013, has maintained its core client base and kept turnover low.

"We still have our core employees and clients we've had since the late '90s," Clouser said. "We've had lots of business recognition over the years, but at the end of the day that stickiness is what I'm most proud of." ■



Shawn Cones

38
Owner, Cones Family Medicine Clinic
Landmark

Dr. Shawn Cones grew up in Fordyce in a house that had no indoor plumbing. The living conditions "lit a fire under me," he said. "It was either be bitter about it or let it motivate me to do better and help others."

He chose the latter.

In 2006, he graduated from the University of Arkansas for Medical Sciences and went into family medicine.

After working at a community health center in England (Lonoke County) for about 18 months, Cones opened his Cones Family Medicine Clinic in 2011 in the Landmark community in Pulaski County. He has since added a second clinic in Little Rock and is planning on opening a third in the North Little Rock area by the end of the year. He sees between 100 and 140 patients a week, and more than half of those are insured by Medicaid or Medicare.

Away from his clinic, Cones also is concerned about health care. He started a non-profit in 2011, Cones Community Outreach, that focuses on teaching people in rural areas about health care and chronic diseases.

Cones' philosophy is to educate patients, and he relies on time-tested advice. "The old adage is if you give a person a fish, you feed him for a day," he said. "If you teach him to fish, you teach him for life." ■

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Simmons First would like to congratulate the Class of 2013 40 Under 40 honorees and recognize our associates previously honored.



George Makris
CEO-Elect
Simmons First National Corporation
Class of 1994



Barry Ledbetter
President and CEO
Simmons First Bank of Northeast Arkansas
Class of 1997



Brooks Davis
President and CEO
Simmons First Bank of Searcy
Class of 2002



Bob Fehlman
Sr. Exec. VP
Chief Financial Officer and Corporate Treasurer
Simmons First National Corporation
Class of 2002



Adam Mitchell
Little Rock Community President
Simmons First National Bank
Class of 2003



Chuck Tlapek
VP and Chief Investment Officer
Simmons First Trust Company, N.A.
Class of 2005



Jerry Morgan
Sr. VP
Simmons First Bank of Northeast Arkansas
Class of 2007



David Garner
Sr. VP, Controller and Chief Accounting Officer
Simmons First National Corporation
Class of 2009

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Jordan Cooper

33
CEO, Central Arkansas Dental Associates Inc.
Sherwood

Dentistry is in Dr. Jordan Cooper's blood. His father is a dentist and his mother was a dental hygienist, so it seemed only natural that the Jacksonville native would follow in their footsteps.

Cooper graduated from the University of Tennessee College of Dentistry in 2006 and then went to work at his father's Jacksonville office, Cooper Family Dentistry.

He then partnered with another dentist to form Central Arkansas Dental Associates in 2008. The Sherwood firm has grown to four locations in central Arkansas. In 2011, Cooper purchased Cooper Family Dentistry from his father. And in 2012, Cooper bought out his partner at Central Arkansas Dental and started the Community General & Implant Dentistry in Springdale. Cooper's six dental offices treat about 10,000 to 15,000 patients annually and have more than 40 employees.

Away from the dental chair, Cooper works on dental causes. This summer he's planning to lead a team to Honduras to provide free dental and health care.

He also has been the chairman of the New Dentist Committee for the Arkansas State Dental Association.

Cooper said he wants to help people. "I believe you measure your success by the success of the people around you," he said. "I also believe in community service." ■



Tom Cotton

35
U.S. Representative, 4th Congressional District
Arkansas

Service has been a way of life for Tom Cotton for years.

Cotton, a freshman in the U.S. House of Representatives, was introduced to the concept as a child on his parents' farm in Yell County. He would give up his own comfort — and sometimes sleep — to help care for the family's cattle. After graduating from Harvard and Harvard Law, he felt compelled to put his career on hold and enter the Army because of 9/11. Now he serves Arkansas' 4th District in Washington, D.C., winning office on his first attempt.

Cotton's responsibilities have grown considerably since he was in elementary school caring for cattle, but the lessons learned then helped shape him today. "I would frequently curse under my breath as a young man because it didn't matter if it was cold or snowy or icy, you were caring for them," Cotton says. "My father really taught me the value and reward of serving something other than yourself."

That approach was further ingrained during Cotton's time in Iraq and Afghanistan. He turned down a chance to work as a military attorney and instead went into combat.

Cotton served five years, then spent 2010 working as a consultant for McKinsey & Co. He returned to Arkansas in 2011 for the campaign that netted him a spot in the House and led to Politico naming him "most likely to succeed" among freshmen representatives. Cotton currently serves on the Foreign Affairs and Financial Services committees. ■



Joseph Dunn

35
Central Market President, Eagle Bank & Trust
Little Rock

Joe Dunn was working at Home Depot, thinking about going to law school and looking for a job in broadcast journalism, when a wild card was tossed his way: A fellow church member offered him a job lending money.

"I laughed at her, and asked 'Why in the world do you want to hire me?'" said Dunn, who grew up in Bradford (White County).

His people skills are what caught the church-goer's attention and started Dunn's career in May 2001 with Metropolitan National Bank, working in consumer lending and later in small-business lending.

Dunn joined First Security Bank in 2005 as a commercial loan officer and was later wooed away to oversee the development and operation of a Beebe branch for Simmons First Bank in 2006.

He moved to Eagle Bank & Trust in 2008 as a commercial loan officer and started moving up the ladder, winning a promotion to chief lending officer in 2011 and market president in 2013.

Dunn graduated with a bachelor's degree in communications from Pensacola (Fla.) Christian College in December 2000.

His civic work includes serving on the boards of the Little Rock YMCA and Next Generation of Young Professionals, an affiliate of the North Little Rock Chamber of Commerce. ■



Mary Elizabeth Eldridge

34
Director of Programs, Ross Foundation
Arkadelphia

For Mary Elizabeth Eldridge, the Ross Foundation is a family enterprise: Her father, Ross Whipple, the CEO of Summit Bank, chairs the nonprofit. Perhaps the foundation's best-known initiative is the Arkadelphia Promise, funded by the foundation and Southern Bancorp. It offers college scholarships and other aid for eligible graduating seniors of Arkadelphia High.

Eldridge graduated cum laude from the University of Arkansas School of Law in 2003 and went to work at Wright Lindsey & Jennings in Little Rock. But when the opportunity to work for the foundation arose in 2004, she happily seized it.

Eldridge, a foundation trustee, was intimately involved in developing the Arkadelphia Promise, representing the nonprofit in meetings to formulate what would become the scholarship program.

Eldridge, married to Conner Eldridge, U.S. Attorney for the state's Western District, also serves on the Arkansas Forestry Commission and on the boards of the Arkansas Community Foundation and the Arkansas Forestry Association.

She finds power in the words of Theodore Roosevelt, who said, "Do what you can, with what you have, where you are."

"I have always felt like the nonprofits that we are fortunate to partner with are doing all they can to really make a difference in our community, and I just consider myself lucky to get to work with them," Eldridge said. ■



Sancy Faulk

34

Vice President for Advancement, Central Baptist College
Conway

When Sancy Faulk began working at Central Baptist College 10 years ago, Conway residents often seemed taken aback to learn that the town had a third college. During education fairs at Conway High, just a few blocks from the CBC campus, she spent as much time educating people on the existence of the school as explaining the education they could receive there.

Now Faulk, the vice president of advancement, finds that people aren't just familiar with the school, they're willing to invest in its growth. Faulk has oversight of a fundraising campaign that has generated \$10 million in the past 18 months to help pay for renovations and new construction on campus.

Faulk, who has undergraduate and graduate degrees from nearby UCA, oversees development, public relations, dining services, admissions and financial aid for CBC. Enrollment was less than 400 when Faulk began as dean of students in 2003. It stood at 832 in the fall of 2012, and the goal is to hit 2,020 by the year 2020. Under Faulk's direction the school has launched student health services on campus and developed a new student orientation program.

"It's fun to come to work every day at a place that is evolving and see change happening," Faulk said. "Change is not just something we talk about. It's something we see on a daily basis." ■



Tess Fletcher

39

Executive Director, Children's Advocacy Alliance
Conway

Tess Fletcher, executive director of the Children's Advocacy Alliance in Conway, started her social work as a volunteer for CASA, the Court Appointed Special Advocates program, which helps abused and neglected children in courtroom situations.

In 2004, she became an advocate supervisor, then a few years later helped set up a children's advocacy center in Conway.

"Toward the end of 2008, they were still without an executive director," she says. The advocacy center and CASA decided to join forces and become CAA, and Fletcher became executive director of the unified organizations.

It was a big challenge, she says, to make sure that both agencies were easily accessible while still being fiscally responsible. "Our budget didn't increase much, but my responsibilities increased," she says.

In 2012, the alliance had 76 advocates serving 154 abused and neglected children on a budget of \$329,144.

"She is an asset to both of our programs as well as our community," says one of the people who nominated Fletcher for 40 Under 40. "[She is] always advocating and fighting for our 'forgotten children.'"

Fletcher says the alliance has managed to grow since the two groups were joined. "We've come a long way since we first started," she says. "We're in the process of raising funds for medical examinations on-site so those that need examinations don't have to travel to Little Rock to get them done." ■

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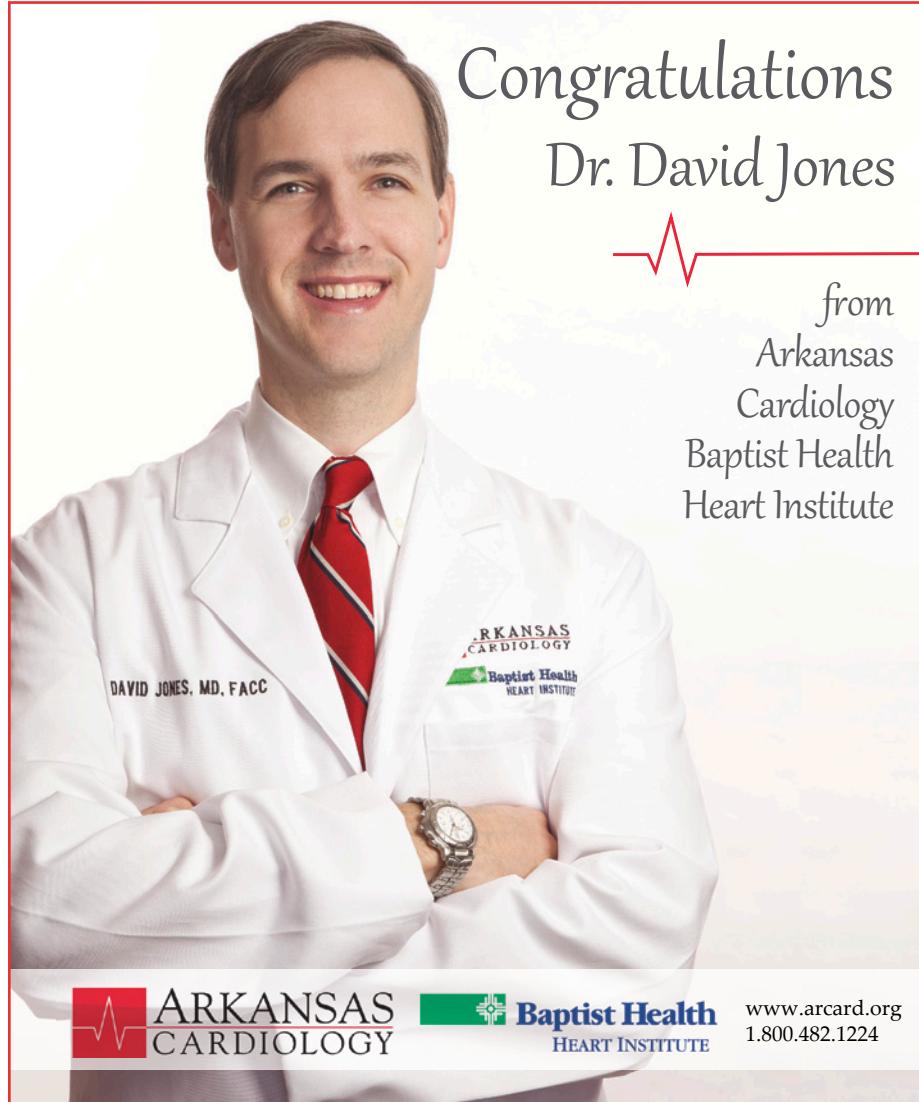
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Franklin Fogleman Jr.

37
 Owner and Principal Broker, The Fogleman Firm
 Partner, Fogleman Farms
 Marion

Franklin Fogleman is a farmer and real estate broker who also seeks to encourage business development in his community.

The Marion native represents the fifth generation of his family to run Fogleman Farms, which grows row crops in Crittenden County. The large farm maintains an average employee count of 15.

In addition, he's a real estate agent who has been selling real estate in northeast Arkansas since 1999. The Fogleman Firm specializes in deals involving investment and commercial property and land transitioning from agriculture to development. His firm sold about 10,000 acres of farmland in 2012.

Fogleman devotes time to developing his community economically through his firm and through community work. If locals say, "We want this, I go out and pursue it," he said. Restaurants and retail development are among the results of his labors.

Fogleman also has served on the board of Crittenden Regional Hospital, becoming its youngest-ever chairman in 2008. He is currently the chairman of the hospital's supporting foundation and of the Mid-South Community College Foundation. ■



Matt House

38
 Partner, James House & Downing PA
 Little Rock

Growing up in eastern Oklahoma, Matt House was taught to care for his fellow man. "I come from a family that has always been active in their community," said House, an Eagle Scout. "If all you do all day is go to work and go home, it cannot be very fulfilling."

In 2005 House helped found Harmony Health Clinic, a free medical and dental clinic in Little Rock, which opened in 2008 and has served thousands of people who don't have health insurance. House currently serves as president of the Harmony Health Clinic board and helps raise money for the organization.

On the career front, House graduated from the University of Arkansas at Little Rock's Bowen School of Law in 1999 and then began working for the law firm where he's now a partner, James House & Downing.

His practice focuses on business litigation, where he represents both plaintiffs and defendants, and estate and trust litigation. House has received a number of professional and community honors, including being named to the Mid-South Super Lawyers' Rising Stars list in 2012 and being the co-recipient of the Arkansas Community Service Individual Award, also in 2012.

House's philosophy is a simple one: He tries to do the best he can while seeking balance in his professional and personal life. ■



Chris Hubble

36
CEO, Hubble Mitchell Interiors
Little Rock

Chris Hubble started Hubble Mitchell Interiors with his father, George Hubble, and partner David Mitchell in 2000. By 2004, the company had more than 23 employees.

"We've significantly grown our company from my dad's kitchen table," Chris Hubble said. "Within six months we had a showroom and have had significant growth ever since."

After his father's sudden death in 2010, Chris took over the business and took on his father's role. Despite the challenge, Chris said, the company experienced 25 percent growth in 2012 and 50 percent growth so far in 2013.

Hubble Mitchell Interiors has completed several projects for St. Vincent Health System, including a redesign of the hospital's lobby in the St. Vincent Infirmary Medical Center in Little Rock and the 2013 renovation of the state-of-the-art St. Vincent Catheterization Lab. Other notable clients have included the IRS, the Little Rock Air Force Base and the Army Corps of Engineers.

The company regularly donates furniture and other products to Civitan, Habitat for Humanity and Goodwill, and it has sponsored the St. Vincent Tour de Paul for the past 10 years. ■



John Jenkins

37
Market President, Bank of the Ozarks
North Little Rock

John Jenkins flirted with a career in commercial real estate in Shreveport, where he worked while attending college. An opportunity in banking brought him to Arkansas instead.

Jenkins entered the Little Rock banking scene in 2001 as a management trainee at Regions Bank, where he ultimately managed a \$100 million commercial real estate loan portfolio.

He joined First Security Bank four years later, serving as senior vice president of commercial and real estate loans. In 2009, he moved into the same role at Bank of the Ozarks.

Jenkins was named president of the bank's North Little Rock market in June 2011. He remains part of the company's due diligence team, reviewing potential acquisitions of both troubled and healthy lenders.

"A lot of good bankers have helped me along the way," said Jenkins, who grew up in Shreveport, where he graduated in 2001 with a bachelor's degree in finance from Louisiana State University.

Jenkins is a graduate of Leadership Greater Little Rock Class XXV and a member of the City of Sherwood Retirement Committee. He is a former member of the Argenta Community Development Corp. board of directors. ■

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Farm Credit Midsouth would like to congratulate **Franklin Fogleman** on being selected to the **Arkansas Business 40 Under 40**. Franklin is a longstanding customer of the Marion Branch within Crittenden County, and he has established himself as a leader among his peers as an advocate for Agriculture and the Delta Region!

This award is well deserved and we look forward to continuing our relationship with him and his business endeavors.



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Crystal Johnson

32

President and CEO, Batesville Area Chamber of Commerce
Batesville

When Crystal Johnson and her husband moved from Fayetteville in 2002, it was supposed to be temporary. Thirteen years later, "This is still home."

Johnson started at the Batesville Area Chamber of Commerce in June 2009.

Johnson cited Susie Marks, senior VP of the Arkansas State Chamber of Commerce, and Carrie White, VP and COO of the Jonesboro Chamber of Commerce, in helping jump-start her chamber job.

"There's no 'Chamber 101,'" Johnson said. "So I called both of them, and they've been with me all four years, giving me input and feedback. I really couldn't have done this without them."

Since she started, she said, the chamber has grown its membership, balanced its budget and started a trajectory toward community development. Johnson helped lead a campaign last year to introduce a 1-cent sales tax for funding sports fields, a community center and other projects. Thanks to strategic marketing, the tax — half of which was permanent — passed by a solid margin.

She also assisted in establishing a "social mentor" program that helps new Batesville residents integrate themselves into the community. "We pair them with someone in the community to be a liaison to help them with any questions they have," she said. "Basically we give them a support system until they get on their feet and can build their own support system." ■



Dr. David G. Jones

37

Physician Partner, Arkansas Cardiology PA
Little Rock

M Growing up, Dr. David Jones saw how his cardiologist father, Dr. Eugene Jones, "could change the lives of patients on a daily basis." So David Jones decided to become one.

Jones, a Little Rock native, attended the University of Arkansas for Medical Sciences, where he was the class president. After he graduated in 2002, he completed his residency at Duke University, where he was one of only a few residents to be selected as assistant chief resident. He then pursued fellowships in general and interventional cardiology at the University of Virginia.

Jones returned to Little Rock and in 2009 joined Arkansas Cardiology, where he was named a partner a year later. Arkansas Cardiology partnered with Baptist Health to form the Baptist Health Heart Institute in 2012.

Jones said his practice has grown 15 to 20 percent each year he's been at Arkansas Cardiology and he now sees about 120 patients a week.

Away from the exam room, Jones sits on the boards of the Miracle League of Little Rock, the Baptist Health Foundation and the American Heart Association of Central Arkansas. ■



David L. Jones

36

Attorney, Wright Lindsey & Jennings LLP
Little Rock

In second grade, David Jones told his playmates he was going to be an attorney. Most kids growing up in Bradley (Lafayette County) weren't going to law school, and he didn't have any local lawyer mentors as a child, but his parents supported what became nearly a lifelong career pursuit.

"The more I learned about it, the more that's what I wanted to do," Jones said.

Jones earned his undergraduate degree from Lyon College in Batesville and his Juris Doctor from the University of Arkansas at Little Rock's Bowen School of Law.

Clerking jobs taught Jones that he preferred civil litigation, and he has worked as a civil litigator since 2003. He now practices business and commercial litigation, including products liability and construction law, at the state's third-largest law firm.

In addition, Jones prioritizes community service, serving on the Lyon College board of trustees and on the Bowen School's alumni board. He has mentored youth and has served as president of the Habitat for Humanity of Pulaski County board of directors.

The rating service Super Lawyers named Jones a 2012 Rising Star, an award Jones deems a particular honor because it is based in part on peer evaluations. ■



Paul McAnally

39

Executive Vice President, Southern Bancorp
Trumann

Farming drew his attention after high school, but Paul McAnally's interest in lending attracted him to college four years later and into banking after that.

He joined the Bank of Trumann in August 2000 as a loan officer trainee and rose to senior vice president of lending in 2009.

That's when the bank and its parent company, First Delta Bankshares Inc., were sold to Southern Bancorp Inc. of Arkadelphia.

McAnally, who grew up in Lake City (Craighead County), now serves as executive vice president and director of the North Regional Advisory Board for Southern Bancorp.

He graduated with a bachelor's degree in agriculture with an emphasis in marketing and management from Arkansas State University at Jonesboro in 2000.

McAnally is the 2006 recipient of the Northeast Arkansas Business Today's Outstanding Young Executive award and the 2011 Arkansas State University's College of Agriculture & Technology Outstanding Young Alumnus Award.

He is president-elect of the Trumann Chamber of Commerce and a member of the Arkansas State Chamber's Leadership Arkansas Class V and the Trumann Rotary Club. ■

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Congratulations to Chad Rawls on being named one of Arkansas Business' "40 under 40."



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Georgia **Mjartan**

32
Executive Director, Our House
Little Rock

George Mjartan is no stranger to these pages or to honors in general. She's been recognized as an Arkansas Business Nonprofit Executive of the Year and, in 2009, was among our 20 in Their 20s.

The chief since 2005 of Our House, which helps the working homeless, Mjartan received a George J. Mitchell Scholarship, which she used to earn a master's in political communication and public affairs at the University of Ulster. And she holds bachelor's degrees in both political science and English from the University of Arkansas at Little Rock.

Mjartan is proud of Our House's successes with its adult residents, citing the nonprofit's employment program that last year connected its residents with 223 different employers in central Arkansas.

But what she's proudest of is the development of Our House's children's program. "I realized this need, not just in our own shelter, but for all school-aged homeless children across the state, and developed the state's first and only out-of-school-time program specifically targeting homeless children," Mjartan said.

Our House announced in April that it had met its \$3.8 million fundraising goal and would soon begin construction of its new Children's Center. Mjartan sees the children helped by Our House as getting educations, joining the workforce, finding success and happiness and breaking the cycle of homelessness. And "that is a legacy that will carry on many, many years beyond today." ■



Leonardo **Monterrey**

32
Partner, Monterrey & Tellez PLLC
Little Rock

Leo Monterrey came to Arkansas from Wisconsin in 2001, having won a scholarship to play baseball at the University of Arkansas at Little Rock. Just seven years later, he had opened his own law firm, the largest Latino law firm in Arkansas with four lawyers and a staff of five.

Monterrey excelled at the Bowen School of Law, serving on the National Moot Court Team, heading the Hispanic Law Students Association and earning a Dean's Certificate of Public Service. During part of that time, he also worked as an aide to then-U.S. Rep. Vic Snyder.

With the birth of his daughter in January and the growth of his firm, Monterrey has been particularly busy lately, though it may help that his wife, Crissy, also is a partner at the firm.

He praised the dedication of his partners Robert Tellez and Crissy: "If you don't have that kind of dedication to grow something, then it's never going to grow the way you want it to."

And he credited state Court of Appeals Judge Rhonda Wood for opening doors for him. "I'm so thankful to that woman for everything she has done for me," he said.

Monterrey sees wisdom in an observation by Socrates: "I am the wisest man alive, for I know one thing, and that is that I know nothing."

"If you think you know everything, that's when you stop learning, so you always have to go into something without thinking that you know it," Monterrey said. "Keep learning every day." ■



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Dr. Janette Nesheiwat

36
Physician/Entrepreneur
Springdale

Dr. Janette Nesheiwat divides her time among many different pursuits. International relief efforts. Television appearances. Volunteer work with the Red Cross. Practicing medicine.

Varied as it might all seem to be, it all ultimately comes down to two things: changing and saving lives.

Nesheiwat might be most recognizable to northwest Arkansas residents as the former host of "Family Health Today" on Jones TV. She still serves as a medical expert for local news segments, covering topics from diabetes to cancer to healthy eating.

But it's Nesheiwat's work off camera that's had the most impact. And she is making a difference not just in northwest Arkansas. In addition to serving local patients, Nesheiwat has helped relief efforts in Haiti. She was part of a group, including her brother-in-law Scott Stapp (lead singer of the band Creed), that helped deliver two tons of medical supplies to Haiti in 2010 after a massive earthquake.

Nesheiwat grew up in Florida but did her residency in northwest Arkansas and remained there after "falling in love" with the region. She counts her mother, who balanced raising five children with her job as a registered nurse, as her biggest influence.

"I give a lot of credit to her and how she not only loved and cared for us, but gave her love and care to the community."

Andrew Parker

36
Director of Governmental Affairs, Arkansas State Chamber of Commerce/Associated Industries of Arkansas
Little Rock



Andrew Parker's career is back where it started, only better.

The Little Rock native graduated from Arkansas State University in 2001 with a degree in finance and quickly discovered that he didn't want to sell financial products. He ended up in Little Rock, meeting with Ron Russell, then-president of the Arkansas State Chamber. Russell connected him with Mike Beebe, then a state senator, who hired Parker as a personal aide for his campaign for state attorney general.

Parker went on to work for Beebe as a public affairs officer in the Attorney General's Office and then as an aide during Beebe's gubernatorial campaign. Parker also took night law classes at the University of Arkansas at Little Rock.

Parker continued to work under Beebe in the Governor's Office, eventually becoming regulatory counsel for the Oil & Gas Commission. Oil & Gas ended up with a diminishing workload that wasn't "quite enough excitement," Parker said.

In 2012, Parker went back to the chamber, this time to work as a director of governmental affairs. Parker now makes speeches across the state, educates other chambers on legislative issues and advocates for legislation that the chamber supports.



Chad Rawls

39
Executive Vice President, First Federal Bank
Little Rock

Chad Rawls had an opportunity to sell the family business to relatives in 2005 and embark on a new career path.

"I didn't intend to get into banking," Rawls said. "I just fell into it."

Thanks to a friend, he joined U.S. Bank as a commercial loan officer in North Little Rock after running his family's poultry farm and concrete business from 1999-2005.

During his tenure at U.S. Bank, Rawls received the 2008 Pinnacle Award, the company's highest sales production honor award.

He was promoted to president of the bank's Conway market, a post held from September 2010 until May 2011.

Rawls was hired as the first central Arkansas employee for First Federal Bank after Bear State Financial bought the Harrison lender.

As executive vice president of commercial and industrial lending, he has led First Federal's push into the central Arkansas market.

Rawls grew up in Rison (Cleveland County) and graduated in 2000 with a bachelor's degree in history from the University of Central Arkansas in Conway.

His volunteer activities have included work with the National Kidney Foundation, Habitat for Humanity and Baptist Health Foundation.



Jeff Smith

38
President, Smith Family Funeral Homes
North Little Rock

Jeff Smith co-founded Cornerstone Mortgage in 1999 with his cousin Michael Powell, growing the independent mortgage broker to five locations and seeing it become a finalist for Arkansas Business of the Year in 2004.

In 2006, Smith left to join the family business, Smith Family Funeral Homes, buying it from his parents in 2010. Smith has expanded the enterprise, which now includes four funeral homes, a cemetery, an on-site crematory and 32 employees.

Smith volunteered with Big Brothers Big Sisters of Central Arkansas for a number of years, and in 2003 was recognized as Big Brother of the Year.

He's particularly proud of his work as president of the board of Immerse Arkansas, a nonprofit that helps young people 18 to 22 as they transition out of foster care and into adulthood. It works with 30 or 40 young adults a year, helping with housing, mentoring and training.

As for what informs the way he tries to live his life, Smith said, "It's just simple: Treat people the way you want to be treated."

In addition, Smith emphasized, "My wife and I have to be one in everything we do, including business." He has learned "to really listen" to his wife, Leslie, a VP at the funeral home, saying, "She gives me the most honest feedback."

And Smith's father, John Smith, has been "a great mentor for me. He's taught me so many things about how to manage and lead people."



Isaac Smith

31

Principal and Executive Vice President, Colliers International
Little Rock

Isaac Smith decided to put his relationship skills to use in a different career field when he switched from pre-med to business after his sophomore year in college. He hasn't looked back.

A summer internship led to a love of commercial real estate and work with the Little Rock office of Colliers International.

"It was the best decision I ever made," Smith said of his internship with the company's predecessor, Dickson Flake Partners.

He joined the firm in 2003 as a broker and became a principal six years later. Smith was named executive vice president at Colliers in January and helps supervise operations.

His brokerage work specialties include tenant representation, site acquisition and investment properties.

Smith grew up in Little Rock and graduated from the University of Arkansas at Fayetteville in 2003 with a bachelor's in business administration with an emphasis in finance/real estate.

He is a graduate of the Leadership Greater Little Rock Class of 2008. Smith serves on the foundation board of directors of Positive Atmosphere Reaches Kids (P.A.R.K.) and previously served on the board of Big Brothers Big Sisters of Central Arkansas. ■



Robert Smith

38

Partner, Friday Eldredge & Clark
Little Rock

Robert Smith joined Friday Eldredge & Clark in 1999 and became a partner in its mergers and acquisitions practice group in 2007. He's spent the entirety of his practicing career at the firm.

"We have a really good group and we rely on each other quite a bit," Smith said.

He has represented clients including Dillard's Inc., Southern Bancorp and the Arkansas Development Finance Authority, and negotiated deals such as the sale of Harris Hospital in Newport to Community Health Systems and the 2007 sale of Pulaski Bank to IberiaBank.

He's also been involved with capital fundraising for startups like PrivacyStar, the smartphone app developer in Conway, and U.S. Health Record Inc. of Fayetteville. A representative with the Arkansas Venture Capital Investment Trust, he has helped negotiate and structure matching entrepreneurial investments.

Smith has served as chairman of the Tax Section of the Arkansas Bar Association and as two-time chair of the Federal Tax Institute Committee of the Arkansas Society of CPAs. He serves on the board of directors of the Greater Arkansas Chapter of the JDRF and is a member of the Arkansas Heart Association corporate committee. ■



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- Ted Saer, M.D.

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Amy Pierce, 2009
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Derrek Thomason, 2000
 President of Little Rock
 and Conway Markets
 NMLS# 831370

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Keesa M. Smith

32
 Chairman, Arkansas Board of Review
 Little Rock

A law and journalism class in college convinced Keesa Smith that law school was for her. She graduated in 2002 from the University of North Carolina at Chapel Hill and then earned a Juris Doctor from the Bowen School of Law at the University of Arkansas at Little Rock.

Smith started her career as a staff attorney with the Center for Arkansas Legal Services in Little Rock, where she dealt with family law.

In 2008, Smith accepted a job in Gov. Mike Beebe's office and worked in its communications and external affairs divisions.

She went on to serve as Beebe's deputy legal counsel and state implementation director for the American Recovery & Reinvestment Act. Managing the state's funds according to federal regulations was an accomplishment "because the act was so vast," Smith said.

Beebe appointed Smith chairman of the Arkansas Board of Review in 2011. The board had more than 4,000 pending cases and was taking nearly a year to respond to individual unemployment appeals. In less than one year, the board, under Smith's oversight, depleted the backlog and dropped case ages to about 23 days.

Smith also is active in the Alpha Kappa Alpha sorority and serves as her chapter's political liaison. ■



Burt Taggart III

38
 Partner, Taggart Design Group
 Little Rock

Despite growing up as the son of the founder and leader of Taggart Architects, architecture wasn't the first career choice for Little Rock native Burt Taggart III.

As a high school student he opened a record store, and in 2001 he formed Max Recordings for the rock band he sings and plays guitar for, The Big Cats, formed in 1994. The music label has since grown to represent and distribute other artists and is now on the cusp of its 80th release.

Taggart helped organize the 2007 Rock 'n' Roar concert series at the Little Rock Zoo, and has managed the live music component of the Hillcrest HarvestFest for the past six years. "Music has always been at the front of my brain and attention," he said.

Burt III worked as a draftsman for North Little Rock architecture firm Clements & Associates starting in 1998. In the midst of the 2008 economic collapse, he and his father started architectural, interior design and construction firm Taggart Design Group. The company has added two full-time employees since, and Burt III said both project load and revenue have been on the rise.

"It wasn't the best time to be diving into the water," Burt said, "but the fact that we've grown out of that environment has been an achievement." ■



Bryan Throckmorton

39

Vice President of Global Consulting, Market Leader of Acxiom Latin America, Acxiom Corp.
Little Rock

Bryan Throckmorton has gone from growing up in the tiny White County town of Bradford to building up a small tech firm in Silicon Valley to leading Acxiom Corp.'s Latin America market.

After his time in California, he was accepted into a Harvard MBA program, which he calls one of his proudest career achievements.

"It was a really transformational time for me," said Throckmorton. "It was a very stringent selection process, but really, it was both a transformation for my business and as a person. It helped me careerwise and a lot of my best friends are people I went through the program with."

Now he's working both with Acxiom's Brazilian imprint and its global consulting service.

Building that consulting portion of Acxiom, he says, has been another one of his professional achievements. "Our consulting grew over 20 percent last year, and we grew almost 100 percent year over year," he says.

His work philosophy is "work hard, play hard."

"I think consulting kind of breeds that in you," Throckmorton says. "I've been in a lot of countries in the world where I'm up at midnight, trying to get something done, but we're still laughing and having a good time." ■



Mark Todd

38

Vice President of Financial Operations, Windstream Corp.
Little Rock

Mark Todd has coached American Legion baseball longer than he's been a Fortune 500 executive, but the skills learned in 19 years of volunteer coaching are serving him at Windstream Corp.

"I think there's a lot I take from coaching into the business world," Todd says. "You learn a lot of things, like how to build and manage teams, how to stay calm in stressful situations, how to build relationships with people you're competing against."

Todd currently oversees carrier relations and cost management, segments of Windstream staffed with about 175 people.

Where Windstream doesn't have fiber network in the 48 states it serves, "My team leases it from other providers," Todd said. "I'm responsible for over a billion dollars of telecommunications spend per year."

Todd's team negotiates lease contracts with competitors. Maintaining good relationships with competitors is like keeping good rapport with other coaches, he says.

The Fayetteville native has previously held leadership jobs with Arthur Andersen, the defunct accounting firm, and Alltel Corp., from which Windstream was spun off. ■

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ARcare congratulates

Talmage J. Whitehead

on being named to the 2013
class of **40 under 40**.

We also sincerely thank him
for his hard work and
dedication to our mission
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and Kentucky.





Christopher Vanlandingham

38

First Vice President of Investments, Wells Fargo Advisors
Little Rock

Christopher Vanlandingham's bachelor's degree in music and his teaching experience didn't set him up to be a financial adviser. But his perpetual drive to learn and excel did.

Vanlandingham started college at age 16 and took a job as a junior high school band director at age 20.

Three years later, he abandoned teaching because, he says, he felt limited by how little he was allowed to push his students toward excellence. He ended up underemployed, playing bassoon with the Little Rock Wind Symphony.

Then he began chatting up employees every week for months at Little Rock brokerage firm Prudential. "I felt that I fit in," he said. In month four, Prudential hired him as a financial adviser in training.

Vanlandingham proceeded to work his way up through the company. The firm changed hands repeatedly, eventually becoming Wells Fargo, but Vanlandingham stayed.

Now, as first vice president of investments for the national corporation, Vanlandingham serves as personal financial adviser to clients in 30 states. In addition, he volunteers where pushing school children to excel is welcome: Destination Imagination, a program for gifted students at Carver Magnet School. ■



Talmage J. Whitehead

34

Chief Financial Officer, ARcare Inc.
Augusta

The results of a Myers-Briggs personality test proved accurate for Talmage J. Whitehead. It said Whitehead should go into accounting, so he did.

The Augusta native is the chief financial officer of ARcare Inc. of Augusta, which was previously known as White River Rural Health Center Inc. The nonprofit organization treats about 43,000 patients annually, mainly in northeast Arkansas. In addition to pharmacies, it has 28 medical and dental clinics in Arkansas. It is planning to add three clinics in the next 12 months.

Whitehead joined the company in 2005 as a comptroller and was promoted to CFO a year later.

In his tenure at ARcare, revenue has doubled to about \$29 million, he said. "We've been able to expand our services into new communities" because of the increase in revenue.

In 2011, Whitehead was named CFO of the Year for a nonprofit organization in *Arkansas Business'* annual awards program for chief financial officers.

Outside of the office, Whitehead is the president of the Augusta Industrial Development Corp. and is the executive vice president and the CFO of the Arkansas Family Health Foundation.

Whitehead said he's driven by the thought that "the more successful I am as a financial executive, the better off our patients are going to be because we can do more for them." ■



Scott Wottle

37

Arkansas Director of Sales, AT&T Corp.
Little Rock

Scott Wottle started working for AT&T in 1999 and has since moved from state to state with the company.

A little more than five years ago, he started his Arkansas job and received a monumental mission. "I was tasked with changing the retail face of AT&T throughout Arkansas," he says. "Whether that meant company stores or dealer locations, I focused on delivery of an extraordinary customer experience for every customer that walks through the doors."

His other tasks, he says, were driving sales revenue and increasing employment throughout the state.

And how has that gone? Well, he received the AT&T Summit Award, which is reserved for the top 2 percent of employees.

When he's not driving AT&T sales, Wottle yearly hosts a group of 40 to 50 students who shadow him and some of his direct employees as part of the Junior Achievement USA program. "I have some mentoring programs that I do with them and I teach at some classes," he says.

Wottle's work philosophy is just that: work. "The outcome of your work is fully dependent on the amount of effort, will and passion you put into it," he says. "If you have those three things, you are going to be successful." ■



Antoinette "Toni" Wyre

39

Director of Interior Design, WER Architects/Planners
Little Rock

Toni Wyre grew up in Cabot and graduated from Hendrix College in Conway on a pre-law track with a major in political science. Her employer, MCI, moved her to Atlanta and offered to pay for law school.

But it was her side business decorating for friends and painting murals that led her to instead get a second degree in architecture and design.

"I'm almost equally left-brain and right-brain," she says. "I'm very logical and very creative, and design is pretty much a perfect match."

Wyre operated her own business for several years, but the Great Recession did that in. She closed her business in May 2009 and joined the architecture firm formerly known as Witsell Evans Rasco. In the past two years, her work for WER has won 10 awards from the tri-state chapter of the American Society of Interior Designers, and Wyre will become chapter president in October.

Wyre says her role models are Cynthia Hawkins at Cromwell Architects Engineers in Little Rock, who "took me under her wing and helped me get established," and Claudia Shannon of Jonesboro, who has been instrumental in advancing interior design registration in Arkansas.

Here's something else Wyre has done at age 39: She gave birth to her first child, a boy, on April 29. ■

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— **Russ Harrington**, Baptist Health President and CEO



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CLASS OF 1994

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Michael Booker
Del Boyette
Benton Douglas Brandon III
Clete Taylor Brewer
Dr. Janet Riley Cathey
Dr. Steven Cathey
Robert E. Christian
Ron M. Clark
Dexter Doyne
Lisa Ferrell
Chris Fowler
Mark Preston Fowler
Tom Garrison
Lanny Grissom
Bill Gwatney
Brent A. Hanby
Greg Hatcher
Garbo Hearne
Herren C. Hickingbotham
Todd Hickingbotham
Tommy Hilburn
James R. "Jimmy" Hudson
Henry Clay "Hank" Kelley Jr.
Weston McCollum Lewey
Rick F. Lorence
Mark Leland Magie
George A. Makris Jr.
R. Madison Murphy
Rex Nelson
Dr. Sandra Bruce Nichols
Bill Paschall
Melody H. Piazza
Nick Reiland
Deborah Robinson
Kevin Scanlon
Tracy Lamont Steele
Warren A. Stephens
Witt Stephens Jr.
H. Ford Trotter III
J. Lynn Wright Jr.

Shy Anderson
AGE THEN: 31 AGE NOW: 50
JOB THEN: General Manager for Arkansas, Alltel Mobile Communications
JOBS NOW: Vice President, Blue Star Investments Inc., Irving, TX
Dallas Cowboys, President-Business Development, Irving, TX
Partner, TopGolf, Dallas

Alison Peck Bisno
AGE THEN: 39 AGE NOW: 53
JOB THEN: SVP & Director of Research, Stephens Inc.
JOB NOW: Founder, Peck Wealth Management, New York

Michael Booker
AGE THEN: 36 AGE NOW: 55
JOB THEN: Lawyer, Little Rock
JOB NOW: Lawyer, Booker Law Firm, Little Rock

Del Boyette

AGE THEN: 37 AGE NOW: 56
JOB THEN: Executive Director, Arkansas Industrial Development Commission
JOB NOW: President & CEO, Boyette Strategic Advisors, Little Rock

Benton Douglas Brandon III

AGE THEN: 28 AGE NOW: 46
JOB THEN: President & CEO, Brandon House Furniture
JOBS NOW: Owner & CEO, The Healthcare Television Network, Fort Myers, FL
Owner & CEO, Exclaim Media & The Producers Studio LLC, Little Rock

Clete Taylor Brewer

AGE THEN: 29 AGE NOW: 48
Job Then: VP, Brewer Personnel Services Inc.
JOB NOW: Chairman & CEO, BlueInGreen LLC, Fayetteville

Dr. Janet Riley Cathey

AGE THEN: 37 AGE NOW: 56
JOB THEN: Gynecologist, Little Rock
JOB NOW: Gynecologist & Founding Partner of Little Rock Gynecology, Little Rock
Retired but planning to re-enter i-medicine

Dr. Steven Cathey

AGE THEN: 37 AGE NOW: 56
JOB THEN: Neurosurgeon, North Little Rock
JOBS NOW: Neurosurgeon, Arkansas Surgical Hospital Central Arkansas Neurosurgery Clinic, North Little Rock, AR
Steven L. Cathey, MD, PA, North Little Rock

Robert E. Christian

AGE THEN: 33 AGE NOW: 53
JOB THEN: SVP, Professional Dental Technologies
JOB NOW: Life Plus International, Batesville

Ron M. Clark

AGE THEN: 39 AGE NOW: 58
JOB THEN: COO, Rose Law Firm
JOB NOW: COO & General Counsel, The Stephens Group LLC, Little Rock

Dexter Doyne


AGE THEN: 39
AGE NOW: 58
JOB THEN: Owner, Doyne Construction Co.
JOB NOW: President & CEO, Doyne Construction Company, North Little Rock, AR

Lisa Ferrell

AGE THEN: 31 AGE NOW: 49
JOB THEN: Lawyer, Little Rock
JOB NOW: AR DWS/North Bluffs/Rockwater Marina, Little Rock

Chris Fowler

AGE THEN: 32 AGE NOW: 51
JOB THEN: President, Fowler Foods Inc.
JOB NOW: President, Fowler Foods Inc., Jonesboro, AR

Mark Preston Fowler

AGE THEN: 30 AGE NOW: 49
JOB THEN: President, First Bank of Arkansas

JOB NOW: Vice Chairman, Liberty Bank of Arkansas, Jonesboro, AR

Tom Garrison

AGE THEN: 34 AGE NOW: 53
JOB THEN: VP, American Freightways Inc.
JOB NOW: Garrison Asset Management, Fayetteville

Lanny Grissom

AGE THEN: 32
JOB THEN: Realtor, The Prudential-Hawks Realty Inc.
Died Feb. 27, 2004, at age 42

Bill Gwatney

AGE THEN: 34
JOB THEN: President, Harold Gwatney Chevrolet
Murdered on Aug. 13, 2008, at age 48, while serving as chairman of the Democratic Party of Arkansas

Brent A. Hanby


AGE THEN: 30
AGE NOW: 45
JOB THEN: CFO, National Home Centers Inc.
JOB NOW: Co-owner, Encore Flooring & Building Products, Springdale

Greg Hatcher

AGE THEN: 33 AGE NOW: 51
JOB THEN: President, The Hatcher Agency
JOB NOW: CEO, The Hatcher Agency, Little Rock, AR

Garbo Hearne


AGE THEN: 28
AGE NOW: 51
JOB THEN: Director, Pyramid Gallery & Books
JOB NOW: Director, CEO, Pyramid Art, Books & Custom Framing/Hearne Fine Art, Little Rock, Arkansas

Herren C. Hickingbotham

AGE THEN: 35 AGE NOW: 51
JOB THEN: President, TCBY Enterprises
JOB NOW: Principal, Hickingbotham Investments Inc., Little Rock, AR

Todd Hickingbotham

AGE THEN: 31 AGE NOW: 50
JOB THEN: President, Riverport Equipment & Distribution Co.
JOB NOW: Business Manager, Hickingbotham Investments Inc., Little Rock

Tommy Hilburn

AGE THEN: 34 AGE NOW: 43
JOB THEN: President, Back Yard Burgers Inc.
JOB NOW: Owner/Operator of Corky's Ribs & BBQ-Little Rock

James R. "Jimmy" Hudson

AGE THEN: 35 AGE NOW: 54
JOB THEN: VP, Hudson Foods Inc.
No current information available

Henry Clay "Hank" Kelley Jr.

AGE THEN: 39 AGE NOW: 57
JOB THEN: Owner & Partner, Flake Tabor Tucker Wells & Kelley Inc.
JOB NOW: CEO, Flake & Kelley Commercial, Little Rock

Weston McCollum Lewey

AGE THEN: 31 AGE NOW: 50
JOB THEN: Associate Publisher, *Daily Times-Herald*
JOBS NOW: Publisher, Forrest City Times Herald, Forrest City
Owner, Chez Weenie, Forrest City

Rick F. Lorence


AGE THEN: 31
AGE NOW: 50
JOB THEN: General Counsel, Rose Care Inc., Rogers
JOB NOW: Investment Advisor, Investment Professionals Inc., San Antonio, TX

Mark Leland Magie

AGE THEN: 38 AGE NOW: 56
JOB THEN: VP, Magie Enterprises Inc.
JOB NOW: Regional Hospital Account & Marketing Manager, American Red Cross of Greater Arkansas, Little Rock

George A. Makris Jr.

AGE THEN: 38 AGE NOW: 56
JOB THEN: President, M.K. Distributors
JOB NOW: Director & CEO-elect, Simmons First National Corp., Pine Bluff
Promotion to CEO effective Jan. 1, 2014

R. Madison Murphy

AGE THEN: 36 AGE NOW: 55
JOB THEN: EVP & CFO, Murphy Oil Corp.
JOB NOW: Managing Member, Murphy Family Management LLC, Murphy Foundation, El Dorado

Rex Nelson

AGE THEN: 34 AGE NOW: 53
JOB THEN: Political editor, Arkansas Democrat-Gazette
JOB NOW: President, Arkansas' Independent Colleges & Universities, North Little Rock

Dr. Sandra Bruce Nichols

AGE THEN: 36 AGE NOW: 55
JOB THEN: Director, Arkansas Department of Health
JOB NOW: Chief Medical Officer, UnitedHealthcare Clinical Services, Northeast, Reston, VA

Bill Paschall

AGE THEN: 34 AGE NOW: 53
JOB THEN: President, Paschall & Associates
JOB NOW: President & CEO, Paschall Strategic Communications, Little Rock

Melody H. Piazza

AGE THEN: 33 AGE NOW: 52
JOB THEN: Senior Deputy Prosecutor, Pulaski County
JOB NOW: Trial Lawyer, Wilkes & McHugh, Little Rock

Clete Brewer

Clete Brewer doesn't claim to be a "green guy."

While he supports enterprises and technologies that embrace sustainability and renewable energy, Brewer is first and foremost about the business side.

"I'm interested in economic value, economic payback, return on investment," said Brewer, president and CEO of Fayetteville-based BlueInGreen LLC.

"That's what drove it," he said. "I wish I was this guy who could tell you all about sustainability and being green."

So while he heads a company that provides efficient and affordable water quality technology, Brewer prefers to leave most of that side to the experts while he focuses on the economics.

"Green is great if it's able to be financed and implemented. It's just a dream otherwise," said Brewer, a member of the first *Arkansas Business* 40 Under 40 class, that of 1994.

But don't mistake Brewer, 48, for a cynic who focuses strictly on the bottom line. He has a healthy enthusiasm for startups with emerging technologies that aim to make the world a better place, especially if those innovations are rooted in Arkansas.

"I'm a very loyal Arkansan," Brewer said. "And I love to see our venture capital and early-stage developments grow."

When Brewer was a member of *Arkansas Business*' inaugural 40 Under 40 class, he was vice president of his family's Brewer Personnel Services Inc. That was the foundation upon which was built Staffmark Inc., where Brewer was president and CEO from 1996-2002. He was also president of Texas-based Sports Clips from 2002-10, a stretch in which the company grew from 42



[SUBMITTED PHOTO]

franchises to 675 with revenue close to \$250 million.

Brewer has been at BlueInGreen since March 2010. The company, part of the VIC Technology Venture Development portfolio, was formed in 2004 with the goal of providing innovations to improve water quality at high efficiency and low cost.

Brewer was also chairman, CEO and co-founder of Edgewater Technology, a publicly traded spinoff of Staffmark, and continues to serve on the Sports Clips board of directors and the executive advisory board at the Sam Walton College of Business at the University of Arkansas. He is also a board member on various private companies, including VIC, which is a for-profit, technology venture development firm.

"There's quite a few exciting companies and there's room for more," Brewer said. ■

Nick Reiland

AGE THEN: 36 AGE NOW: 55
JOB THEN: President, HMO Partners Inc.
JOB NOW: Wealth Management Advisor, Burque + Reiland Group, Madison, MN

Deborah Robinson

AGE THEN: 29 AGE NOW: 58
JOB THEN: President/Owner, Robinson Studios Inc.
JOB NOW: Chairman/CEO, Robinson Omni Media, Little Rock

Kevin Scanlon

AGE THEN: 37 AGE NOW: 55
JOB THEN: COO, Stephens Sports Management Inc.
JOB NOW: EVP & Director, Private Client Group, Stephens Inc., Little Rock

Tracy Lamont Steele

AGE THEN: 31 AGE NOW: 50
JOB THEN: Executive Director, Martin Luther King Jr. Commission
JOB NOW: CEO, Stand Foundation Inc., North Little Rock

Warren A. Stephens

AGE THEN: 37 AGE NOW: 56
JOB THEN: President & CEO, Stephens Inc.
JOB NOW: Chairman, President & CEO, Stephens Inc., Little Rock

Witt Stephens Jr.

AGE THEN: 26 AGE NOW: 45
JOB THEN: SVP, Stephens Production Division
JOB NOW: Co-chairman & CEO, The Stephens Group LLC, Little Rock

H. Ford Trotter III

AGE THEN: 30 AGE NOW: 49
JOB THEN: General Manager, Trotter Ford
JOB NOW: General Manager, President & Owner, Trotter Auto Group, Pine Bluff

J. Lynn Wright Jr.

AGE THEN: 32 AGE NOW: 50
JOB THEN: CFO, First Commercial Corp.
JOB NOW: Arkansas Area President, Regions Bank, Little Rock



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40 Under 40 Winners for 20 Years

Loretta Alexander, 1986	Ted Grace, 1981	Melissa Moody, 2004
Justin Allen, 1999	Dan Greenberg, 2006	Joey Nichols, 1996, 1999
Dewell Arey, 1988	Todd Greer, 1996	Angela Parker, 1994
Brenda Barber, 1988	Jack Grundfest, 1992, 1995	Lynn Parker, 1990
Jill Beall, 1997	Gretchen Hall, 2010	Mike Pickens, 1989
Julie Benafield, 1989	J.C. Halsell, 2001	Jennifer Pierce, 2001
Alexandru Biris, 2004	D. Scott Hancock, 1995	Jeff Pitchford, 1994
David Bridgforth, 1991	Jay Hartman, 1999	Paul Prater, 2001
Austin Brightop, 1996, 1998	John Heard, 2002	Troy Price, 1988
William Jason Burgess, 2006	Jay Heflin, 1994	Mark Raines, 1988
Teresa Burl, 1990	Melissa Hendricks, 2001	Clint Reed, 2002
Shannon Butler, 2008	Daniel Herrington, 1995	Brandon Robinson, 2005
Robin Carroll, 1996	Colette Honorable, 1995	Sid Rosenbaum, 1993
Lydia Carson, 2004	Glen Hooks, 1996	Robert Ryall, 1992
Joe Carter, 1993	Bryan Hosto, 1985, 1988	Steve Schulte, 2005
David Cassinelli, 1997	Kevin Hutchison, 1994	C. Dwayne Shelton, 1994
Michelle Cauley, 1998	Jeremy Hutchinson, 2006	Gordon Silaski, 1999
W. Dabbs Cavin, 1992	Michael R. Hutchinson, 1987	Elizabeth Small, 2000
J.J. Childers, 1995	William James, 1994	Tara Smith, 2002, 2005
Penny Choate, 1995, 2000	Jordan Johnson, 2006	Diana Smithson, 1999
Michael Cook, 2000	Matthew Jones, 1994	Jason Spring, 1993
Ethel Cook, 2001, 2005	Greg Joslin, 1992	Jeff Standidge, 1995, 1999
Cory Cox, 2000	Kevin Keech, 1998	LaNell Sterling, 1984
Greg Crain, 1995	Henry Kelley, 1984	David Straessle, 1998
Bud Cummins, 1989	Debbie Knight, 1992, 1997	Melanie Taylor, 1993, 2002
Ginger Daril, 1990	K. Max Koonce, 1990	Jay Taylor, 1994
Lamar Davis, 1999	Leslie Lane, 1993, 1994, 1998	Scott Teague, 1994
Tammie Davis, 1997	Michael Langley, 1991	Mary Ellen Ternes, 1995
Bryan Day, 1986, 1994	Heather Larkin, 1998	Cindy Thyer, 1992
Kenneth Dover, 1997	Courtney Little, 2004	Charles Tlapak, 1991
Stacy Duckett, 1995	Jack Lofton, 2011	Amy Treadway, 1992
Khayyam Eddings, 2001	Jerry Malone, 1985	Christopher Vanlandingham, 2004
Tamika Edwards, 2005, 2011	Melanie Masino-Martin, 1988	Sam Walls, 1996
J. Carter Fairley, 1999	Dustin McDaniel, 1998	Charles Welch, 2003
Alec Farmer, 1990	Cindy McLain, 2001	Brent Whittington, 1994
Todd Farnsworth, 2000	Scott McLain, 1999	Robbie Wills, 2003
Mark Ferguson, 1992	Alan McVey, 1989	Perry Wilson, 1999
David Ferguson, 1995	Stuart Miller, 1988	John Monroe, 1993
James Ferstl, 2003	Tim Miller, 1996	Leo Monterrey, 2004, 2007
Lyle Foster, 1993	Georgia Mjartan, 2002	Rhonda Wood, 1999
Bill Gangluff, 1990	Joe Molinaro, 1986	William Bishop Woosley, 1999
Price Gardner, 1988	John Monroe, 1993	John Wyvill, 1991
David Garner, 1994	Rhonda Zahnen, 1994	

UALR UNIVERSITY OF ARKANSAS AT LITTLE ROCK

CLASS OF 1995

Thomas Richard Allen**Stephen Brennan Arrison****John Bailey****Pat Baldwin****Brenda Barber****Clyde Bass****Putter Bert****Steve Cox****Kirk Elsass****Scott T. Ford****Price C. Gardner****Dianna Grissom****Don Hale****Tim Hill****Bryan Hosto****Michael Hutchinson****Maxie Kizer****Scott Korenblat****Andy LaGrone****Blanche Lambert Lincoln****Don Marr****Nancy Bellhouse May****Ron McFarlane****Tony Moody****Randy Moss****Barbara Pardue****James Carroll Penick****Sam Pruett****Brandon Rogers****Mimi Santos San Pedro****Dr. Scott Michael Schlesinger****Phil Schmidt****Tom Stallbaumer****Dr. Scott Stern****James Lemuel "Jim" Tull****Neal Turner****Tab Turner****Julia Vindasius****Kevin Wheeler****Watty Wills****Thomas Richard "Tom" Allen**

AGE THEN: 37

AGE NOW: 55

JOB THEN: President, Inacom Communications
JOB NOW: Director, IT Business Development, Mainstream Technologies, Little Rock**Steve Arrison**

AGE THEN: 39

AGE NOW: 57

JOB THEN: Executive Director, Pine Bluff Convention Center & Visitors Bureau
JOB NOW: CEO, Visit Hot Springs, Hot Springs**John Bailey**

AGE THEN: 37

AGE NOW: 55

JOB THEN: President & CEO, Bailey Corp.
JOB NOW: Registered Agent, Bailey Holding Co. LLC, Little Rock**Pat Baldwin**AGE THEN: 34 AGE NOW: 54
JOB THEN: General sales manager, KATV-TV Channel 7
JOB NOW: President/General manager, KTUL-TV Channel 8, Tulsa**Brenda Barber**AGE THEN: 39 AGE NOW: 57
JOB THEN: Senior Systems Analyst, USAble Life, Little Rock
JOB NOW: IT Manager, American Data Network, Searcy**Clyde Bass**AGE THEN: 32 AGE NOW: 50
JOB THEN: VP, Broadcasting, Duke Media
JOB NOW: Regional Market Manager, Clear Channel Media + Entertainment, Fayetteville**Putter Bert**AGE THEN: 32 AGE NOW: 50
JOB THEN: Executive director, Childrens Museum of Arkansas
JOB NOW: Executive director, KidsQuest Children's Museum, Seattle**Steve Cox**AGE THEN: 37 AGE NOW: 55
JOB THEN: Chairman, The Arkansas Bank
JOB NOW: Partner, Rainwater & Cox, Inc., Jonesboro**Kirk Elsass**AGE THEN: 37 AGE NOW: 55
JOB THEN: SVP, Lindsey & Associates
JOB NOW: SVP, Lindsey & Associates, Fayetteville**Scott T. Ford**AGE THEN: 33 AGE NOW: 51
JOB THEN: Assistant to the chairman, Stephens Group Inc.
JOB NOW: President & CEO, Westrock Capital Partners, Little Rock**Price C. Gardner**AGE THEN: 32 AGE NOW: 50
JOB THEN: Partner, Friday Eldredge & Clark
JOB NOW: Vice Chairman & Partner, Friday Eldredge &**Dianna Grissom**AGE THEN: 33
AGE NOW: 51
JOB THEN: President, The Purdential Hawks Realty
JOB NOW: Owner, Room to Room, Conway**Don Hale**AGE THEN: 39 AGE NOW: 57
JOB THEN: Station manager, KTEV Channel 10
JOB NOW: Owner, The Diamond Agency, El Dorado**Tim Hill**AGE THEN: 36 AGE NOW: 54
JOB THEN: President & CEO, Southwest Hospital
JOB NOW: Director, Rural Hospital Program at the University of Arkansas for Medical Sciences**Bryan Hosto**AGE THEN: 32 AGE NOW: 49
JOB THEN: Founder, Hosto Law Firm, & Co-founder, IntelliNet
JOB NOW: Founder, Hosto & Buchan Law Firm, Little Rock**Michael Hutchinson**AGE THEN: 33 AGE NOW: 52
JOB THEN: Public Relations Director, City of Little Rock
JOB NOW: Executive Assistant to the President, Philander Smith College, Little Rock**Maxie Kizer**AGE THEN: 38 AGE NOW: 56
JOB THEN: Lawyer, Pine Bluff
JOB NOW: Attorney & Deputy Prosecutor, Maxie Kizer P.A., Pine Bluff**Scott Korenblat**AGE THEN: 32 AGE NOW: 50
JOB THEN: President, IK Electric
JOB NOW: President, IK Electric, Little Rock**Andy LaGrone**AGE THEN: 33 AGE NOW: 52
JOB THEN: CFO, Hill Crawford Lanford
JOB NOW: Senior Portfolio Manager, Analyst & Chief Compliance Officer, Lathrop Investment Management Corporation, Little Rock**Blanche Lambert Lincoln**AGE THEN: 34 AGE NOW: 52
JOB THEN: U.S. Representative, Horseshoe Lake (Crittenden County)
JOB NOW: Special Policy Advisor, Alston & Bird, Washington, D.C.**Don Marr**AGE THEN: 30 AGE NOW: 48
JOB THEN: VP, Operations, Brewer Personnel Services Inc.
JOB NOW: Chief of Staff, City of Fayetteville, Fayetteville**Nancy Bellhouse May**AGE THEN: 38 AGE NOW: 56
JOB THEN: Partner, Wright Lindsey & Jennings
JOB NOW: Research Professor, University of Arkansas at Little Rock William H. Bowen School of Law, Little Rock**Ron McFarlane**AGE THEN: 36 AGE NOW: 54
JOB THEN: President, Process 1500/Faxmatic Services
JOB NOW: VP & Principal, eBusiness, Houston**Tony Moody**AGE THEN: 33 AGE NOW: 50
JOB THEN: General Manager, Holiday Inn & Northwest Arkansas Convention Center
JOB NOW: Regional VP, John Q. Hammons Hotels & Resorts, Omaha**Randy Moss**AGE THEN: 36 AGE NOW: 54
JOB THEN: Director of Operations, Oaklawn Park
JOB NOW: Announcer & Analyst, NBC Sports, Minneapolis**Barbara Pardue**AGE THEN: 39 AGE NOW: 57
JOB THEN: Director of Public Affairs forArkansas, Potlach Corp., Warren
No current information available**James "Carroll" Penick**AGE THEN: 38 AGE NOW: 56
JOB THEN: SVP, Boatmen's National Bank of Arkansas
JOB NOW: Vice Chairman, COO & Chief Lending Officer, Delta Trust & Bank, Parkdale**Sam Pruett**AGE THEN: 30 AGE NOW: 47
JOB THEN: Director, Genesis Business Incubator
JOB NOW: Chief Operations Officer, U.S. HealthRecord, Fayetteville**Brandon Rogers**AGE THEN: 32 AGE NOW: 50
JOB THEN: Director of leasing, Flake Tabor Tucker Wells & Kelley Inc.
JOB NOW: Commercial Brokerage, Deltic Timber Corp./Chenal Properties, Little Rock**Mimi Santos San Pedro**AGE THEN: 34 AGE NOW: 52
JOB THEN: SVP & Director, Corporate Account Services, Stone Ward
JOB NOW: Chief Operating & Marketing Officer, Hortus Ltd./P. Allen Smith Co., Little Rock**Scott Michael Schlesinger M.D.**AGE THEN: 34 AGE NOW: 52
JOB THEN: Neurosurgeon, Neurological Surgery Associates
JOB NOW: Staff Physician, Legacy Neurosurgery, Little Rock**Phil Schmidt**AGE THEN: 39 AGE NOW: 57
JOB THEN: President, Dealer Principal, Central Ford
JOB NOW: Partner, DirectBuy, Little Rock**Tom Stallbaumer**AGE THEN: 35 AGE NOW: 53
JOB THEN: Publisher, The Morning News of Northwest Arkansas
JOB NOW: Publisher, Las Vegas City Life & Best of Las Vegas.com for Stephens Media**Dr. Scott Stern**AGE THEN: 36 AGE NOW: 54
JOB THEN: Associate Professor & Vice Chairman, Department of Otolaryngology, Head & Neck Surgery, UAMS
JOB NOW: Physician, CARTI/Little Rock Hematology Oncology, Little Rock**James Lemuel "Jim" Tull**AGE THEN: 31 AGE NOW: 48
JOB THEN: Treasurer, Crafton Tull & Associates Inc.
JOB NOW: CFO & Treasurer, Crafton Tull, Rogers



[SUBMITTED PHOTO]

Blanche Lambert **Lincoln**

A defeat in what appears to be her last election hasn't left Blanche Lincoln dwelling on the past.

"The best is yet to come," said Lincoln, 52, the former U.S. senator. "It just keeps getting better."

Lincoln was the U.S. Representative from Arkansas' 1st District when she was an *Arkansas Business* 40 Under 40 honoree in 1995. In 1998 Lincoln, a Democrat, became the youngest woman elected to the Senate when, at 38, she defeated Fay Boozman.

The farmer's daughter became chair of the Senate Agricultural Committee, the first woman to do so. She was the second woman to have a seat on the finance committee before losing her re-election bid to John Boozman in 2010.

Lincoln is still in Washington, now as a special policy adviser with Alston & Bird LLP of Atlanta, and was recently named to Alliantgroup's Strategic Advisory Board, where she works alongside several former lawmakers.

In February, Wal-Mart Stores Inc. hired Lincoln — free to lobby on Capitol Hill after the required two-year "cooling off" period — as an outside consultant.

"They're a great company. They've worked real hard to be part of the solution out there," Lincoln said of Wal-

Mart's sustainability efforts.

At Alston & Bird, Lincoln has worked with the Waterway Council, the National Federation of Independent Businesses and the National Retail Foundation.

In the Senate, Lincoln helped establish the Delta Regional Authority and worked on notable legislation like the Child Tax Credit and the Patient Protection & Affordable Care Act — something that contributed to her political demise.

Lincoln bemoaned the cost and time drain of running for office that, she said, keeps politicians from getting to know each other more personally.

She recalled Dale Bumpers, who vacated the Senate seat she won in 1998, telling her: "I just wish you could have known the Senate that I knew."

Asked if she might run again someday, Lincoln said, "I'm not running. But I miss the problem-solving, bringing people together to take the steps to solve the problems we face."

Instead, Lincoln, mother of twin 17-year-old boys, was looking forward to an early summer family reunion in Helena.

"I've got a horde of people coming," she said. "I may have to put some of them outside." ■

Neal Turner

AGE THEN: 37 AGE NOW: 55
JOB THEN: Chief of Staff, Governor's office
JOB NOW: Senior Business Development Manager, Chevron Energy Solutions, Gulfport, Miss.

Tab Turner

AGE THEN: 36 AGE NOW: 53
JOB THEN: Partner, Friday Eldredge Clark
JOB NOW: Attorney, Turner & Associates, North Little Rock

Julia Vindasius

AGE THEN: 33 AGE NOW: 51
JOB THEN: Executive Director, Good Faith Fund
JOB NOW: Self-employed, Danville, Calif.

Kevin Wheeler

AGE THEN: 32 AGE NOW: 50
JOB THEN: VP & CFO, CDI Contractors Inc.
Twice convicted of embezzlement

Watty Wills

AGE THEN: 39
JOB THEN: President & CEO, Frank J. Wills
Committed suicide on July 6, 1998, at age 42



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Little Rock
501.664.3062

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John

2013 40 Under 40 Honoree

John Jenkins
President, North Little Rock



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Dan J. Dykema
Alec Farmer
Dr. Glen Franklin Fenter
Rod Ford
Jeffrey H. Fox
Keith Glover
Miles M. Goggans
John Goss
Pat Gray
Dan Greenberg
Jeff Hathaway
J. French Hill
Howard Cates Hurst
Keith Jackson
Rob Janes
Jeff David Johnson
Beverly Rouse Lewis
Jerry Malone
Tim Martin
Hank Neely
Wayne Newson
Troy Anthony Price
K. Kevin Sabin
James Sahene
Doug Sanders
Steve Schulte
Stacy Sells
Tina Shelby
Bill Vickery
Maura Walsh
Richard Watkins
Perry Webb
Ron Bene' Woods

Loretta Alexander

AGE THEN: 39 AGE NOW: 56
 JOB THEN: Director, Project Family Comprehensive Child Development Program, Arkansas Children's Hospital, Little Rock

Randall Bynum

AGE THEN: 36 AGE NOW: 53
 JOB THEN: President, Bynum Home Furnishings
 JOB NOW: Partner, Dover Dixon Horne PLLC, Little Rock

Nate Coulter

AGE THEN: 36 AGE NOW: 53
 JOB THEN: Partner, Wilson Engstrom Corum & Coulter
 JOB NOW: Partner, Wilson Engstrom Corum & Coulter, Little Rock

Elbert Crawford III

AGE THEN: 30
 JOB THEN: President, Llama Sports Management Co.
 Died May 2, 2013, at the age of 46

**H.E. "Bud" Cummins III**

AGE THEN: 36
 AGE NOW: 53
 JOB THEN: Lawyer, Little Rock
 JOB NOW: Senior Adviser, Circumference Group, Little Rock

David Lamar Dennis Jr.

AGE THEN: 29 AGE NOW: 45
 JOB THEN: President, Precision Graphics
 JOB NOW: Founder & CEO, Dennis Food Group LLC, Little Rock

Tom Donaldson Jr.

AGE THEN: 28 AGE NOW: 45
 JOB THEN: Deputy Prosecutor, Crittenden County
 JOB NOW: Founder/Attorney, Donaldson Law Firm, Marion

Dan J. Dykema

AGE THEN: 36 AGE NOW: 53
 JOB THEN: President & CEO, Arkansas National Bank
 JOB NOW: CEO, Chairman, ANB Financial, Rogers

Alec Farmer

AGE THEN: 32 AGE NOW: 49
 JOB THEN: President, Farmer Enterprises Inc.
 JOB NOW: President, Farmer Enterprises Inc., Jonesboro

Glen Franklin Fenter

AGE THEN: 36 AGE NOW: 53
 JOB THEN: President, Mid-South Community College
 JOB NOW: President, Mid-South Community College, West Memphis

**Rod Ford**

AGE THEN: 35
 AGE NOW: 52
 JOB THEN: President, ESI Group of Cos.
 JOB NOW: President & CEO, CognitiveDATA, Little Rock

Jeffrey H. Fox

AGE THEN: 34 AGE NOW: 51
 JOB THEN: SVP, Business Development, Alltel Information Systems Inc.
 JOB NOW: Founder, Circumference Group, Little Rock, and Chairman, Convergys Corp., Cincinnati

Keith Glover

AGE THEN: 30 AGE NOW: 55
 JOB THEN: President & CEO, Producers Rice Mill Inc.
 JOB NOW: President & CEO, Producers Rice Mill Inc., Stuttgart

Miles M. Goggans

AGE THEN: 32 AGE NOW: 49
 JOB THEN: President, Goggans Inc.
 JOB NOW: President, Goggans, Inc., Little Rock

John Goss

AGE THEN: 38 AGE NOW: 51
 JOB THEN: Review Appraiser, Quality Mortgage
 JOB NOW: Proprietor, Goss Appraisals, Little Rock

Pat Gray

AGE THEN: 37 AGE NOW: 54
 JOB THEN: Area Manager, Product Promotion Center, Southwestern Bell Telephone Co.
 No current information available

Dan Greenberg

AGE THEN: 30 AGE NOW: 47
 JOB THEN: Director of Policy, Governor's Office
 JOB NOW: President, Advance Arkansas Institute, Little Rock

Jeff Hathaway

AGE THEN: 36 AGE NOW: 53
 JOB THEN: VP, The Hathaway Group
 JOB NOW: President, Coldwell Banker Commercial Hathaway Group, Little Rock

**J. French Hill**

AGE THEN: 39 AGE NOW: 56
 JOB THEN: Executive officer, First Commercial Corp.
 JOB NOW: Chairman & CEO, Delta Trust & Banking Corp., Little Rock, AR

Howard Cates Hurst

AGE THEN: 38 AGE NOW: 55
 JOB THEN: President, Tipton & Hurst, Little Rock
 JOB NOW: President, Tipton & Hurst, Little Rock

Keith Jackson

AGE THEN: 31 AGE NOW: 48
 JOB THEN: Football Player, Green Bay Packers
 JOB NOW: President, PARK, Little Rock

Rob Janes

AGE THEN: 29 AGE NOW: 45
 JOB THEN: CFO, Brewer Personnel Services Inc.
 JOB NOW: Managing Director, Stephens Inc., Little Rock

Jeff David Johnson

AGE THEN: 38 AGE NOW: 55
 JOB THEN: President, Custom Micro
 JOB NOW: Founder, President & CEO, ClearPointe, Little Rock, AR

Beverly Rouse "Bev" Lewis

AGE THEN: 38 AGE NOW: 56
 JOB THEN: Women's Athletic Director, University of Arkansas
 JOB NOW: Associate Vice Chancellor, Executive Associate Athletic Director, University of Arkansas, Fayetteville

Jerry Malone

AGE THEN: 36 AGE NOW: 53
 JOB THEN: General counsel, Federal Highway Administration
 JOB NOW: Attorney, Malone Law Firm, Bowie

Tim Martin

AGE THEN: 35 AGE NOW: 52
 JOB THEN: President, Martin & Martin
 JOB NOW: Director, Global Brand Marketing, IC Intracom, Olsmar, Fla.

Hank Neely

AGE THEN: 35 AGE NOW: 51
 JOB THEN: Senior Manager, Ernst & Young
 JOB NOW: Partner, Ernst & Young, Dallas

Wayne Newson

AGE THEN: 34 AGE NOW: 51
 JOB THEN: VP, Technology Partners Inc./Inacom Information Systems
 No current information available

Troy Anthony Price

AGE THEN: 39 AGE NOW: 56
 JOB THEN: Partner, Wright Lindsey & Jennings
 JOB NOW: Partner, Wright Lindsey & Jennings LLP, Little Rock

K. Kevin Sabin

AGE THEN: 35 AGE NOW: 52
 JOB THEN: SVP & Director of Marketing, First Commercial Bank
 JOB NOW: President & COO, Arvest Bank Group, Bentonville, Okla.

James Sahene

AGE THEN: 36 AGE NOW: 53
 JOB THEN: President & COO, TCBY Enterprises
 JOB NOW: CEO, Bruster's Real Ice Cream, Bridgewater, Pa.

Doug Sanders

AGE THEN: 39 AGE NOW: 56
 JOB THEN: SVP, Sales & Marketing, Yarnell Ice Cream Co.
 No current information available

Steve Schulte

AGE THEN: 33 AGE NOW: 50
 JOB THEN: President, Prostaff Personnel
 JOB NOW: Founder, Schulte Law Firm, Little Rock

Stacy Sells

AGE THEN: 35 AGE NOW: 52
 JOB THEN: Partner, Pittman/Portis Communications
 JOB NOW: SVP, Strategic Planning, Cranford Johnson Robinson Woods, Little Rock

Tina Shelby

AGE THEN: 39 AGE NOW: 56
 JOB THEN: Owner, PLANTation Services
 JOB NOW: Sales Associate, Marmi Shoes, New York

Bill Vickery

AGE THEN: 29 AGE NOW: 46
 JOB THEN: Campaign Manager, Tim Hutchinson for Senate
 No current information available



[PHOTO BY JASON BURT]

Kevin Sabin

Kevin Sabin was a 35-year-old *Arkansas Business* 40 Under 40 honoree in 1996, when he was director of marketing for First Commercial Bank.

Sabin's big achievement at the time was streamlining First Commercial's corporate logo and signage. Now in his 16th year as president and CEO of Arvest Bank, Sabin is doing some slightly heavier lifting these days.

With assets exceeding \$11 billion, Arvest is the largest bank in Arkansas, a far cry from its origins as the Bank of Bentonville, which had \$3.5 billion in deposits when it was purchased in 1961.

"I joined Arvest in 1998 and as we have grown, our structure has necessarily changed through the years to accommodate that growth," Sabin, 52, said.

Arvest now has more than 240 locations that are part of 16 locally managed banks in more than 240 locations in Arkansas, Missouri, Oklahoma and Kansas.

Last year the J.D. Power & Associates Retail Banking Study gave Arvest the highest ranking in the South-central and Southwest Regions. It was the

fourth straight year the bank has won a regional award.

Never one to seek the spotlight, Sabin credits Arvest's employees for the bank's growth and success.

"While nearly everything about our industry has changed through the years, our success is still built on a culture that encourages communication and relationships, both among our associates as well as with customers," Sabin said.

Not that any of the bank's success has come easily, especially with the economic downturn of the past few years and the recession of 2009.

"Over the last few years and most likely for the foreseeable future, a sluggish economy and a very uncertain regulatory environment are two of the biggest challenges bankers face," Sabin said.

When not confronting those challenges, Sabin occupies himself close to home.

"I try to invest my free time in activities that involve my family and friends," he said, "most notably school fundraising and volunteer opportunities." ■

Maura Walsh

AGE THEN: 37 **AGE NOW:** 53
JOB THEN: President & CEO, Columbia Doctors Hospital
JOB NOW: President, Gulf Coast Division, HCA, Houston

Richard Watkins

AGE THEN: 39 **AGE NOW:** 56
JOB THEN: President, The Watkins Co.
JOE NOW: President, The Watkins Co., Mabelvale

Perry Webb

AGE THEN: 39 **AGE NOW:** 56
JOB THEN: President & CEO, Springdale Chamber of Commerce
JOB NOW: President & CEO, Springdale Chamber of Commerce

Ron Bene' Woods

AGE THEN: 38 **AGE NOW:** 54
JOB THEN: President, Architecture Innovations Group
JOB NOW: President, Woods Group Architects, Little Rock

Isaac Smith and family
Principal & Executive Vice President

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Dewell Franklin "Frank" Arey
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Tony Cassady
Sarah Clark
Ethel Cook
David Crews
Terri Hollingsworth Davis
Paul Esterer
Jim Fink
Larry J. Goddard
Darin Gray
Don Greenland III
Burt Hanna
Angela Harrison-King
Scott Hembree
Miles James
Marla Johnson Norris
Barry K. Ledbetter
Mark Allen Lee
Reuben McDaniel
Laurie Pascale
Fred M. Perkins III
Mike Pickens
Bryan Pitts
Mark Pryor
Wayne "Oz" Richie
John A. Riggs IV
Mike Sells
Pete Silva
Kevin Smith
Michael Richard Smith Jr.
Susie F. Smith
Dr. James C. Tucker
John Cogan Wade
Larry Waschka
Marlon Weems
Dr. David W. Weiss
Gene Whisenhunt
George Wilkerson

Juan Alvarez
AGE THEN: 31 AGE NOW: 47
JOB THEN: Owner, La Hacienda
JOB NOW: Owner, La Hacienda, Little Rock

Dewell Franklin "Frank" Arey
AGE THEN: 35 AGE NOW: 51
JOB THEN: Judge, Arkansas Court of Appeals
JOB NOW: Legal Counsel, Division of Legislative Audit, Little Rock

Dr. Nikki Andrews Carter
AGE THEN: 35 AGE NOW: 51
JOB THEN: Dentist, Little Rock
JOB NOW: Dentist, NC Andrews DMD PA, Little Rock

Tony Cassady
AGE THEN: 39 AGE NOW: 55
JOB THEN: President, Cassady & Co.
JOB NOW: CEO, HMC Solutions, North Little Rock

Sarah Clark

AGE THEN: 35 AGE NOW: 51
JOB THEN: Director of Public Relations & Media Relations, Alltel Communications
JOB NOW: President, Mitchell Communications Group, Fayetteville

Ethel Cook

AGE THEN: 39 AGE NOW: 55
JOB THEN: President & CEO, Cook Jeep Eagle Chrysler Plymouth Inc.
Steve Landers Chrysler Dodge Jeep, Little Rock

David Crews

AGE THEN: 35 AGE NOW: 51
JOB THEN: EVP, Crews & Associates
Believed to be living in Little Rock.

Terri Hollingsworth Davis

AGE THEN: 33
JOB THEN: Director, State Election Commission
No current information available

Paul Esterer

AGE THEN: 30
AGE NOW: 45
JOB THEN: VP, Boatmen's National Bank
JOB NOW: Co-founder & Principal, Newmark Grubb Arkansas (Formerly Grubb & Ellis), North Little Rock & Bentonville

Jim Fink

AGE THEN: 39 AGE NOW: 55
JOB THEN: EVP, TCBY Enterprises Inc.
No current information available

Larry J. Goddard

AGE THEN: 39 AGE NOW: 55
JOB THEN: VP, CFO & Secretary-Treasurer, P.A.M. Transportation Services
JOB NOW: EVP, P.A.M. Transportation Services, Tontitown

Darin Gray

AGE THEN: 32 AGE NOW: 48
JOB THEN: Project Development Officer, Nabholz Construction Corp.
JOB NOW: CEO & Publisher, Gray Matters LLC, Springdale

Don Greenland III

AGE THEN: 36 AGE NOW: 52
JOB THEN: EVP, Operations, Nabholz Construction Corp., Conway Division
JOB NOW: COO, Nabholz Construction Co., Conway

Burt Hanna

AGE THEN: 34
AGE NOW: 50
JOB THEN: Founder & Owner, Hanna's Potpourri Specialties Inc.
JOB NOW: President, Hanna's Candles Co., Fayetteville

**Angela Harrison-King**

AGE THEN: 30 AGE NOW: 46
JOB THEN: President & CEO, Welsco Inc.
JOB NOW: Owner & CEO, Welsco Inc., North Little Rock

Scott Hembree

AGE THEN: 36 AGE NOW: 52
JOB THEN: EVP, Trans-States Lines Inc.
JOB NOW: CEO, Global Dental Technologies, Bentonville

Miles James

AGE THEN: 29 AGE NOW: 45
Job Then: Owner & Executive Chef, James at the Mill
JOB NOW: Chef, James at the Mill, Johnson

**Marla Johnson Norris**

AGE THEN: 38 AGE NOW: 53
JOB THEN: CEO, Aristotle Internet Access
JOB NOW: CEO, Aristotle Inc., Little Rock

Barry K. Ledbetter

AGE THEN: 34 AGE NOW: 50
JOB THEN: EVP, Simmons First Bank
JOB NOW: President & CEO, Simmons First Bank of Northeast Arkansas, Jonesboro

Mark Allen Lee

AGE THEN: 38 AGE NOW: 53
JOB THEN: Managing Director, Morgan Keegan & Co.
JOB NOW: President, Forest Hill Capital, Little Rock

Reuben McDaniel

AGE THEN: 35 AGE NOW: 51
JOB THEN: Managing Director, Llama Co.
No current information available

Laurie Pascale

AGE THEN: 34 AGE NOW: 50
JOB THEN: Plant Manager, Pine Bluff Plant National Filtration Corp.
JOB NOW: Actress, Independent Performer, Pine Bluff

Fred M. Perkins III

AGE THEN: 32 AGE NOW: 48
JOB THEN: Partner, Wright Lindsey & Jennings LLP
JOB NOW: Of Counsel, Wright, Lindsey & Jennings LLP, Little Rock

Mike Pickens

AGE THEN: 35 AGE NOW: 51
JOB THEN: Commissioner, Arkansas Insurance Department
JOB NOW: SVP, Regulatory Law & Relationships, Mike Pickens Law Firm/GoldwaterTaplin Group, Little Rock

Bryan Pitts

AGE THEN: 37 AGE NOW: 53
JOB THEN: President & CEO, Beach Enterprises Inc.
JOB NOW: Sales & Leasing, Moses Tucker Real Estate, Little Rock

**Mark Pryor**

Age Then: 34
Age Now: 50
Job Then: Lawyer, Little Rock
Job Now: U.S. Senator, Little Rock

Wayne "Oz" Richie

AGE THEN: 35 AGE NOW: 51
JOB THEN: Chairman, Audio International Inc.
JOB NOW: Owner, Chariman & CEO, Sound Engineering, Little Rock

John A. Riggs IV

AGE THEN: 30 AGE NOW: 54
JOB THEN: President, J.A. Riggs Tractor Co.
JOB NOW: President, J.A. Riggs Tractor Co., Little Rock

Mike Sells

AGE THEN: 34 AGE NOW: 50
JOB THEN: President, Sells & Associates
JOB NOW: Owner & CEO, The Sells Agency, Little Rock

Pete Silva

AGE THEN: 38 AGE NOW: 54
JOB THEN: Operations Manager, Frito-Lay Inc.
No current information available

Kevin Smith

AGE THEN: 35 AGE NOW: 51
JOB THEN: Executive Director, Arkansas Delta Council & Foundation
JOB NOW: Insurance Agent, Farmers Insurance Group, Helena

Michael Richard Smith Jr.

AGE THEN: 34 AGE NOW: 50
JOB THEN: Associate, Corporate Finance, Stephens Inc.
JOB NOW: Adviser, Innovate Arkansas, Little Rock

Susie F. Smith

AGE THEN: 36 AGE NOW: 51
JOB THEN: EVP, Boatmen's National Bank of Arkansas
JOB NOW: Senior EVP & COO, Metropolitan National Bank, Little Rock

Dr. James C. "Jimmy" Tucker

AGE THEN: 36 AGE NOW: 52
JOB THEN: President, Arkansas Sports Medicine & Orthopedic Clinic
JOB NOW: Sports Medicine Doctor, Arkansas Specialty Orthopedics, Little Rock

John Cogan Wade

AGE THEN: 34 AGE NOW: 50
JOB THEN: Partner, Haught & Wade Law Firm
JOB NOW: Partner, Haught & Wade, Little Rock

Larry Waschka

AGE THEN: 35
 JOB THEN: President & CEO, Waschka Capital Investments
 Drowned in Mexico on Nov. 5, 2004, at age 42

Marlon Weems

AGE THEN: 39 AGE NOW: 55
 JOB THEN: President & CEO, MSW International
 Believed to be living in Raleigh, N.C., area

Dr. David W. Weiss

AGE THEN: 39 AGE NOW: 55
 JOB THEN: Chairman, CEO & President, Radiology Associates
 JOB NOW: Radiologist, Radiology Consultants of Little Rock PA, Little Rock

Gene Whisenhunt

AGE THEN: 36 AGE NOW: 52
 JOB THEN: CFO, TCBY Enterprises
 JOB NOW: Partner, Hickingbotham Investments Inc., Little Rock

George Wilkerson

AGE THEN: 35
 AGE NOW: 51
 JOB THEN: CEO, Flake-Wilkerson Market Insights LLC
 JOB NOW: President, Market Strategies International, Little Rock

**Susie Smith**

Whether conducting official business or following many of her volunteer side pursuits, Susie Smith is keeping her community spirit alive.

As a 1997 *Arkansas Business* 40 Under 40 honoree, Smith was executive vice president of Boatmen's Bank. For the past 15 years she has been executive vice president and chief operating officer of Metropolitan National Bank in Little Rock.

"It's a great bank with wonderful employees and wonderful customers," Smith, 52, said. "And it's truly a community bank, which gives you an opportunity to have an impact on your daily day."

Smith's responsibilities include retail, marketing, trusts, strategic planning and accounting operations and mortgage lending. By helping businesses and households with their financial needs, Smith said, she has a chance to help the overall community. "It's a nice, rare opportunity," she said.

But Smith, a graduate of Washington University in St. Louis, has always been the type of person to seek out such opportunities. While at Boatmen's she promoted volunteerism, was active on the Arkansas Easter Seals Development Council and was a board member of the Children's Museum of Arkansas.

She has continued in that spirit, focusing on education and youth mentoring as well as serving as a board member at St. Vincent Infirmary Medical Center, though she is not currently on the board.

Her latest project is a fundraiser to support the Winston Penn Wardlaw Memorial Fund in honor of Win Wardlaw, the former student body president of Little Rock's Catholic High School for Boys who was killed in a motor scooter accident in 2010.

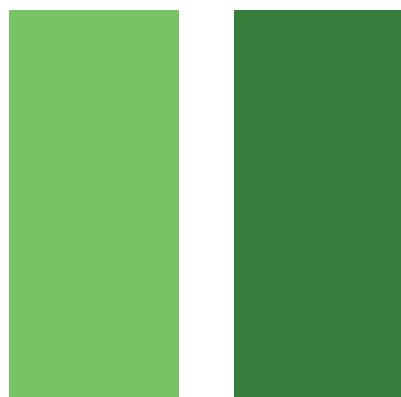
The fundraiser, called Winfest, will help fund Catholic High scholarships in Wardlaw's name. "We have many great schools and many great students who have done well," Smith said. "It's a way to help students and honor him."

It is the kind of side job for which Smith is always on the lookout.

"I think it's so exciting to find ways to help others," she said. "It adds so much to your daily life. You truly receive more than you give." ■



[PHOTO BY JASON BURT]



Acxiom Proudly Presents Our Latest 40 Under 40 Honoree

Congratulations to Bryan Throckmorton, who represents Acxiom among this year's 40 Under 40. Acxiom is proud to have 11 associates recognized with this prestigious award over the past 20 years.

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Mark Duckworth
Paul W Edgett III
Jay B. Gadberry
Will Garrison
Baxter Gladden
Ted Grace
Nancy Griebel
Michelle Marie Hastings
H. Lawson Hembree IV
Jeff L. Hildebrand
Glen Hooks
Anne Marie Jablonski
Debra Jackson
Brian James
Gene Jensen
Phillip Joiner
Bill Jones
Patrick N. Majors
D. Price Marshall Jr.
Mike Maulden
Andrew Breitzke Meadors
Lance R Miller
Bruce Thomas Moore
Mark Steven Murphy
Joseph W. Park Jr.
Todd Rice
Craig B. Savell
Elizabeth S. Small
LaNell "Nell" Sterling
Gretchen Teagarden
C. Tim White
Anne Woker

Gordon Allison

AGE THEN: 37 AGE NOW: 53
 JOB THEN: General Counsel & Chief Legal Officer, Staffmark Inc.
 JOB NOW: General Counsel & VP, Corporate Division, Wal-Mart Stores Inc., Bentonville

**Dr. C. Lowry Barnes**

AGE THEN: 38
 AGE NOW: 52
 JOB THEN: Orthopedic Surgeon
 JOB NOW: Orthopedic Surgeon, Arkansas Specialty Orthopaedics, Little Rock

Richard Bearden

AGE THEN: 33 AGE NOW: 47
 JOB THEN: Executive Director, Republican Party of Arkansas
 JOB NOW: Partner, Impact Management, Little Rock

William Benton Jr.

AGE THEN: 37 AGE NOW: 51
 JOB THEN: President, Planters National Bank
 JOB NOW: Real Estate Broker, Fidelity National Bank, West Memphis

S. Mark Brockinton

AGE THEN: 38 AGE NOW: 53
 JOB THEN: President, Aon Risk Services Inc.
 JOB NOW: President, Aon Risk Services, Inc. of Little Rock

Teresa Juanita Burl

AGE THEN: 29 AGE NOW: 44
 JOB THEN: Commercial Loan Officer, Mercantile Bank of Arkansas
 JOB NOW: Agent, Georgia Hollowell & Associates, North Little Rock

**Brian Clark**

AGE THEN: 36
 AGE NOW: 50
 JOB THEN: President, Sells/Clark
 JOB NOW: SVP, Brand Marketing Strategist, Cranford Johnson Robinson Woods, Little Rock

Capos Conley "Chip" Culpepper II

AGE THEN: 34 AGE NOW: 49
 JOB THEN: VP & Creative Director, Mangan/Holcomb & Partners
 JOB NOW: Chairman, Principal & Chief Creative Officer, Mangan Holcomb Partners, Little Rock

Mark Duckworth

AGE THEN: 30 AGE NOW: 45
 JOB THEN: President, Matrix Telecommunications
 JOB NOW: President & CEO, Optus Inc., Jonesboro

Paul W. Edgett III

AGE THEN: 38 AGE NOW: 53
 JOB THEN: SVP, Network Services, St. Vincent Health System
 JOB NOW: SVP, Catholic Health Initiatives, Erlanger, Ky.

Jay B. Gadberry

AGE THEN: 36 AGE NOW: 50
 JOB THEN: SVP, Morgan Keegan & Co.
 JOB NOW: President, Gadberry Financial Group, Little Rock

Will Garrison

AGE THEN: 35 AGE NOW: 50
 JOB THEN: VP, American Freightways Corp.
 JOB NOW: Consultant, FedEx Freight, Harrison

Baxter Gladden

AGE THEN: 32 AGE NOW: 47
 JOB THEN: Plant Operations Manager, Gerber Products Co.
 JOB NOW: VP, Asset Management, Propak Logistics, Fort Smith

Ted Grace

AGE THEN: 38 AGE NOW: 51
 JOB THEN: President, The Grace Agency
 JOB NOW: SVP, Stephens Insurance LLC, Little Rock

**Nancy Griebel**

AGE THEN: 36
 AGE NOW: 51
 JOB THEN: Team Leader, Marketing Communications Group, Axiom Corp.
 JOB NOW: Senior Marketing Executive, Axiom Corp., Conway

Michelle Marie Hastings

AGE THEN: 36 AGE NOW: 51
 JOB THEN: President, Trivia & Co.
 JOBS NOW: President, Trivia Marketing, Little Rock
 Ringleader, Wear Luck Apparel, Little Rock

H. Lawson Hembree IV

AGE THEN: 39 AGE NOW: 54
 JOB THEN: President, Sugar Hill Farms Inc.
 JOBS NOW: President, Sugar Hill Farms Inc., Fort Smith
 Financial Adviser, Merrill Lynch, Fort Smith

Jeff L. Hildebrand

AGE THEN: 36 AGE NOW: 50
 JOB THEN: SVP, One National Bank
 JOB NOW: Chief Lending Officer, Centennial Bank, Little Rock

Glen Hooks

AGE THEN: 29 AGE NOW: 43
 JOB THEN: Executive Director, Democratic Party of Arkansas
 JOB NOW: Senior Campaign Representative, Sierra Club's Beyond Coal Campaign, Little Rock

Anne Marie Jablonski

AGE THEN: 30 AGE NOW: 45
 JOB THEN: Senior Manager, Ernst & Young
 JOB NOW: Executive Director, Americas Inclusiveness Center of Expertise, Ernst & Young LLP, San Jose, Calif.

Debra Jackson

AGE THEN: 38 AGE NOW: 52
 JOB THEN: President & COO, Arkansas National Bancshares
 JOB NOW: Project Coordinator, Pel-Freez, Rogers

Brian James

AGE THEN: 34 AGE NOW: 49
 JOB THEN: President, Micro Computer Technologies
 JOB NOW: General Manager, Micro Computer Technologies (Datamax Micro), Little Rock

Gene Jensen

AGE THEN: 38 AGE NOW: 53
 JOB THEN: Plant Manager, Frito-Lay Inc.
 JOB NOW: President, RDO-Calbee Foods, LLC, Boardman, Ore.

Phillip Joiner

AGE THEN: 35
 JOB THEN: VP & General Manager, Conark Builders
 Murdered on Aug. 17, 2002, at age 39

Bill Jones

AGE THEN: 34 AGE NOW: 49
 JOB THEN: President, Sissy's Log Cabin
 JOB NOW: President, Sissy's Log Cabin, Pine Bluff

Patrick N. Majors

AGE THEN: 37 AGE NOW: 52
 JOB THEN: VP, Sales, USA Truck Inc.
 JOB NOW: Owner, California Freight Sales, Rogers

D. Price Marshall Jr.

AGE THEN: 35 AGE NOW: 49
 JOB THEN: Partner, Barrett & Deacon
 JOB NOW: U.S. District Judge, Eastern District of Arkansas, Little Rock

Mike Maulden

AGE THEN: 40 AGE NOW: 54
 JOB THEN: Director, Economic Development, Entergy Arkansas Inc.
 JOB NOW: Director, External Affairs, Entergy Arkansas Inc., Little Rock

Andrew Breitzke "A.B." Meadors

AGE THEN: 34 AGE NOW: 49
 JOB THEN: VP, Meadors & Adams Inc.
 JOB NOW: Owner, Meadors & Adams Inc., Little Rock

Lance R Miller

AGE THEN: 38 AGE NOW: 53
 JOB THEN: Member, Mitchell Williams Selig Gates & Woodyard
 JOB NOW: Partner/Member, Mitchell Williams Selig Gates & Woodyard, Little Rock

**Bruce Thomas Moore**

AGE THEN: 31 AGE NOW: 46
 JOB THEN: Assistant to City Manager, City of Little Rock
 JOB NOW: City Manager, City of Little Rock

Mark Steven Murphy

AGE THEN: 38 AGE NOW: 53
 JOB THEN: SVP, First Commercial Bank
 JOB NOW: VP & Senior Relationship Manager, U.S. Bank, North Little Rock

Joseph W. Park Jr.

AGE THEN: 36 AGE NOW: 51
 JOB THEN: President & CEO, Bank of Cabot
 JOB NOW: Executive VP, Partner, Horizons Stewardship, Cabot

**Todd Rice**

AGE THEN: 38 AGE NOW: 52
 JOB THEN: Managing Partner, Vanadis Group
 JOB NOW: Principal, Colliers International, Little Rock

Craig B. Savell

AGE THEN: 37 AGE NOW: 52
 JOB THEN: President & CEO, Arkansas Credit Union League
 JOB NOW: VP, Private Banking, H-E-B Federal Credit Union, San Antonio



Elizabeth S. Small

AGE THEN: 38
AGE NOW: 53
JOB THEN: President, Phillips Development Corp.
JOB NOW: President & CEO, PDC Cos., Little Rock

LaNell "Nell" Sterling

AGE THEN: 39 AGE NOW: 54
JOB THEN: Partner, Bell & Co.
JOB NOW: COO & Partner, Bell & Co., North Little Rock

Gretchen Teagarden

AGE THEN: 27 AGE NOW: 42
JOB THEN: Equity Analyst, Stephens Inc.
JOB NOW: Principal Analyst, Pioneer Research Group, Dallas

C. Tim White

AGE THEN: 37 AGE NOW: 52
JOB THEN: Partner, Dunn-Murphy-White Insurance Agency
JOB NOW: EVP, Brown & Brown of Arkansas Inc., Little Rock

Anne Woker

AGE THEN: 37 AGE NOW: 52
JOB THEN: Owner & President, Ecologic Inc.
JOB NOW: Owner & President, Ecologic Inc., Little Rock

Jeff Hildebrand

Jeff Hildebrand is still taking his own advice, and it continues to serve him well.

Hildebrand, Centennial Bank CLO for the Little Rock region, was a member of *Arkansas Business*' 40 Under 40 Class of 1998 while working as senior vice president for One National Bank in Little Rock.

He said then and believes now in his mantra "Don't promise something you can't deliver."

"I still believe in it as far as the under-promise and over-deliver theory," Hildebrand, 50, said. "I still believe in that."

Whether working in his own neck of the woods or traveling to help set up newly acquired banks in Florida, Hildebrand stresses his philosophy to his lending officers. "You have to exceed expectations," he said.

Raised in Stuttgart, Hildebrand thought he would someday wind up running the family farm, but after a year in college he began to have different thoughts. A meeting with banking pioneer B. Finley Vinson opened Hildebrand's eyes to banking.

"I was intrigued," said Hilde-

brand, who got the key introduction through Vinson's son, a family friend, and began his career as a credit analyst at Little Rock's First Commercial Bank in 1985.

Publicly traded under the Home Bancshares name, Centennial Bank has locations in Florida and Alabama and throughout central Arkansas. That means occasional travel for Hildebrand even though he is responsible for the Little Rock region. "It depends on what region you're talking about," Hildebrand said.

But wherever he is, Hildebrand enjoys dealing with a diverse group of businesses. "I've got some I've banked my entire career and they've grown and gotten bigger or sold out to larger companies," Hildebrand said. "We have to be their partner. We have to be available to them."

For every success story or big sale for profit, however, there have been tough times too, especially during the Great Recession. However, Hildebrand said, last year was profitable and 2013 is off to a good start. "We're looking to continue to grow," he said. ■



[PHOTO BY JASON BURT]

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Alan K. McVey
David M. Nelms
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Ford Overton
Steve Quattlebaum
Renee Borchert Robison
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Terry W. Secrest Jr.
Scott Selig
David Kent Siemens
Carla Gunnels Spainhour
Chuck Spohn
Amy Lee Stewart
James Kent Taylor
Douglas Weeks
Stephen Williams
Stacey Zimmerman

Sandra Russell "Sandy" Alstadt

AGE THEN: 39 AGE NOW: 53
 JOB THEN: Director, Operations Communications, Entergy Services Inc.
 JOB NOW: Director, Branding & Customer Communications, Entergy Services Inc., Little Rock

Maynard Anderson

AGE THEN: 37 AGE NOW: 50
 JOB THEN: Chairman & VP, Sales, Twin Rivers Foods/A&F Exports
 JOB NOW: Chairman & VP, Twin Rivers Foods/A&F Exports, Fayetteville

Robert "Ro" Arrington

AGE THEN: 36 AGE NOW: 50
 JOB THEN: SVP & Manager, Public Finance, Stern Agee & Leach Inc.
 JOB NOW: Manager, Terry's Fine Wines, Little Rock

Greg Barnes

AGE THEN: 38 AGE NOW: 52
 JOB THEN: Partner, Arthur Andersen
 JOB NOW: Office Managing Partner, KPMG LLP, Memphis

Lisa A. Barnes

AGE THEN: 37 AGE NOW: 51
 JOB THEN: Regional VP, StaffMark
 JOB NOW: Senior Human Resources, Royal Caribbean Cruises Ltd., Wichita, Kan.

Thomas H. Butler

AGE THEN: 37 AGE NOW: 51
 JOB THEN: President, Chem-Fab Corp.
 JOB NOW: President, THB Consulting, Hot Springs



Dr. Michael G. Cope

AGE THEN: 38 AGE NOW: 50
 JOB THEN: CEO, The Women's Clinic
 JOB NOW: CEO, The Woman's Clinic PA, Little Rock

Stacy Duckett



David R. Estes

AGE THEN: 37 AGE NOW: 51
 JOB THEN: President & CEO, Lonoke Bancshares Inc./First State Abstract Assurance Co.
 JOB NOW: CEO, First State Bank, Lonoke

David C. Ferguson

AGE THEN: 37 AGE NOW: 51
 JOB THEN: Major Account Manager, Northeast Region, Arkansas Blue Cross & Blue Shield
 JOB NOW: Major Accounts Manager, Arkansas Blue Cross & Blue Shield, Jonesboro

Joe Hadden

AGE THEN: 34 AGE NOW: 48
 JOB THEN: President, Phelps Fan LLC
 JOB NOW: President, Phelps Fan LLC, Little Rock

Joe Thomas Hays

AGE THEN: 39 AGE NOW: 53
 JOB THEN: President, Diamond State Ventures
 JOB NOW: Co-Founder & Managing Director, Diamond State Ventures, Little Rock

Robert "Bob" Johnson

AGE THEN: 35 AGE NOW: 49
 JOB THEN: Speaker of the Arkansas House of Representatives
 JOB NOW: Owner, Johnson Brothers Construction, Bigelow

Pam Jones

AGE THEN: 31 AGE NOW: 45
 JOB THEN: Director, Pine Bluff Convention & Visitors Bureau

JOB NOW: Deputy Director of Strategic Communications, Cranford Johnson Robinson Woods, Little Rock

Michael Keck

AGE THEN: 36 AGE NOW: 49
 JOB THEN: Director of Corporate Relations, St. Vincent Health System, and Little Rock City Director
 JOB NOW: Regional Sales Director, CoreSource, Little Rock

Tom Kennedy

AGE THEN: 39 AGE NOW: 53
 JOB THEN: State Senator & Partner, Kennedy, Phillips & Douthit
 JOB NOW: VP, State Governmental Affairs, Entergy Corp., Little Rock

Scott Kingsborough

AGE THEN: 38 AGE NOW: 51
 JOB THEN: Founder & COO, Clear Mountain Spring Water
 JOB NOW: Principal, South Central Consulting Group, Little Rock

Kurt Knickrehm

AGE THEN: 36 AGE NOW: 50
 JOB THEN: Director, Arkansas Department of Human Services
 JOB NOW: VP, Regions Insurance, Little Rock

Dennis Leatherby

AGE THEN: 38 AGE NOW: 52
 JOB THEN: SVP, Finance, Tyson Foods Inc.
 JOB NOW: EVP & CFO, Tyson Foods Inc., Springdale

Mike Linton

AGE THEN: 35 AGE NOW: 48
 JOB THEN: VP, Carlisle Implement Co.
 JOB NOW: VP & General Manager, Heritage Agriculture of Arkansas, Carlisle

Scott McLain

AGE THEN: 36 AGE NOW: 50
 JOB THEN: CFO, FoxCor Inc.
 JOB NOW: President & Owner, The McLain Group, Norco, La.

Mark McLarty

AGE THEN: 27 AGE NOW: 41
 JOB THEN: Partner & EVP, McLarty International LLC/McLarty Cos.
 JOB NOW: Chairman, McLarty Associates/McLarty Cos., Little Rock

Judy R. McReynolds

AGE THEN: 37 AGE NOW: 50
 JOB THEN: Controller, Arkansas Best Corp.
 JOB NOW: President & CEO, Arkansas Best Corp., Fort Smith

Alan K. McVey

AGE THEN: 37 AGE NOW: 51
 JOB THEN: Deputy Director, Arkansas Department of Economic Development
 JOB NOW: Executive Director, ASU-Delta Center for Economic Development, Jonesboro

David M. Nelms

AGE THEN: 28 AGE NOW: 42
 JOB THEN: President, Arkansas MicroElectronics
 JOB NOW: Senior Strategy Manager, Multichannel Innovation, Wal-Mart Stores Inc., Bentonville

Chris Olsen

AGE THEN: 32 AGE NOW: 46
 JOB THEN: President, The Horticare Co.
 JOB NOW: Owner & Master Designer, Botanica Gardens, Little Rock

Ford Overton

AGE THEN: 33 AGE NOW: 46
 JOB THEN: EVP, Operations & Marketing, Rineco Chemical Industries
 JOB NOW: CEO, West Tree Service, Little Rock
 Also member of the Arkansas Game & Fish Commission



Steve Quattlebaum

AGE THEN: 39 AGE NOW: 53
 JOB THEN: Partner, William & Anderson
 JOB NOW: Managing Partner, Quattlebaum Grooms Tull & Burrow PLLC, Little Rock

Renee Borchert Robison

AGE THEN: 38 AGE NOW: 52
 JOB THEN: Executive Director, Pine Bluff Downtown Development
 JOB NOW: Group Travel Manager, Arkansas Department of Parks & Tourism, Little Rock

Todd Ross

AGE THEN: 33 AGE NOW: 47
 JOB THEN: VP & Partner, Griffith Herren Middlebrook Ross
 JOB NOW: President & CEO, Preferred Medical, Conway

Terry W. Secrest Jr.

AGE THEN: 35 AGE NOW: 49
 JOB THEN: Operations Manager, International Paper Co.
 JOB NOW: VP, RoyOMartin Lumber, Alexandria, La.

Scott Selig

AGE THEN: 37 AGE NOW: 50
 JOB THEN: President, Selig Commercial Real Estate
 JOB NOW: VP, Real Estate, Duke University, Durham, N.C.

David Kent Siemens

AGE THEN: 37 AGE NOW: 51
 JOB THEN: CFO, Hudson & Associates
 JOB NOW: CFO, Hudson Investments

Carla Gunnels Spainhour

AGE THEN: 36 AGE NOW: 50
 JOB THEN: Tax Attorney & Partner, Friday Eldredge Clark
 JOB NOW: Tax Attorney & Partner, Friday Eldredge & Clark, Little Rock

Chuck Spohn

AGE THEN: 37 AGE NOW: 51
 JOB THEN: VP & General Manager, Clear Channel Broadcasting/KLRT-TV & KASN-TV
 JOB NOW: President & CEO, Media & More Consulting LLC, Little Rock



[PHOTO BY STEVEN JONES]

Judy McReynolds

Judy McReynolds didn't necessarily foresee a career in trucking, though the industry has been pretty good to her so far.

Once a pioneering female executive at Arkansas Best Corp., McReynolds, a member of the *Arkansas Business* 40 Under 40 Class of 1999, is now CEO of the trucking company, headquartered in Fort Smith. "I would never admit to having known I'd be CEO of a trucking company," McReynolds said.

Looking back, however, her career trajectory seems inevitable. McReynolds left Ernst & Young in Little Rock to join Arkansas Best in the late 1990s and, as controller, she became the company's first female executive officer.

"I always wanted to be a leader in our company and was given the opportunity to do that," McReynolds, 51, said of her rise from controller to chief financial officer to CEO. "It came early on, and with increasing opportunity I took on that challenge. You're involved in the company's most important decisions."

Perhaps McReynolds' most significant task has been helping the company through the recession. Trucking is one of the nation's leading economic indicators and the downturn was hard on the industry. "It's been rough. 2009 was for everybody the worst recession since the Great Depression," McReynolds said. "And trucking was no exception."

The marketplace is improving, McReynolds said, but her industry is still grappling with a problematic economy, a shortage of drivers and, in Arkansas Best's case, union labor negotiations.

"Our company, like most companies today — we have our challenges but with the people we have assembled we have opportunities," she said.

McReynolds is a member of the University of Arkansas-Fort Smith Foundation Board and president of the Westark Area Council of the Boy Scouts of America, continuing her interest in scouting that began when both her sons, now in their late teens and early 20s, were much younger. ■

Amy Lee Stewart

AGE THEN: 39 AGE NOW: 53

JOB THEN: Senior Member, Rose Law Firm

JOB NOW: Senior Partner, Rose Law Firm, Little Rock

James Kent "Jim" Taylor

AGE THEN: 39 AGE NOW: 53

JOB THEN: VP, First Security Bank

JOB NOW: Northwest Arkansas President, First Security Bank, Fayetteville

Douglas Weeks

AGE THEN: 36 AGE NOW: 50

JOB THEN: CEO, Baptist Medical Center Rehabilitation Institute

JOB NOW: SVP & Administrator, Baptist Health Medical Center-Little Rock

Stephen Williams

AGE THEN: 39 AGE NOW: 53

JOB THEN: Senior Staff Attorney, Arkansas Electric Cooperative Corp.

JOB NOW: Assistant General Counsel, Arkansas Electric Cooperative Corp., Little Rock,

Stacey Zimmerman

AGE THEN: 36 AGE NOW: 50

JOB THEN: Judge, Washington County Juvenile Court

JOB NOW: Judge, Washington County Circuit Court, Fayetteville

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Joe Max Higgins Jr.
Bill R. Huffman Jr.
Kelly Max Koonce II
Michael J. Lipton
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Janice E. Meyer
Stuart P. Miller
Andy Murray
Greg Nabholz
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Brian Rega
Cary Richardson
John N. Roberts III
Mark Rose
Angela Ryan
Dana F. Silaski
Derrek Thomason
Van Tilbury
Tab Townsell
Phil Whisenhunt
Darrin Williams

Chris Bart Allison

AGE THEN: 35 AGE NOW: 48
 JOB THEN: Owner, The Allison Agency
 JOB NOW: President, Allison Marketing Services, Little Rock

Rhonda Bradley

AGE THEN: 33 AGE NOW: 46
 JOB THEN: President, Today's Office Inc.
 JOB NOW: President, Today's Office Inc., Little Rock

Michael Shane Broadway

AGE THEN: 27 AGE NOW: 40
 JOB THEN: Speaker-elect, Arkansas House of Representatives
 JOB NOW: Interim Director, Arkansas Department of Higher Education, Little Rock

Danny Brown

AGE THEN: 33 AGE NOW: 46
 JOB THEN: EVP & General Manager, Planters Cotton Oil Mill Inc.
 JOB NOW: EVP & General Manager, Planters Cotton Oil Mill Inc., Pine Bluff

Earnest Edward Brown Jr.

AGE THEN: 30 AGE NOW: 43
 JOB THEN: Attorney, Cross Kearney & McKissic
 JOB NOW: Judge, Jefferson County Circuit Court, Pine Bluff

Ashley Riggan Coldiron

AGE THEN: 32 AGE NOW: 45
 JOB THEN: SVP, Major Gifts, Arkansas Children's Hospital
 JOB NOW: Executive Director, Methodist Family Health Foundation, Little Rock

Alicia Cooper

AGE THEN: 35 AGE NOW: 48
 JOB THEN: CEO, Arkansas Specialty Care Centers
 JOB NOW: Administrator, Conway Orthopedic & Sports Medicine, Cabot

**Ginger Daril**

AGE THEN: 33
 AGE NOW: 46
 JOB THEN: News Director, KARK-TV
 JOB NOW: Public Relations Manager, South Central Region, Verizon Wireless, Little Rock

Marcus Devine

AGE THEN: 29 AGE NOW: 42
 JOB THEN: Attorney, Wilkes & McHugh
 JOB NOW: President, Poseidon Energy Services, Little Rock

Brad Eichler

AGE THEN: 34 AGE NOW: 47
 JOB THEN: Managing Director & Internet Team Leader, Stephens Inc.
 JOB NOW: EVP & Co-head of Investment Banking, Stephens Inc., Little Rock

Mark Ferguson

AGE THEN: 37 AGE NOW: 50
 JOB THEN: President & CEO, First Community Bank
 JOB NOW: EVP, First Security Bancorp, Little Rock

Lyle Foster

AGE THEN: 32 AGE NOW: 45
 JOB THEN: Partner, Hyden Miron & Foster PLLC
 JOB NOW: Partner, Hyden Miron & Foster PLLC, Little Rock

Bill J. Gangluff

AGE THEN: 32 AGE NOW: 45
 JOB THEN: Creative Director, Stone Ward
 JOB NOW: Director, Communications & Marketing, University of Notre Dame Alumni Association, South Bend, IN

Bobby Gosser Jr.

AGE THEN: 39 AGE NOW: 52
 JOB THEN: Manager, Construction Services Division, Baldwin & Shell Construction Co.
 JOB NOW: VP, Baldwin & Shell Construction Co., Little Rock

Dr. Graham Greene

AGE THEN: 37 AGE NOW: 50
 JOB THEN: Assistant Professor, Urology, University of Arkansas for Medical Sciences
 JOB NOW: Chief Academic Officer & Director, Urologic Oncology, Lakeland Regional Health Systems, Lakeland, FL

Denise R. Greenwood

AGE THEN: 39 AGE NOW: 52
 JOB THEN: Owner/Founder, Arkansas Breast Center/Link Breast Center
 JOB NOW: Medical Specialist, Arkansas Disability Determination

Dave Grundfest III

AGE THEN: 37 AGE NOW: 50
 JOB THEN: President, Dave Grundfest Co.
 JOB NOW: President & Owner, Dave Grundfest Co., Little Rock

Jim Haworth

AGE THEN: 38 AGE NOW: 51
 JOB THEN: SVP, Operations, Sam's Club
 JOB NOW: Chairman & CEO, Professional Bull Riders, Pueblo, CO

Joe Max Higgins Jr.

AGE THEN: 39 AGE NOW: 52
 JOB THEN: Director of Economic Development & CEO, Paragould/Greene County Chamber of Commerce
 JOB NOW: CEO, Golden Triangle Development Link, Columbus, MS

Bill R. Huffman Jr.

AGE THEN: 39 AGE NOW: 52
 JOB THEN: Managing Director, Huffman Webb & Smith PLC
 JOB NOW: Chief Deputy, Commissioner of State Lands, Little Rock

Kelly Max Koonce II

AGE THEN: 36 AGE NOW: 48
 JOB THEN: Associate Justice, Arkansas Court of Appeals
 JOB NOW: Senior Director, Risk Management, Wal-Mart Stores Inc., Rogers

Michael J. Lipton

AGE THEN: 37 AGE NOW: 50
 JOB THEN: EVP & Co-owner, ABI Insurance Agency
 JOB NOW: President, ABI Insurance Agency, Hot Springs

John O. McDonald

AGE THEN: 33 AGE NOW: 46
 JOB THEN: Assistant General Manager, Alltel Arena/Spectacor Management Group
 No updated information available

Janice E. Meyer

AGE THEN: 31 AGE NOW: 44
 JOB THEN: VP, Flake & Kelley Management
 JOB NOW: President & Owner, Embodied Energy Inc., Little Rock

Stuart P. Miller

AGE THEN: 37 AGE NOW: 50
 JOB THEN: Member, Mitchell Williams Selig Gates & Woodyard
 JOB NOW: Member, Mitchell Williams Selig Gates & Woodyard, Little Rock

Andy Murray

AGE THEN: 37 AGE NOW: 50
 JOB THEN: CEO & Co-founder, Thompson Murray
 JOB NOW: Founder & CEO, Mercury 11, Fayetteville

**Greg Nabholz**

AGE THEN: 34
 AGE NOW: 47
 JOB THEN: VP, Nabholz Properties Inc.
 JOB NOW: CEO, Nabholz Properties Inc., Conway

Kristi Norris

AGE THEN: 37
 JOB THEN: EVP, Malvern National Bank
 Died October 23, 2007

Ray Rayburn

AGE THEN: 37 AGE NOW: 50
 JOB THEN: VP, Operations, Clear Mountain Spring Water Co.
 JOB NOW: VP, Operations, Clear Mountain Spring Water Co., Little Rock

Brian Rega

AGE THEN: 35 AGE NOW: 48
 JOB THEN: Director, St. Bernards Village
 JOB NOW: Director of Senior Housing, St. Bernards Health Care, Jonesboro

Cary Richardson

AGE THEN: 38 AGE NOW: 51
 JOB THEN: SVP/General Manager Retail Division, Tyson Foods Inc.
 JOB NOW: President, Grants Pass Division, Core-Mark International, Grants Pass, OR

John N. Roberts III

AGE THEN: 35
 AGE NOW: 48
 JOB THEN: President, Dedicated Contract Services & EVP, Enterprise Solutions, J.B. Hunt Transport Services Inc.
 JOB NOW: President & CEO, J.B. Hunt Transport Services Inc., Lowell

Mark Rose

AGE THEN: 36 AGE NOW: 49
 JOB THEN: Sales & Marketing Director, KATV-TV
 JOB NOW: President & General Manager, KATV-TV, Little Rock

Angela Ryan

AGE THEN: 37 AGE NOW: 50
 JOB THEN: General Manager, McBride Distributing Co.
 JOB NOW: President, McBride Distributing Co., Fayetteville

Dana F. Silaski

AGE THEN: 36 AGE NOW: 49
 JOB THEN: SVP, Corporate Finance, Stephens Inc.
 JOB NOW: Managing Director, Corporate Finance, Stephens Inc., Little Rock



Derrek Thomason

AGE THEN: 34
AGE NOW: 47
JOB THEN: EVP & Chief Lending Officer, Regions Bank
JOB NOW: Conway Regional President, Summit Bank, Conway

Van Tilbury

AGE THEN: 32 AGE NOW: 45
JOB THEN: Executive Director, Riverfest Inc.
JOB NOW: President & CEO, East-Harding Construction, Little Rock, AR

Tab Townsell

AGE THEN: 39 AGE NOW: 52
JOB THEN: Mayor of Conway
JOB NOW: Mayor of Conway

Phil Whisenhunt

AGE THEN: 39 AGE NOW: 52
JOB THEN: President & Owner, Communication Management Specialists
JOB NOW: Owner & CEO, CMS Wireless LLC, North Little Rock

Darrin Williams

AGE THEN: 32 AGE NOW: 45
JOB THEN: Chief of Staff, Arkansas Attorney General's Office
JOB NOW: CEO, Southern Bancorp, Arkadelphia, and State Representative, District 36, Little Rock

Darrin Williams

Darrin Williams has a number of titles: state representative, lawyer, CEO and church deacon. But in many ways, Williams said, the work he does is all the same.

Williams, 44, was a member of the *Arkansas Business* 40 Under 40 Class of 2000. He went on to serve as chief of staff for then-Arkansas Attorney General (and current U.S. senator) Mark Pryor. These days Williams represents District 36 (he first ran in 2008) in the Arkansas General Assembly.

"I've been able to see firsthand how public servants help people," said Williams.

Influenced by his parents, Williams, 44, has made helping people his objective since he entered politics.

"Your name is on the ballot. You're the person people call," Williams said.

Williams has spent all of his professional life involved in some aspect of public service, beginning as a teenaged appointee, by then-Gov. Bill Clinton, to a school consolidation board.

He interned for former Arkansas Secretary of State Bill McCuen and former U.S. Sen. David Pryor. During the Clinton presidency Williams was a deputy director with the Democratic

National Committee, then worked as Mark Pryor's chief of staff and as Arkansas deputy attorney general before deciding to run for office himself.

"I jokingly say my first election and maybe most impressive election was when I was elected student body president at Little Rock Central High School in 1986," Williams said. "It's all been downhill from there."

Williams graduated from Hendrix College in Conway and got his law degree from Vanderbilt University and a master's of law degree from Georgetown University Law Center. He is a partner at Carney Williams Bates Pulliam & Bowman PLLC and has been CEO of Southern Bancorp since February, but couldn't assume his duties full time until after the legislative session closed in late April.

"I'm going from suing banks to running banks," said Williams, who as a lawyer worked on consumer protection litigation, among other things.

His bank work often involves helping underserved communities, while at church Williams teaches a financial principles class. It's all about being of assistance, he said. "That's why I've done this, to help people," Williams said. ■



[PHOTO BY JASON BURT]



CONGRATULATIONS TO LEADERS
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Each year, we look forward to reading about the '40 Under 40' business and political leaders. And we've been especially pleased to have some of our own on that list – Mark Ferguson, David Straessle, Jim Taylor and John Rutledge. Congratulations to all of the past and current nominees, and to *Arkansas Business* for continuing to recognize their contributions.

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Rebekah Lee
John David Lindsey
Stuart S. Mackey
Mike Maggio
Holly Marr
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Paige Beavers Miller
Joe Molinaro
Porter Moser
Angela Parker
Bradley Stephen Paul
Darren Peters
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Mark Raines
Lisa Kay Redlich
James Franklin Shirrell
Gordon J. Silaski
Tammy Simmons
Jim Smith
Scott Street
Mary Ellen Ternes
Amy Nicol Treadway
Gena Wingfield
John Wyvill
Mark Young

Tom Baxley
AGE THEN: 39 AGE NOW: 51
JOB THEN: Co-owner & Principal Broker, Phillips Moudy Duke Real Estate
JOB NOW: Principal Broker, Baxley-Penfield-Moudy Realtors, Benton

Julie Benafield
AGE THEN: 35 AGE NOW: 50
JOB THEN: CEO, Arkansas Workers' Compensation
JOB NOW: Director, Regulatory Affairs, UnitedHealthcare

Roby Brock
AGE THEN: 35 AGE NOW: 50
JOB THEN: VP, Development, Paschall & Associates and President, River Rock Video Productions
JOB NOW: President, River Rock Communications, Little Rock

Robin J. Carroll

AGE THEN: 30 AGE NOW: 42
JOB THEN: Attorney, Carroll Law Firm
JOB NOW: Circuit Judge, 13th Judicial District, El Dorado

James W. "Jay" Chesshir

AGE THEN: 38
AGE NOW: 50
JOB THEN: President, Hot Springs Chamber of Commerce & Garland County Industrial Development Corp.
JOB NOW: President/CEO, Little Rock Regional Chamber of Commerce

Kevin Crawford

AGE THEN: 38 AGE NOW: 50
JOB THEN: COO, Williams Crawford & Associates, Fort Smith
JOB NOW: COO, Williams Crawford & Associates, Fort Smith

Bryan Day

AGE THEN: 38 AGE NOW: 50
JOB THEN: Director, Little Rock Parks & Recreation Department
JOB NOW: Assistant City Manager, Little Rock

Hugh Clinton Durham

AGE THEN: 38 AGE NOW: 50
JOB THEN: Director, Arkansas Game & Fish Commission
JOB NOW: President, Hornet LLC, Huttig

Louis C. Gottsponer Jr.

AGE THEN: 36 AGE NOW: 48
JOB THEN: Director, Investor Relations & Assistant Secretary, Tyson Foods Inc.
JOB NOW: SVP & General Manager, Value Added Meal Solutions, Tyson Foods Inc., Springdale

Mike G. Harris

AGE THEN: 39 AGE NOW: 51
JOB THEN: VP & District Manager, Stewart Title Guaranty Co., and President, Stewart Title of Arkansas
JOB NOW: President, Harris Golf Group, Little Rock

David Franklin Hendrix

AGE THEN: 39 AGE NOW: 51
JOB THEN: Owner & President, Summerwood Partners LLC and Family Market LLC
JOB NOW: Owner & President, Summerwood Partners LLC and Family Market LLC, Bryant

J. Edward Horton

AGE THEN: 37 AGE NOW: 49
JOB THEN: Strategic Alliance Division Leader, Acxiom Corp.
JOB NOW: EVP, UCO Equipment Inc., Cabot

Cynthia Kingsborough

AGE THEN: 36 AGE NOW: 48
JOB THEN: Director, Central Arkansas Major Account Sales, Alltel Corp.
JOB NOW: VP & General Manager, Northwest Arkansas, Alltel, Rogers

Michael Williams Langley

AGE THEN: 33 AGE NOW: 45
JOB THEN: Partner, Goodwin Moore Broadway & Gray LLP
JOB NOW: Director, Alcoholic Beverage Control, Little Rock

Rebekah Lee

AGE THEN: 32 AGE NOW: 44
JOB THEN: Deputy Chief of Staff, Governor's Office
JOB NOW: Marketing Director, Dale Carnegie Training, Little Rock

John David Lindsey

AGE THEN: 30 AGE NOW: 42
JOB THEN: Managing Broker, Lindsey & Associates
JOB NOW: Principal Broker, Lindsey & Associates, Fayetteville

Stuart S. Mackey

AGE THEN: 36
AGE NOW: 48
JOB THEN: Principal & VP, Brokerage, The Hathaway Group
JOB NOW: Principal & VP, Brokerage, Coldwell Banker Commercial Hathaway Group, Little Rock

Mike Maggio

AGE THEN: 40 AGE NOW: 51
JOB THEN: Circuit & Chancery Judge, 20th Judicial District
JOB NOW: Circuit Judge, 20th Judicial District, Faulkner County Courthouse, Conway

Holly Marr

AGE THEN: 37
JOB THEN: Financial Services Group II Leader, Acxiom Corp.
JOB NOW: VP, Account Management, Acxiom Corp., Little Rock

Steve May

AGE THEN: 37 AGE NOW: 48
JOB THEN: President & CEO, Heritage Bank & Heritage Capital Corp.
JOB NOW: President & CEO, Heritage Bank, Jonesboro

Sheila McDonald

AGE THEN: 36
JOB THEN: Deputy Attorney General & Co-owner, Your Move Music
JOB NOW: Legal Affairs Director, Salmon Cos., North Little Rock

Paige Beavers Miller

AGE THEN: 36 AGE NOW: 47
JOB THEN: Public Relations Coach & Group Manager, Cranford Johnson Robinson Woods
JOB NOW: Public Affairs Manager, Arkansas Petroleum Council/AIPRO, Little Rock

Joe Molinaro

AGE THEN: 37 AGE NOW: 49
JOB THEN: Owner, CheckAlert LLC
JOB NOW: Executive Director, Arkansas Cable Telecommunications Association, Little Rock

Porter Moser

AGE THEN: 33 AGE NOW: 44
JOB THEN: Men's Basketball Coach, UALR
JOB NOW: Head Basketball Coach, Loyola University, Chicago

Angela Parker

AGE THEN: 35 AGE NOW: 47
JOB THEN: Executive Director, CARTI Foundation
Updated information not available

Bradley Stephen Paul

AGE THEN: 39 AGE NOW: 51
JOB THEN: President, Community Bank of Sherwood
JOB NOW: EVP, Lending, One Bank & Trust, Little Rock

Darren Peters

AGE THEN: 33 AGE NOW: 45
JOB THEN: Manager, System Governmental Affairs, Entergy Inc.
JOB NOW: Director, Federal Policy Initiatives, Entergy Inc., Washington, DC

Dr. Tad Pruitt

AGE THEN: 35 AGE NOW: 47
JOB THEN: Partner, OrthoArkansas
JOB NOW: Doctor, OrthoArkansas, Little Rock

Mark Raines

AGE THEN: 35 AGE NOW: 47
JOB THEN: News Director, KTHV-TV Channel 11
JOB NOW: Director of External Affairs, BHP Billiton Petroleum, Searcy

Lisa Kay Redlich

AGE THEN: 38 AGE NOW: 50
JOB THEN: Director of business development, Electronic Data Services Corp.
JOB NOW: Senior business analyst, HP, Little Rock

James Franklin Shirrell

AGE THEN: 38 AGE NOW: 50
JOB THEN: EVP, Retail Services, Regions Bank
JOB NOW: EVP, Consumer & Small Business, Texas Area, Regions Financial Corp., Dallas

Gordon J. Silaski

AGE THEN: 37 AGE NOW: 48
JOB THEN: VP, Commercial Lender & Downtown Market Manager, Twin City Bank
JOB NOW: Division President, Centennial Bank, Little Rock

Tammy Simmons

AGE THEN: 37 AGE NOW: 49
JOB THEN: Executive Director, Access Schools
JOB NOW: Founder & CEO, Access Schools Inc., Little Rock

Jim Smith

AGE THEN: 32 AGE NOW: 44
JOB THEN: Partner, Friday Eldredge Clark
JOB NOW: Founding Partner, Smith Hurst PLC, Fayetteville

Scott Street

AGE THEN: 37 AGE NOW: 49
JOB THEN: Administrator, St. Bernards Medical Center

JOB NOW: President & CEO, Mercy Hospital Northwest Arkansas, Rogers

Mary Ellen Ternes

AGE THEN: 38 AGE NOW: 50

JOB THEN: Member, Mitchell Williams Selig Gates & Woodyard PLLC

JOB NOW: Attorney & Shareholder, McAfee & Taft, Oklahoma City

Amy Nicol Treadway

AGE THEN: 32 AGE NOW: 44

JOB THEN: VP, Treadway Electric Co.

JOB NOW: Development Director, Susan G. Komen for the Cure, Little Rock

Gena Wingfield

AGE THEN: 39 AGE NOW: 51

JOB THEN: CFO, Arkansas Children's Hospital

JOB NOW: SVP & CFO, Arkansas Children's Hospital, Little Rock

John Wyvill

AGE THEN: 35 AGE NOW: 47

JOB THEN: Commissioner, Arkansas Rehabilitation Services

JOB NOW: Graduate Faculty, Adjunct, Bryan College of Health Sciences, Lincoln

Mark Young

AGE THEN: 36 AGE NOW: 48

JOB THEN: Executive Director, Delta Center for Economic Development

JOB NOW: President & CEO, Jonesboro Regional Chamber of Commerce

Gordon Silaski

Gordon Silaski likes hiking, fishing, motorcycling and boating. In that order. "And I don't get to do much of any of it," Silaski said.

Silaski, a member of the *Arkansas Business* 40 Under 40 Class of 2001, is busy enough these days as division president at Centennial Bank. That puts him in charge of regional management, business development and credit quality, among other things.

Silaski, 48, also helps oversee primary lending activities of the company's Florida banks and also serves on credit committees throughout the entire footprint of Centennial Bank.

"Really, the changes have been fairly dramatic," Silaski said, reflecting on the banking business since 2001, when he was vice president, commercial lender and downtown market manager at Twin City Bank. "And those changes have been driven by technology, the economy and by competition."

Consider Centennial's Florida banks. The state's weak economy of recent years allowed Centennial to purchase struggling institutions, creating an unexpected addition to Silaski's resume.

"That was not on my radar screen a

few years ago," he said. "At all."

But in taking advantage of what he called "a huge opportunity," Silaski opened himself up for long days and a lot of travel, putting his knowledge to work and making business decisions in Centennial's multiple markets, which also include banks in Alabama.

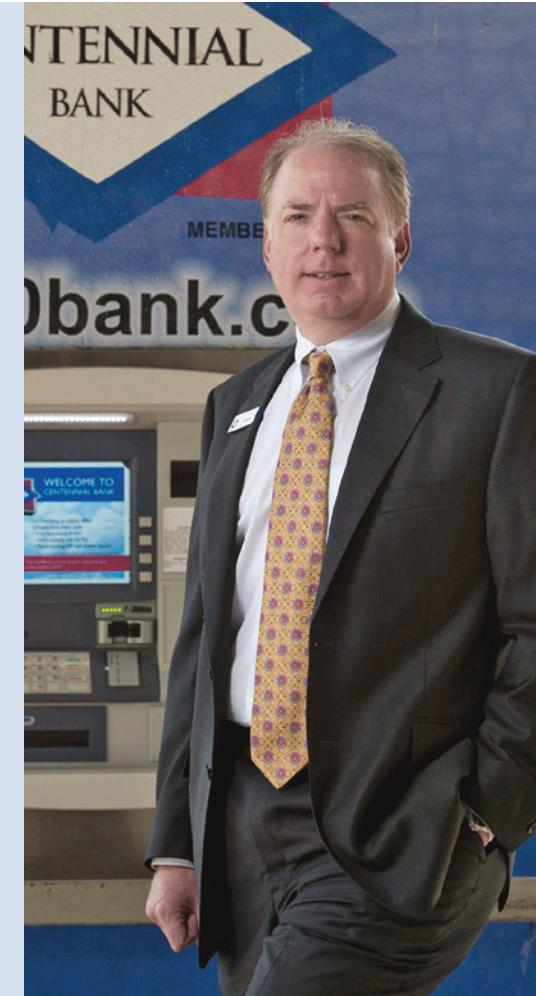
"Every market is different," Silaski said.

When not taking care of Centennial business, Silaski further subtracts time from his hobbies by serving as treasurer for the Quapaw Council of the Boy Scouts of America. A former Scout himself, Silaski has been volunteering with the organization since the 1980s.

He is also on the board of Heart of Arkansas United Way and the advisory board of the UALR Department of Economics & Finance and just stepped down from the Junior Achievement Board.

Silaski is eyeing a couple of other board memberships in the near future, but taking on new things seems to be his pattern.

"I've always paid attention and worked very hard and always been given an opportunity to do more," Silaski said. ■



[PHOTO BY JASON BURT]



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Brian Kevin Turner

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Wesley Robert Walls

Judy Marie Wilber

Jason R. Willett

Rhonda Zahnen



Murray Rasberry Benton Sr.

AGE THEN: 38

AGE NOW: 49

JOB THEN: President, Mid-South Sales Inc.

JOB NOW: President, Mid South Sales, Inc., Jonesboro

Jason Brady

AGE THEN: 32 AGE NOW: 43

JOB THEN: Campaign Manager, Gov. Mike Huckabee

JOB NOW: Government Relations Director, American Cancer Society, Little Rock

Brad Broadway

AGE THEN: 39 AGE NOW: 50

JOB THEN: Managing partner, Goodwin Moore Broadway & Gray LLP

JOB NOW: Attorney, Broadway & Broadway, Paragould

W. Dabbs Cavin

AGE THEN: 37 AGE NOW: 48
 JOB THEN: EVP, BancorpSouth Bank of Little Rock
 JOB NOW: CEO, First Federal Bancshares of Arkansas, Harrison
 Will become executive vice chairman of First Federal on June 30 and will join Mountaire Corp. of Little Rock.

Ken Chitester

AGE THEN: 39 AGE NOW: 50
 JOB THEN: Managing Director, The Thompson Group
 JOB NOW: Director of Communications, Appraisal Institute, Chicago

William Clark

AGE THEN: 33 AGE NOW: 44
 JOB THEN: Project Manager, CDI Contractors Inc.
 JOB NOW: CEO, Clark Contractors LLC, Little Rock

James D. Jamie Crossland

AGE THEN: 38 AGE NOW: 49
 JOB THEN: President, Pioneer Distributing Co.
 JOB NOW: President, Pioneer Distributing Co., North Little Rock

J. Brooks Davis

AGE THEN: 34 AGE NOW: 45
 JOB THEN: President & CEO, Simmons First Bank of Searcy
 JOB NOW: Bank Executive, Simmons First Bank of Searcy

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AGE THEN: 38 AGE NOW: 48
 JOB THEN: Executive Director, Development, Mercy Health System of Northwest Arkansas
 JOB NOW: VP & Chief Development Officer, Mercy Health Foundation of Northwest Arkansas, Rogers

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AGE THEN: 37 AGE NOW: 48
 JOB THEN: SVP & Controller, Simmons First National Corp.
 JOB NOW: Senior EVP, CFO & Treasurer, Simmons First National Corp., Little Rock

David Grimes

AGE THEN: 33 AGE NOW: 44
 JOB THEN: Treasurer, American Management Corp.
 JOB NOW: CFO, American Management Corp., Conway

Jack Grundfest

AGE THEN: 38 AGE NOW: 49
 JOB THEN: Partner, Mitchell Williams Selig Gates & Woodyard Law Firm
 JOB NOW: President & CEO, Tenenbaum Recycling Group, North Little Rock

Todd Hart

AGE THEN: 33 AGE NOW: 44
 JOB THEN: COO, Flake & Kelley Management Inc.
 JOB NOW: Real Estate Consultant, Baptist Health Medical Center, Little Rock

Ken D. Haynes

AGE THEN: 33 AGE NOW: 44
 JOB THEN: COO & Administrator, St. Vincent Health System & St. Vincent Infirmary Medical Center
 JOB NOW: Health System President, St. Joseph Hospital, St. Joseph East & St. Joseph Jessamine, Lexington, Ky.

Stan Heath III

AGE THEN: 37 AGE NOW: 48
 JOB THEN: Men's Basketball Coach, University of Arkansas
 JOB NOW: Men's Head Basketball Coach, University of South Florida, Tampa

Jeremy Young Hutchinson

AGE THEN: 28 AGE NOW: 39
 JOB THEN: Investment Banker, Crews & Associates, and State Representative
 JOB NOW: State Senator, Little Rock



Phillip Jett

AGE THEN: 32 AGE NOW: 43
 JOB THEN: SVP & Manager, Private Banking, Regions Bank
 JOB NOW: Central Arkansas President, Iberiabank, Little Rock

Gary L. Jones

AGE THEN: 35 AGE NOW: 46
 JOB THEN: Partner, Barnes Quinn Flake & Anderson
 JOB NOW: Partner, Cornerstone Business Advisors, Little Rock

Matthew R. Jones

AGE THEN: 33 AGE NOW: 44
 JOB THEN: EVP, Legacy Capital Group Inc.
 JOB NOW: President, Legacy Capital Group, Little Rock, AR

Philip Jones

AGE THEN: 34 AGE NOW: 45
 JOB THEN: Founder & Manager, St. Louis Management Co. and Southern Heritage Development Corp.
 JOB NOW: Owner, St. Louis Management Co., Jonesboro

Jim Karrh

AGE THEN: 39 AGE NOW: 50
 JOB THEN: Assistant Professor, Marketing & Senior Consultant, University of Arkansas at Little Rock & CJRW Executive Strategies
 JOB NOW: Founder, Karrh & Associates, and Consulting Principle, DSG Consulting, Little Rock

Debbie Rainey Knight

AGE THEN: 33 AGE NOW: 44
 JOB THEN: SVP, Retail Banking, Metropolitan National Bank
 JOB NOW: EVP, Retail Administration, Metropolitan National Bank, Little Rock

N. Christopher Maddox

AGE THEN: 37 AGE NOW: 48
 JOB THEN: Managing Partner & CEO, Verisource LLC
 JOB NOW: Managing Partner & CEO, Verisource, Rogers

Chris Masingill

AGE THEN: 29 AGE NOW: 40
 JOB THEN: District Director, U.S. Rep. Mike Ross
 JOB NOW: Federal Co-Chairman, Delta Regional Authority, Little Rock

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 JOB THEN: Partner, Wright Lindsey & Jennings LLP
 JOB NOW: Circuit Judge, 6th Judicial District, Little Rock

Dwayne A. Powell

AGE THEN: 37 AGE NOW: 48
 JOB THEN: President & CEO, Pocahontas Bancorp, Jonesboro
 JOB NOW: Accounting Instructor, Arkansas State University, Jonesboro

Edward E. Prewitt

AGE THEN: 31 AGE NOW: 42
 JOB THEN: Financial Consultant, Conrad Financial Group, A.G. Edwards & Sons Inc.
 JOB NOW: Managing Director, Investments, Wells Fargo Advisors LLC, Fayetteville

Garland E. "Butch" Rice

AGE THEN: 39 AGE NOW: 50
 JOB THEN: President & CEO, Stallion Transportation Group
 JOB NOW: President & CEO, Stallion Transportation Group, Beebe

Reese C. Rowland

AGE THEN: 36 AGE NOW: 47
 JOB THEN: Principal, Polk Stanley Yearly Architects
 JOB NOW: Principal, Polk Stanley Wilcox Architects, Little Rock, AR

David James Sanders

AGE THEN: 27 AGE NOW: 38
 JOB THEN: Business Development, Johnson Controls Inc., and Columnist, Stephens Media Group
 JOB NOW: State Senator and Director of Institutional Advancement, Arkansas Baptist School System, Little Rock

J. Baxter Sharp III

AGE THEN: 35 AGE NOW: 46
 JOB THEN: President & Partner, Sharp & Sharp
 JOB NOW: President & Partner, Sharp & Sharp, Brinkley

Paul L. Strack

AGE THEN: 39 AGE NOW: 50
 JOB THEN: President, Custom Printing Co.
 JOB NOW: President, CustomXM, North Little Rock

Wes Sutton

AGE THEN: 39 AGE NOW: 50
 JOB THEN: Owner & President, Medicus Resource Group Inc.
 JOB NOW: Owner & President, Medicus Resource Group Inc., Little Rock

Melanie Taylor

AGE THEN: 31 AGE NOW: 42
 JOB THEN: Customer Service Manager, Entergy



[PHOTO BY JASON BURT]

William Clark

In some ways, William Clark hasn't gone anywhere. In others, he has traveled a great distance.

Clark was project manager at his family's construction business, CDI Contractors, when he was named an *Arkansas Business* 40 Under 40 honoree in 2002. He took over as CEO in 2007 after his father and company founder, Bill Clark, died.

But Dillard's bought out CDI in 2008 and William Clark left in 2009 to start up Clark Contractors, the Little Rock company he heads today.

Clark, a CEO once again, picked a tough time to start a company. But from its dicey beginnings during the recession, Clark Contractors grew to reap \$104 million in revenue in 2012.

"The economy was pretty much at the bottom of the recession when we started Clark," he said. But by being diverse, with projects in the health care, commercial/corporate, education and retail sectors, Clark's new company was able to persevere and thrive.

"Basically, we just worked hard and knew it was going to be tough for a few years," Clark, 44, said. "Our mindset was it was going to be tough either way, starting a new company, whether you're in a recession or not."

Some of Clark Contractors' projects include the Arkansas Children's Hospital Research Institute, Heifer International headquarters, the Harvey Jones Science Center at Ouachita Baptist University in Arkadelphia and a number of Lowe's Home Improvement stores.

Clark noted a bit of a parallel between his new family-owned business and the one in which he started as a 16-year-old part-timer working for his dad. "We both battled the new-company stigma at times," said Clark, pointing out that he was four years younger than his father was when Bill Clark began CDI. "Not all the time but occasionally. The feeling and sense of accomplishment when your company can stand on its own and has its own reputation are very rewarding." ■

Arkansas

JOB NOW: Manager, CSC, Entergy Arkansas, Little Rock

B. Kevin Turner

AGE THEN: 37 **AGE NOW:** 48
JOB THEN: EVP & CIO, Information Systems Division, Wal-Mart Stores Inc.
JOB NOW: COO, Microsoft Corp., Redmond, WA

Margot Vogel

AGE THEN: 39 **AGE NOW:** 50
JOB THEN: Director of Marketing, Baptist Health
JOB NOW: Director, Marketing/Research & Development/Physician Relations, Baptist Health Medical Center, Little Rock

Wesley Robert Walls

AGE THEN: 33 **AGE NOW:** 44
JOB THEN: VP & Partner, The Wilcox Group

JOB NOW: Principal, Polk Stanley Wilcox Architects, Little Rock, AR

Judy Marie Wilber

AGE THEN: 34 **AGE NOW:** 45
JOB THEN: Partner, Wright Lindsey & Jennings
JOB NOW: Associate Counsel, Heifer International Inc., Little Rock

Jason R. Willett

AGE THEN: 30 **AGE NOW:** 41
JOB THEN: Campaign Manager, U.S. Rep. Marion Berry
JOB NOW: Manager, FJW Consulting, Jonesboro

Rhonda Zahnen

AGE THEN: 30 **AGE NOW:** 41
JOB THEN: Director, Account Management, Stone Ward
JOB NOW: Principal, The Richards Group, Dallas



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John Foley
Jean-Paul Francoeur
John T. Greer Jr.
Rebekah Boyd Hardin
Jay Clayton Hartman
Walter Eric Herget
Daniel Lee Herrington
David Higginson
Kevin Huchinson
Dr. John Melton James
Tanisha Lenette Joe-Conway
Brad Lacy
Leslie Lane III
Carol Ann Langston
Jill Hutcherson Martin
Tim McCall
Adam Mitchell
Kyle Everette Patton
Jeff Pitchford
Lee Pittman
Chris S. Roberts
Lori Paladino Ross
Warwick Sabin
Milton Smith
Jason A. Spring
Jeff D. Stalnaker
Angela Dare Tilley
Paul Andrew Vitale
Kent Coleman Westbrook Jr.
Brent Whittington

Joshua C. Allen
AGE THEN: 27 AGE NOW: 36
JOB THEN: VP, Operations, Allen Canning Co.
JOB NOW: VP, Operations, Allens Inc., Siloam Springs
Also member of the Arkansas Agriculture Department Board

Chris Barber
AGE THEN: 36
AGE NOW: 46
JOB THEN: Administrator, St. Bernards Medical Center Jonesboro
JOB NOW: President & CEO, St. Bernards Healthcare Inc., Jonesboro

Bentley Edward Blackmon
AGE THEN: 31 AGE NOW: 41
JOB THEN: VP, Private Client Group, Stephens Inc.

JOB NOW: SVP & Senior Financial Consultant, Stephens, Inc., Little Rock

Cindy Hovis Boyle
AGE THEN: 38 AGE NOW: 48
JOB THEN: Senior Manager, BKD LLP, Little Rock
JOB NOW: Partner, BKD, LLP, Little Rock

David R. Bridgforth
AGE THEN: 36 AGE NOW: 46
JOB THEN: Partner, Ramsay Bridgforth Harrelson & Starling LLP
JOB NOW: Attorney, Ramsay Bridgforth Robinson & Raley LLP, Pine Bluff

Kelly Brown
AGE THEN: 39 AGE NOW: 49
JOB THEN: First VP, Eagle Bank & Trust
JOB NOW: SVP & Manager Credit Analysis, One Bank & Trust, North Little Rock

Ginger Brown-Lemm

AGE THEN: 36
AGE NOW: 47
JOB THEN: Executive Director, First Tee of Arkansas
JOB NOW: Head Coach, Women's Golf Team, Mississippi State University, Starkville Inducted into Arkansas State Golf Association

Hall of Fame in 2013

Christy Campbell
AGE THEN: 39 AGE NOW: 49
JOB THEN: Owner & Pharmacist, Lowry Drug Marts & County Drug Searcy Lowery Drug Mart #2, Searcy
JOB NOW: President, Childers Management, Searcy

William "Bill" Dillard III
AGE THEN: 32 AGE NOW: 42
JOB THEN: VP, Dillard's Inc.
JOB NOW: VP, Dillard's Inc., Little Rock

Scott Murphy Fife
AGE THEN: 39
AGE NOW: 49
JOB THEN: President, Simmons First Bank of El Dorado
JOB NOW: West Region President, Southern Bancorp Bank, El Dorado

John Foley
AGE THEN: 39 AGE NOW: 49
JOB THEN: SVP, Commercial Lending, Metropolitan National Bank
JOB NOW: Agent, Insurance Center Inc., Little Rock

Jean-Paul Francoeur
AGE THEN: 35 AGE NOW: 45
JOB THEN: President, JP Fitness LLP
JOB NOW: Fitness & Athletic Performance Training Entrepreneur, Little Rock

John T. Greer Jr.
AGE THEN: 37 AGE NOW: 47
JOB THEN: VP, Witsell Evans & Rasco
JOB NOW: Principal & VP, Witsell Evans & Rasco Architects Planners, Little Rock

Rebekah Boyd Hardin

AGE THEN: 36 AGE NOW: 46
JOB THEN: President & Chief Marketing Officer, At Home Media Group
JOB NOW: New Business Development, P. Allen Smith Cos., Little Rock

Jay Clayton Hartman
AGE THEN: 37 AGE NOW: 47
JOB THEN: Manager, Commercial & Industrial Accounts, Entergy Arkansas
JOB NOW: Manager, Customer Operations Support, Entergy Arkansas, Little Rock

W. Eric Herget
AGE THEN: 38 AGE NOW: 48
JOB THEN: Broker, Ramsey Krug Farrell & Lensing
JOB NOW: President, The Holmes Organization of Arkansas, Little Rock

Daniel Lee Herrington
AGE THEN: 33 AGE NOW: 43
JOB THEN: Partner, Friday Eldredge & Clark LLP
JOB NOW: Partner, Friday Eldredge & Clark LLP, Little Rock

David Higginson
AGE THEN: 32 AGE NOW: 42
JOB THEN: Chief Information Technology Officer, Arkansas Children's Hospital
JOB NOW: SVP & CIO, Phoenix Children's Hospital, Phoenix

Kevin Huchinson
AGE THEN: 32 AGE NOW: 42
JOB THEN: Partner, Dickson Flake Partners
JOB NOW: President & CEO, Colliers International, Little Rock

Dr. John Melton James
AGE THEN: 28 AGE NOW: 38
JOB THEN: Entrepreneur & Family Practice Resident, Northwest Arkansas Family Medicine
JOB NOW: CEO, Acumen Brands Inc., Fayetteville

Tanisha Lenette Joe-Conway
AGE THEN: 30 AGE NOW: 40
JOB THEN: Public Affairs Producer, Arkansas Educational Television Network
JOB NOW: Senior Public Affairs Producer & Series Producer, Arkansas Educational Television Network, Conway

Brad Lacy

AGE THEN: 30
AGE NOW: 40
JOB THEN: Director of Economic Development, Conway Development Corp.
JOB NOW: President & CEO, Conway Development Corp., Conway

Leslie Lane III
AGE THEN: 32 AGE NOW: 42
JOB THEN: VP, Finance, Arkansas Science & Technology Authority
JOB NOW: SVP, Arkansas Capital Corp., Little Rock

Carol Ann Langston

AGE THEN: 39 AGE NOW: 49
JOB THEN: Director, College Relations & Marketing, Pulaski Technical College
JOB NOW: Development Officer & Executive Assistant to the President, Ozarka College, Melbourne

Jill Hutcherson Martin
AGE THEN: 38 AGE NOW: 48
JOB THEN: VP, Heathcott Associates
JOB NOW: Senior Account Executive & Director, Broadcast Production, Martin-Wilbourn Partners, Little Rock

Tim McCall
AGE THEN: 35 AGE NOW: 45
JOB THEN: Northeast Regional Operations Manager, Arkansas Blue Cross & Blue Shield
JOB NOW: Group Marketing Representative, Arkansas Blue Cross Blue Shield, Jonesboro

Adam Mitchell
AGE THEN: 28 AGE NOW: 38
JOB THEN: VP, Commercial Lending & Business Development, Pulaski Bank
JOB NOW: SVP, Simmons First National Bank, Little Rock

Kyle Everette Patton
AGE THEN: 39 AGE NOW: 49
JOB THEN: President & CEO, Capital Bank
JOB NOW: President & CEO, Capital Bank, Little Rock

Jeff Pitchford
AGE THEN: 33 AGE NOW: 43
JOB THEN: Director of Governmental Relations, University of Central Arkansas University of Central Arkansas, Conway
JOB NOW: VP, University & Governmental Relations, UCA, Conway

Lee Pittman
AGE THEN: 37 AGE NOW: 47
JOB THEN: Regional Public Affairs Manager, International Paper Co.
JOB NOW: Regional Public Affairs Manager, International Paper Co., Little Rock

Chris S. Roberts
AGE THEN: 34
AGE NOW: 44
JOB THEN: EVP & Chief Lending Officer, OneBanc Little Rock
JOB NOW: President, Delta Trust & Bank, Parkdale

Lori Paladino Ross
AGE THEN: 38 AGE NOW: 48
JOB THEN: Chief Development Officer & Corporate Director, Foundation & Marketing, Conway Regional Health System
JOB NOW: Chief Development Officer, Conway Regional Health System

Warwick Sabin
AGE THEN: 26 AGE NOW: 36
JOB THEN: Development Director, William J. Clinton Presidential Foundation
JOB NOW: State Representative/Publisher, The Oxford American, Little Rock



[PHOTO BY JASON BURT]

Warwick Sabin

Warwick Sabin was already an experienced political hand when he decided to run for statewide office.

It's probably a good thing Sabin knew what he was getting into.

In his first term as District 33 representative, Sabin was part of not only one of the longest General Assembly sessions in state history but also one of the most challenging. Plus, Sabin continued to serve as publisher of the *Oxford American* literary magazine.

"There's no doubt it's difficult to do both," said Sabin, a member of the *Arkansas Business* 40 Under 40 Class of 2003. "I'm not alone in that."

Sabin has been a speechwriter for a U.S. ambassador, press secretary for former U.S. Rep. Marion Berry, a campaign manager for Mike Hathorn's run for Congress and helped raised \$200 million to build the Clinton Presidential Library in Little Rock.

Serving in an elective office himself seemed like a natural progression for Sabin, 36. "I've just been motivated by a desire to improve the state of my com-

munity," Sabin, a Democrat, said. "I try to get involved in as many ways as I can."

Sabin, elected last fall, set forth his goals to promote economic development, improve education, protect the environment and promote ethics and good government.

While the legislative session was the longest, at 100 days, since 1931 and opened with a flurry of partisanship over the Republican majority's bills on abortion restrictions and voter ID, Sabin was pleased with many results. The Legislature voted to expand Medicaid and approved financing for construction of the Big River Steel mill in northeast Arkansas, and Sabin is happy to have gotten an ethics reform amendment on the ballot for 2014. All this made the "nonstop" 19-hour days worth it.

"Everything I was doing was interesting and rewarding," said Sabin, a Manhattan native and University of Arkansas graduate who also studied at Oxford University. "I just consider myself fortunate I have a job I like and can fulfill my interest in public service." ■

Milton Smith

AGE THEN: 35 AGE NOW: 45
JOB THEN: Chairman & President, First National Bank of Lawrence County
JOB NOW: President & CEO, First National Bank of Lawrence County, Walnut Ridge

Jason A. Spring

AGE THEN: 34 AGE NOW: 44
JOB THEN: CEO, St. Vincent Rehabilitation Hospital
JOB NOW: CEO, North Valley Hospital (Quorum Health Resources Inc.), Whitefish, MT

Jeff D. Stalnaker

AGE THEN: 37 AGE NOW: 47
JOB THEN: Financial Operations Leader, Axiom Corp.
JOB NOW: President & CEO, PrivacyStar, Conway

Angela Dare Tilley

AGE THEN: 35 AGE NOW: 45

JOB THEN: President, United Way of Fort Smith Area
JOB NOW: Executive Director, United Way of Fort Smith Area

Paul Andrew Vitale

AGE THEN: 31 AGE NOW: 41
JOB THEN: Owner & Marketing Consultant, Vital Communications Inc.
JOB NOW: President, Vital Communications Inc., Little Rock

K. Coleman Westbrook Jr.

AGE THEN: 36 AGE NOW: 46
JOB THEN: Partner, Friday Eldredge Clark LLP
JOB NOW: Partner, Friday Eldredge & Clark LLP, Little Rock

Brent Whittington

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JOB THEN: VP, Finance & Accounting, Alltel Corp.
JOB NOW: COO, Windstream Corp., Little Rock



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Todd David Smith
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Kirkley Thomas
Robert Thompson
Ryan Underwood
Daniel Waymack
Shea Wilson
Chad Young

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AGE THEN: 39 AGE NOW: 48
JOB THEN: CEO, Cooper Management Corp.
JOB NOW: CEO, Cooper Administrative Services, Melbourne

Bryant Cranford
AGE THEN: 39 AGE NOW: 48
JOB THEN: Partner & CFO, Rose Law Firm
JOB NOW: Partner & CFO, Rose Law Firm, Little Rock

Jay Cranford

AGE THEN: 37
AGE NOW: 46
JOB THEN: Creative Director, Stone & Ward
JOB NOW: SVP & Chief Creative Officer, Cranford Johnson Robinson Woods, Little Rock

**Joseph "Joey" Dean**

AGE THEN: 34 AGE NOW: 43
JOB THEN: Manager of Business Development, Arkansas Department of Economic Development
JOBS NOW: VP, Little Rock Regional Chamber of Commerce, and Executive Director, Metro Little Rock Alliance

Ted Dickey

AGE THEN: 34 AGE NOW: 43
JOB THEN: President, SSM Ventures
JOB NOW: Advisor, Innovate Arkansas, Little Rock

**Angela Duran**

AGE THEN: 36
AGE NOW: 45
JOB THEN: Executive Director, Good Faith Fund
JOB NOW: President & CEO, Duran & Associates, Little Rock

Adam Gadberry

AGE THEN: 34 AGE NOW: 43
JOB THEN: Owner, Gadberry Group
JOB NOW: Owner, Gadberry Group, Little Rock

Dr. Andrew J. Getzoff

AGE THEN: 39 AGE NOW: 48
JOB THEN: Radiologist & Partner, Radiology Associates P.A.
JOE NOW: Radiologist, Radiology Consultants, Columbia, Mo.

Jeffrey D. Geurian

AGE THEN: 38 AGE NOW: 47
JOB THEN: President & CEO, CEI Engineering Associates Inc.
JOB NOW: Chairman, President & CEO, CEI Engineering Associates Inc., Bentonville

Robert Hall Jr.

AGE THEN: 36 AGE NOW: 45
JOB THEN: President, Hall Manufacturing Inc.
JOB NOW: President, Hall Group, North Little Rock

Andrew G. Harper

AGE THEN: 33 AGE NOW: 42
JOB THEN: SVP, Corporate Private Banking, Bank of the Ozarks
JOB NOW: EVP, Summit Bank, Little Rock

Heath Harper

AGE THEN: 29
AGE NOW: 38
JOB THEN: VP & Financial Adviser, Morgan Stanley
JOB NOW: VP & Financial Adviser, Morgan Stanley, Little Rock

Craig Harrison

AGE THEN: 39 AGE NOW: 48
JOB THEN: Finance & Account Leader, Axiom Corp.
JOB NOW: VP, Finance & Accounting, Axiom Corp., Conway

Jay Heflin

AGE THEN: 33 AGE NOW: 42
JOB THEN: President, Bird & Bear Medical Inc.
JOB NOW: President, Bird & Bear Medical Inc., Little Rock

Randall Hoggard

AGE THEN: 38 AGE NOW: 47
JOB THEN: Managing Director, Northwestern Mutual Financial Network
JOB NOW: Managing Director, Northwestern Mutual Financial Network, Jonesboro

Jeff Huff

AGE THEN: 38 AGE NOW: 47
JOB THEN: CEO, HealthSouth Rehabilitation Hospital
JOB NOW: CEO, HealthSouth Rehabilitation Hospital, Fayetteville

William O. James Jr.

AGE THEN: 39 AGE NOW: 48
JOB THEN: Principal, James Law Firm
JOB NOW: Principal, James Law Firm, Little Rock

**Casey Jones**

AGE THEN: 37
AGE NOW: 46
JOB THEN: Sales Associate, The Janet Jones Co.
JOB NOW: Agent, The Janet Jones Co., Little Rock

Robert S. Jones

AGE THEN: 36 AGE NOW: 45
JOB THEN: Principal, Barrett & Deacon
JOB NOW: Partner & Attorney, Waddell Cole & Jones, Jonesboro

Tim Kizer

AGE THEN: 39 AGE NOW: 47
JOB THEN: Director of Executive Education, Sam M. Walton College of Business & Donald W. Reynolds Center for Enterprise Development, University of Arkansas
JOB NOW: President, Sundog Inc., Fayetteville

Melanie Masino

AGE THEN: 36 AGE NOW: 45
JOB THEN: Executive Director, Hot Springs Documentary Film Institute
JOB NOW: Philanthropist, Jane Howard Foundation, Little Rock

Randy E. Mayor

AGE THEN: 39 AGE NOW: 48
JOB THEN: EVP & CFO, First State Bank
JOB NOW: CFO, Director & Treasurer, Home BancShares Inc., Conway

Sarah Nabholz Mitchell

AGE THEN: 34 AGE NOW: 43
JOB THEN: Co-owner, Inviting Co.
JOB NOW: Co-owner, Inviting Co., North Little Rock

Chris Monroe

AGE THEN: 32 AGE NOW: 41
JOB THEN: National Sales Director, Rineco
JOB NOW: Principal & National Sales Director, Rx Results, Little Rock

Wes Morris

AGE THEN: 38 AGE NOW: 47
JOB THEN: SVP, Tyson Foods Inc.
JOB NOW: Group VP, Consumer Products, Tyson Foods Inc., Springdale

Eric Munson

AGE THEN: 37 AGE NOW: 46
JOB THEN: State Director, National Federation of Independent Businesses
JOB NOW: SVP, Director of Legislation & Regulation, Arkansas Bankers Association, Little Rock

**Sonya Schmidt Murphy**

AGE THEN: 36
AGE NOW: 45
JOB THEN: President, St. Vincent Foundation
JOB NOW: Business Development Officer, Arvest Bank, Little Rock

Lynn Parker

AGE THEN: 39 AGE NOW: 48
JOB THEN: President, St. Bernards Development Foundation
Updated information not available

Kathryn Bennett "Kathy" Perkins

AGE THEN: 37 AGE NOW: 46
JOB THEN: Partner, Rose Law Firm
JOB NOW: Member, Rose Law Firm, Little Rock

Beth Petlak

AGE THEN: 37 AGE NOW: 45
JOB THEN: VP, Managed Care, Arkansas Children's Hospital
JOB NOW: VP, Managed Care & Business Development, PHO Executive Director, Arkansas Children's Hospital, Little Rock

Michael Powell

AGE THEN: 34 AGE NOW: 43
JOB THEN: President, Cornerstone Mortgage
JOB NOW: President, Cornerstone Mortgage, Little Rock

Elizabeth J. Schnipper

AGE THEN: 35 AGE NOW: 44
JOB THEN: Market President, Bank of America
JOB NOW: Market President, Bank of America, Hot Springs

Todd David Smith

AGE THEN: 33 AGE NOW: 42
JOB THEN: President, Peoples Bank of Magnolia
JOB NOW: EVP, Farmers Bank & Trust, Magnolia

Jeff D. Standridge

AGE THEN: 37 AGE NOW: 46
JOB THEN: Organizational Development Leader, Axiom Corp.
JOB NOW: VP, Global Partner Development, Axiom Corp., Conway

Kirkley Thomas

AGE THEN: 36 AGE NOW: 45
JOB THEN: Manager of Economic Development, Axiom Corp.
JOB NOW: Manager, Economic Development, Electric Cooperatives of Arkansas, Little Rock

Robert Thompson

AGE THEN: 33 AGE NOW: 42
JOB THEN: Principal, Branch Thompson



[PHOTO BY MARIA WALKER/ACXIOM]

Jeff Standridge

Jeff Standridge is still at Acxiom, though he is not always in one place.

The multi-faceted Standridge has spent a great deal of his time traveling the world as Acxiom's vice president of global partners and development, and for the last two years has been running the company's Latin American market in Brazil.

But that isn't the limit of Standridge's world travel.

"I've done a number of acquisitions and new startups in Poland, China, the Middle East and Brazil," said Standridge, a 2004 *Arkansas Business* 40 Under 40 honoree.

At that time Standridge, 46, was a 37-year-old organizational development leader at Acxiom, the technology and marketing services company headquartered in Little Rock.

But even at that age, Standridge was already on his second career.

A product of Glenwood, Standridge had a music scholarship to the University of Central Arkansas but was drawn to health care and worked as an emergency medical technician and then as a respiratory therapist. That led him to Angel One, the helicopter transport team at Arkansas Children's Hospital,

where he worked from 1983-93.

Standridge also taught cardiorespiratory care at UAMS during that stretch and went on to get his master's in adult education/human resource development and his doctorate in higher education from UALR.

He joined Acxiom as a consultant in 1998 and was soon traveling the world.

"When I was growing up in Glenwood, I never would have fathomed" his current life and career, Standridge said. "I've been very blessed and very fortunate."

Standridge also has been honored as an Arkansas National Guard Soldier of the Year and is chairman of the board for the Conway Area Chamber of Commerce and a member of the board of the Boys & Girls Club of Faulkner County. He is also active in youth ministry, with a three-year term as board president of Conway K-Life coming to an end.

Standridge has taken his family, including his high school- and college-aged daughters, on international trips, but he prefers coming home to them.

"It's certainly been exciting," he said. "But I love coming back home. There is no place like central Arkansas." ■

Philhours Warmath & Hitt P.A.

JOB NOW: Principal, Branch Thompson
Philhours Warmath & Hitt P.A., Paragould

Ryan Underwood

AGE THEN: 35 **AGE NOW:** 44

JOB THEN: Partner, BKD LLP

JOB NOW: Managing Partner, BKD LLP, Little Rock/Fort Smith/Rogers

Daniel Waymack

AGE THEN: 39 **AGE NOW:** 48

JOB THEN: President, Waymack & Crew

JOB NOW: President, Waymack & Crew, Little Rock

Shea Wilson

AGE THEN: 36 **AGE NOW:** 44

JOB THEN: Managing Editor, El Dorado News-Times

JOB NOW: Communications Administrator, Arkansas Department of Correction, Pine Bluff

Chad Young

AGE THEN: 32 **AGE NOW:** 41

JOB THEN: Principal & Chief Designer, Wittenberg Delony & Davidson Architects

JOB NOW: VP, Principal & Director of Design, Wittenberg Delony & Davidson Inc. Architects, Little Rock



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Dr. Jason Andrew Franks
Jerry Halsey Jr.
Scott D. Hambuchen
Tracy Ray Harmon
Marc W. Heflin
Melissa Henshaw
Carla Koen
Jack Jordan Lankford
Blake Lazenby
Alex B. Lostetter
Greg Lane McKinney
Cindy McLain
Nate Miller
Dan Norman
Jason Perry
Steve J. Ronnel
Sid Rosenbaum
Michael Selig
Roy G. Snook
Stephen Luther Strange Jr.
Mickey D. "Stubby" Stumbaugh
Jay T. Taylor
Scott Teague
Charles A. "Chuck" Tlapek
Eddie Vega
Sharon Tallach Vogelpohl
Charles L. "Chuck" Welch II
Jared Zeiser



Blair Allen
AGE THEN: 35
AGE NOW: 43
JOB THEN: President, Golf & Associates
JOBS NOW: CFO, Goff & Associates and Beechwood Hospitality, Little Rock

John Theodore John Andrews 2nd
AGE THEN: 34
AGE NOW: 42
JOB THEN: Rice & Soybean Farmer, Walnut Ridge
JOB NOW: Director, Arkansas Department of Rural Services, Little Rock

Curtis Arnold
AGE THEN: 35
AGE NOW: 43
JOB THEN: Founder & CEO, U.S. Citizens for Fair Credit Card Terms
JOBS NOW: Founder, CardRatings.com, North Little Rock, and Executive Director, Bill & Sharon Arnold Family Foundation



Matt Bell
AGE THEN: 33
AGE NOW: 41
JOB THEN: President, Bell-Corley Construction Co.
JOB NOW: Partner, Viridian, Little Rock

Will Bond

AGE THEN: 35
AGE NOW: 43
JOB THEN: Partner, Bond & Chamberlain, and State Representative
JOB NOW: Partner, McMath Woods P.A., Little Rock

Stephen W. Butler

AGE THEN: 39
AGE NOW: 47
JOB THEN: Partner, Keith Miller Butler & Webb PLLC
JOB NOW: Partner, Keith Miller Butler Schneider & Pawlik PLLC, Rogers

Bret Anthony Carroll

AGE THEN: 38
AGE NOW: 46
JOB THEN: CFO, Conway Corp.
JOB NOW: CFO, Conway Corp.

Gregory Cash

AGE THEN: 37
AGE NOW: 45
JOB THEN: President, Lawrence County Tractor
JOB NOW: Owner & Operator, Heritage Agriculture of Arkansas, Hoxie

Sericia Rouse Cole

AGE THEN: 33
AGE NOW: 41
JOB THEN: Editor-In-Chief, Powerplay Magazine
JOB NOW: Director, Mosaic Templars Cultural Center, Little Rock

Chris Crain

AGE THEN: 33
AGE NOW: 41
JOB THEN: Dealer & General Manager, Crain Pontiac Buick GMC, Crain Mitsubishi & Crain Kia
JOB NOW: President, Crain Automotive Holdings, North Little Rock

Bradley Neal Davis

AGE THEN: 39
AGE NOW: 47
JOB THEN: CFO, Vratsinas Construction Co.
JOB NOW: CFO, Secretary & Treasurer, VCC LLC, Little Rock

Tobi Wells Fairley

AGE THEN: 33
AGE NOW: 41
JOB THEN: President, T. Lamarr Interiors & T. Lamarr Fine Art
JOB NOW: Owner & CEO, Tobi Wells Fairley Interior Design, Little Rock

Dr. Jason Andrew Franks

AGE THEN: 33
AGE NOW: 41
JOB THEN: Owner, Franks Internal Medicine
JOB NOW: Internal Medicine Physician, Southern Medical Group, Magnolia

Jerry Halsey Jr.

AGE THEN: 36
AGE NOW: 44
JOB THEN: President & Principal, Burrow Halsey Realty Group Inc.
JOB NOW: CEO & Principal Broker, Halsey Real Estate Inc, Jonesboro

Scott D. Hambuchen

AGE THEN: 36
AGE NOW: 44
JOB THEN: Organization Leader, Acxiom Corp.
JOB NOW: Business Development Leader, PrivacyStar, Conway

Tracy Ray Harmon

AGE THEN: 39
AGE NOW: 47
JOB THEN: General Manager, Landers Buick Pontiac GMC Hummer, Updated information not available.

Marc W. Heflin

AGE THEN: 31
AGE NOW: 39
JOB THEN: Principal, Bird & Bear Medical Inc.
JOB NOW: Principal, Bird & Bear Medical Inc., Little Rock

Melissa Henshaw

AGE THEN: 39
AGE NOW: 47
JOB THEN: SVP, Metropolitan National Bank
JOB NOW: SVP, Metropolitan National Bank, Little Rock

Carla Koen

AGE THEN: 37
AGE NOW: 45
JOB THEN: Co-owner, Oval Artist Management
JOB NOW: Office Manager, Graham Smith Cos., Little Rock

Jack Jordan Lankford

AGE THEN: 32
AGE NOW: 40
JOB THEN: Team President, Arkansas Twisters Inc.
JOB NOW: Marketing Consultant, Lamar Outdoor Advertising, Little Rock

Blake Lazenby

AGE THEN: 31
AGE NOW: 40
JOB THEN: Partner, Hart Lazenby Commercial
JOB NOW: Senior Advisor & Associate Director Newmark Grubb Arkansas, Bentonville

Alex B. Lostetter

AGE THEN: 33
AGE NOW: 41
JOB THEN: President, Arkansas Power Electronics International Inc.
JOB NOW: President & CEO, Arkansas Power Electronics International Inc., Fayetteville

Greg Lane McKinney

AGE THEN: 36
AGE NOW: 44
JOB THEN: SVP & Controller, Bank of the Ozarks Inc.
JOB NOW: CFO & Chief Accounting Officer, Bank of the Ozarks Inc., Little Rock

Cindy McLain

AGE THEN: 39
AGE NOW: 47
JOB THEN: CEO, Select Specialty Hospital
JOB NOW: CEO, Select Specialty Hospital, Fort Smith

Nate Miller

AGE THEN: 35
AGE NOW: 43
JOB THEN: CEO, Surgical Hospital of Jonesboro LLC
JOB NOW: Author, Motivational Speaker, Entrepreneur, Championship Success, Jonesboro

Dan Norman

AGE THEN: 38
JOB THEN: Founder & President, Shred-It Died in an auto accident on May 4, 2006, at age 39

Jason Perry

AGE THEN: 35
AGE NOW: 43
JOB THEN: Founder & Brand Manager, Mountain Khakis LLC
JOB NOW: Product Design & Development, J. McAlister LLC, Little Rock

Steve J. Ronnel

AGE THEN: 37
AGE NOW: 45
JOB THEN: VP, Metal Recycling Corp.
JOB NOW: VP, Metal Recycling Corp., Little Rock

Sid Rosenbaum

AGE THEN: 38
AGE NOW: 45
JOB THEN: President, Industrial Supply Inc.
JOB NOW: President, Industrial Supply Inc., North Little Rock

Michael Selig

AGE THEN: 37
AGE NOW: 45
JOB THEN: Owner & Executive Chef, Vermillion
JOB NOW: Director of Food, Beverage & Events, Clinton Presidential Library, Little Rock

Roy G. Snook

AGE THEN: 38
AGE NOW: 46
JOB THEN: Regional President, BancorpSouth Bank
JOB NOW: EVP, BancorpSouth, Little Rock

Stephen Luther Strange Jr.

AGE THEN: 36
AGE NOW: 43
JOB THEN: VP, Marketing, American Management Corp.
JOB NOW: VP, American Management Corp., Conway

Mickey D. Stubby Stumbaugh

AGE THEN: 37
AGE NOW: 45
JOB THEN: Mayor, City of Cabot
JOB NOW: Municipal Marketing Manager, IESI Corp, Cherokee Village

Jay T. Taylor

AGE THEN: 33
AGE NOW: 41
JOB THEN: Partner, Friday Eldredge & Clark
JOB NOW: Partner, Friday Eldredge & Clark LLP, Little Rock

Scott Teague

AGE THEN: 38
AGE NOW: 46
JOB THEN: Team Leader, U.S. Bank
JOB NOW: Commercial Banking Manager-Arkansas Region, U.S. Bank, North Little Rock

Charles A. "Chuck" Tlapek

AGE THEN: 39
AGE NOW: 46
JOB THEN: VP & Chief Investment Officer, Simmons First Trust Inc.
JOB NOW: VP & Chief Investment Officer, Simmons First Trust Co., Pine Bluff

Eddie Vega

AGE THEN: 33
AGE NOW: 41
JOB THEN: President, EZ Spanish Media
JOB NOW: Founder & Owner, EZ Spanish Media, Springdale



[PHOTO BY JASON BURT]

Sharon Vogelpohl

With one foot in the past and one in the future, Sharon Vogelpohl is exactly where she wants to be.

Vogelpohl was senior vice president at Mangan Holcomb Partners when she was named a member of the *Arkansas Business* 40 Under 40 Class of 2005. Now president, Vogelpohl is pleased to still be a part of one of the state's oldest advertising firms, embracing innovation and helping to steer the agency into the future.

"I consider it the youngest, oldest agency in Little Rock," Vogelpohl said.

Vogelpohl joked that, at 39, she is still hanging onto her under 40 status by "the skin of my teeth." But as an 18-year veteran of the firm and a partner for the past 10 years, she is proud to point out that Mangan Holcomb, going on 41, is the second-oldest agency in Arkansas, surpassed in age only by Cranford Johnson Robinson Woods.

But that doesn't mean the agency lives on its past successes, Vogelpohl said. She said Mangan Holcomb is able to retain veteran clients and employ-

ees of 15 to 20 years while still drumming up new business and keeping pace with new technologies like digital production. "It's the best of all worlds," Vogelpohl said.

Vogelpohl stressed that Mangan Holcomb plays by the "do right" rule in conducting business fairly and ethically, underscoring lessons she learned while helping inventory parts at her father's Chrysler dealerships in Hot Springs and Magnolia.

"We've been able to keep what's important in front of us," Vogelpohl said.

Keeping with the old and new theme, Vogelpohl is poised to assume the presidency of Club 99, the Little Rock Rotary Club. Vogelpohl takes office in July as the club, founded in 1914 and one of the largest of its kind with more than 450 members, prepares to celebrate its centennial.

"I'm just so humbled to have the opportunity to be in the leadership positions of these two institutions that are Arkansas legacies," she said. ■

Sharon Tallach Vogelpohl

AGE THEN: 32 AGE NOW: 39
JOB THEN: SVP, Mangan Holcomb Rainwater Culpepper
JOB NOW: Principle & President, Mangan Holcomb Partners, Little Rock

Charles L. "Chuck" Welch II

AGE THEN: 32 AGE NOW: 39
JOB THEN: Chancellor, University of Arkansas Community College at Hope

JOB NOW: President, Arkansas State University System, Little Rock

Jared Zeiser

AGE THEN: 36 AGE NOW: 44
JOB THEN: Chief Investment Officer & Financial Consultant, Southern Bancorp & Investment Professionals Inc.
JOB NOW: Principal, Zeiser Wealth Management, Hot Springs



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Eric E. Barnes
Mark Bethell
Tom Carlson
Joe Carter
David Cassinelli
J. J. Childers
Boyd Corley
W. Cary Curzon
Cecelia Ann "C. Ann" Fleming
James Gardner
Michael Garrett
Rick George
J. C. Halsell
Paul Hart
Colette D. Honorable
Alan P. Jessup
Aaron Jones
Walter M. Kimbrough
Stephen L. LaFrance Jr.
Craig S. Lair
Kimberly K. Lane
Mike J. Lloyd
Ed Lynck
Clay Mercer
John R. Monroe
Lena Moore
Tevian Rose
Robert Folsom "Bo" Ryall Jr.
Patrick Schueck
Julie Sill
Derrick W. Smith
Sylvester Smith
Jeffrey Lee Stinson
David Straessle
Cindy Thyer
Pattie Weed
Christopher Michael Wewers
Jay W. Wisener
Jeff Yates

Jay Barber
AGE THEN: 39 AGE NOW: 46
JOB THEN: SVP, First Arkansas Bank & Trust
JOB NOW: President & CEO, Southeast Capital & Finance LLC, Searcy

Eric E. Barnes
AGE THEN: 32 AGE NOW: 39
JOB THEN: Controller & Chief Accounting Officer, Advanced Environmental Technologies Inc.
JOB NOW: VP, Finance & Operations, NanoMech Inc., Fayetteville

Mark Bethell
AGE THEN: 36 AGE NOW: 43
JOB THEN: Administrator & COO, Northwest Medical Center
JOB NOW: CEO, Gateway Regional Medical Center, Granite City, Ill.

Tom Carlson
AGE THEN: 36 AGE NOW: 43
JOB THEN: EVP, Waschka Capital Investments
Updated information not available.

Joe Carter

AGE THEN: 37 AGE NOW: 44
JOB THEN: President, Cornerstone Insurance Group
Job Now: CEO, Snyder Environmental, North Little Rock

David Cassinelli

AGE THEN: 35 AGE NOW: 42
JOB THEN: Owner & President, Interstate Vending Inc.
Updated information not available.

J. J. Childers

AGE THEN: 36 AGE NOW: 43
JOB THEN: Owner & President, Profit Publishing Group
JOB NOW: Attorney, ILP+McChain Miller & Nissman Attorneys, Little Rock

Boyd Corley

AGE THEN: 38 AGE NOW: 45
JOB THEN: Co-Owner, Bell-Corley Construction
JOB NOW: Owner, Corco Construction, Little Rock

W. Cary Curzon

AGE THEN: 39 AGE NOW: 46
JOB THEN: President, Delta Trust Insurance Agency Inc.
JOB NOW: President, Delta Trust Insurance Agency Inc., Little Rock

**Cecelia Ann "C. Ann" Fleming**

AGE THEN: 39
AGE NOW: 46
JOB THEN: CEO, The Fleming Cos.
JOB NOW: CEO, Fleming Network Services, Bryant

James Gardner

AGE THEN: 39 AGE NOW: 46
JOB THEN: Executive Creative Director, COO & SVP, Cranford Johnson Robinson Woods-Northwest
Updated information not available.

Michael Garrett

AGE THEN: 33 AGE NOW: 40
JOB THEN: President, COO & CFO, Cross Oil Refining & Marketing Inc.
Updated information not available.

Rick George

AGE THEN: 39 AGE NOW: 46
JOB THEN: Director of Human Resources, J.B. Hunt Transport Services Inc.
JOB NOW: Senior Director of Benefits, Health & Wellness, Corporate Communications, J.B. Hunt Transport Services Inc., Lowell

J. C. Halsell

AGE THEN: 31 AGE NOW: 38
JOB THEN: Partner, Orion Capital Partners
JOB NOW: VP, First Security Bank, Little Rock

Paul Hart

AGE THEN: 37 AGE NOW: 44
JOB THEN: Partner, EVP & CFO, Arthur Hart & Co. & The McLarty Cos.
JOB NOW: EVP & CFO, RLJ McLarty Landers Automotive, Little Rock

Colette D. Honorable

AGE THEN: 36 AGE NOW: 42
JOB THEN: Chief of Staff, Arkansas Attorney General's Office
JOB NOW: Chairman, Arkansas Public Service Commission, Little Rock

Alan P. Jessup

AGE THEN: 33 AGE NOW: 40
JOB THEN: SVP & Market Manager, Union Bank of Benton
JOB NOW: President, South Central Arkansas Group Market, Bank of the Ozarks, Benton

Aaron Jones

AGE THEN: 30 AGE NOW: 37
JOB THEN: Managing Partner, Spears & Jones Attorneys Title Service
Incarcerated at Texarkana Federal Correctional Institute with a projected release date of June 20, 2019

**Walter M. Kimbrough**

AGE THEN: 39
AGE NOW: 46
JOB THEN: President, Philander Smith College
JOB NOW: President, Dillard University, New Orleans

Stephen L. LaFrance Jr.

AGE THEN: 34 AGE NOW: 41
JOB THEN: EVP, USA Drug
JOB NOW: Investor/Real Estate, LAF-GW Investments LLC, Little Rock

Craig S. Lair

AGE THEN: 36 AGE NOW: 43
JOB THEN: Member & Shareholder, Rose Law Firm
JOB NOW: Partner, Rose Law Firm, Little Rock

Kimberly K. Lane

AGE THEN: 39 AGE NOW: 46
JOB THEN: Regional VP, Design & Real Estate, Wal-Mart Stores Inc.
JOB NOW: Regional VP, Design & Real Estate, Wal-Mart Stores Inc., Bentonville

Mike J. Lloyd

AGE THEN: 39 AGE NOW: 46
JOB THEN: Organization Leader, Acxiom Corp.
JOB NOW: SVP, Delivery, Acxiom Corp., Conway

Ed Lynck

AGE THEN: 27 AGE NOW: 34
JOB THEN: Membership Director, Little Rock Regional Chamber of Commerce
JOB NOW: Membership Director, Little Rock Regional Chamber of Commerce, Little Rock

Clay Mercer

AGE THEN: 36 AGE NOW: 43
JOB THEN: State Director, March of Dimes
JOB NOW: Founder & Chief Relationship Officer, Think Bigger Group, Little Rock

John R. Monroe

AGE THEN: 38 AGE NOW: 45
JOB THEN: VP, Professional Banking Division, Metropolitan National Bank
JOB NOW: VP, Business Development, Metropolitan National Bank, Little Rock

Lena Moore

AGE THEN: 35 AGE NOW: 42
JOB THEN: Deputy Executive Director, Volunteer & Visitor Services Manager, William J. Clinton Foundation & Clinton Presidential Library
JOB NOW: Deputy Executive Director, William J. Clinton Foundation, Little Rock

Tevian Rose

AGE THEN: 31 AGE NOW: 38
JOB THEN: Owner, Suppliers Connection Inc.
Updated information not available.

Robert Folsom "Bo" Ryall Jr.

AGE THEN: 39 AGE NOW: 46
JOB THEN: EVP, Arkansas Hospital Association
JOB NOW: President & CEO, Arkansas Hospital Association, Little Rock

Patrick Schueck

AGE THEN: 33 AGE NOW: 40
JOB THEN: VP, Prospect Steel Inc.
JOB NOW: President, Lexicon, Little Rock

Julie Sill

AGE THEN: 32 AGE NOW: 39
JOB THEN: Owner & Operator, The Common Grounds Gourmet Espresso Bar and Hog Haus Brewing Co.
JOB NOW: Owner & Operator, The Common Grounds Gourmet Espresso Bar and Hog Haus Brewing Co., Fayetteville

Derrick W. Smith

AGE THEN: 30 AGE NOW: 37
JOB THEN: Partner, Mitchell Williams Selig Gates & Woodyard
JOB NOW: Member, Mitchell Williams Selig Gates & Woodyard, Little Rock

Sylvester Smith

AGE THEN: 29 AGE NOW: 36
JOB THEN: Director, Small & Minority Business Development, Arkansas Department of Economic Development
JOB NOW: Lead Consultant, Legacy Consulting, Little Rock

Jeffrey Lee Stinson

AGE THEN: 39
AGE NOW: 46
JOB THEN: Owner & President, Stinson Advisory Services PLLC
JOB NOW: Director, Center for Innovation & Commercialization, University of Arkansas at Little Rock

David Straessle

AGE THEN: 34 AGE NOW: 41
JOB THEN: VP, Commercial Lending Division, Twin City Bank
JOB NOW: President, Little Rock Market, First Security Bank, Little Rock

Cindy Thyer

AGE THEN: 36 AGE NOW: 43
JOB THEN: Circuit Judge, Paragould
JOB NOW: Circuit Judge, Paragould



[PHOTO BY JASON BURT]

Colette Honorable

Colette Honorable just can't seem to say no.

In January 2011, Gov. Mike Beebe designated Honorable as chairman of the Arkansas Public Service Commission. Honorable, Beebe's former chief of staff when he was attorney general, was happy to accept the position after serving as a commission member since 2007 and interim chairman since 2008.

"Our work affects every ratepayer in the state of Arkansas," Honorable said.

Among its responsibilities, the commission regulates the intrastate rates and services of Arkansas' public utilities. The PSC seeks to ensure safe and affordable utilities while educating consumers.

"We call ourselves energy geeks or energy nerds," said Honorable, 43, a member of the *Arkansas Business* 40 Under 40 Class of 2006. "If the average person isn't worried about the lights coming on, then we're doing our job and the utility companies are doing their job."

Unfortunately for Honorable and fortunately for many others, her current job is only one of her many occupations. The longest paragraph of her PSC bio covers her extracurricular

service on a number of associations, councils, boards, commissions, committees and subcommittees, including the National Association of Regulatory Utility Commissioners (NARUC).

Honorable is first vice president of NARUC and president of the regional entity the Mid-American Regulatory Conference. She was also national spokesperson for the Anybody Can Serve, So Let's Conserve energy efficiency and conservation campaign.

"My staff told me, 'Just say no,'" Honorable said jokingly.

Before joining Beebe's staff, Honorable was a staff attorney for the Center for Arkansas Legal Services and an assistant public defender in Jefferson County. While Beebe was state attorney general, Honorable was assistant AG in consumer and civil litigation and senior assistant AG for Medicaid fraud.

Her term as PSC chairman expires in 2017, which means Honorable will continue to keep a full schedule at least until then, and most likely beyond.

"I love it. I absolutely love coming to work every day," she said. "I love the rigor of the work. I love the challenges. I love the people." ■

Promotion to CEO effective June 30, 2013

Jay W. Wisener

AGE THEN: 38 AGE NOW: 45

JOB THEN: EVP, Arkansas Capital Corp. Group
JOB NOW: EVP, Arkansas Capital Corp. Group, Little Rock

Jeff Yates

AGE THEN: 39 AGE NOW: 46

JOB THEN: Partner, Irwin Partners
JOB NOW: Partner, Irwin Partners, Little Rock

1996 HONOREE

JEFF HATHAWAY

2001 HONOREE

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Penny Collins Choate

R. Scott Coffey

Matthew Coffield

John Conner III

Scott W. Daniel

Kevin Glenn "K.D." Dedner

Blake Evans

David R. Fern

Anna Katherine Fruauff

Karen Garrett

Sharilyn S. Gasaway

Todd Anthony Greer

Ryan Hamra

Mark Henry

Dustie Jenkins

Greg Joslin

Ryan Kibler

Dustin McDaniel

Jerry Morgan

Lisa J. Moriconi

Britton L. Nowell

Brett Overman

Rodney O. Parks

Denver Peacock

John Leslie Pelphrey

Ross Ridout

Blake Spencer Rutherford

C. Dwayne Shelton

Paul Christopher Suskie

Johnna Goggans Thomas

Annmary Thompson

Johnny Tollett

Latrice Watkins

Mindy West

Christina Yarnell

Clifton R. "Cliff" Beckham

AGE THEN: 35 AGE NOW: 41

JOB THEN: SVP & CFO, USA Truck Inc.

JOB NOW: EVP & CFO, USA Truck Inc., Van Buren

Jeffrey L. Brandt

AGE THEN: 36 AGE NOW: 42

JOB THEN: EVP, First Federal Bank

JOB NOW: Owner, JB Trading Co., Compton

Lydia Renee Carson

AGE THEN: 38 AGE NOW: 44

JOB THEN: President, CEO & Director, Arkansas Manufacturing Solutions/Balm Innovations LLC

JOB NOW: Vice President, Innovation Engineering Systems, Eureka! Ranch International, Cincinnati

JOB NOW: Founder, CEO & President, Balm Innovations, LLC, Little Rock

Michelle H. Cauley

AGE THEN: 33 AGE NOW: 39

JOB THEN: Partner, Mitchell Williams Selig

Gates & Woodyard
JOB NOW: Partner, Mitchell Williams Selig
Gates & Woodyard, Little Rock

Matt Chandler

AGE THEN: 37 AGE NOW: 43
JOB THEN: Managing Director, Sperry Van Ness/Chandler Tucker Powell Group
JOB NOW: President, Sperry Van Ness/Chandler Powell Group, North Little Rock



Penny Collins Choate

AGE THEN: 37
AGE NOW: 43
JOB THEN: Principal, Choate Law Firm
JOB NOW: Principal, Choate Law Firm, Searcy

R. Scott Coffey

AGE THEN: 39 AGE NOW: 45
JOB THEN: President, Exchange Capital Corp.
JOB NOW: President, Exchange Capital Corp., Conway

Matthew Coffield

AGE THEN: 39 AGE NOW: 45
JOB THEN: Financial Adviser, Merrill Lynch Global Private Client Group
JOB NOW: Chartered Retirement Planning Counselor, Coffield Capital Management, Little Rock

John Conner III

AGE THEN: 35 AGE NOW: 41
JOB THEN: VP, Private Client Group, Stephens Inc.
JOB NOW: SVP, Private Client Group, Stephens Inc., Little Rock

Scott W. Daniel

AGE THEN: 37 AGE NOW: 43
JOB THEN: President & Wealth Advisor, Daniel Wealth Management Group Corp.
JOB NOW: Managing Partner, Synergy Wealth Management, Little Rock

Kevin Glenn "K.D." Dedner

AGE THEN: 30 AGE NOW: 36
JOB THEN: Director, State Government Relations & Policy Development, Mid-South Division of American Cancer Society
JOB NOW: Managing Director, Forward Solutions, Washington, D.C.

Blake Evans

AGE THEN: 31 AGE NOW: 37
JOB THEN: CEO, Peterson Farms Inc.
JOB NOW: President, Peterson Farms Inc., Decatur

David R. Fern

AGE THEN: 38 AGE NOW: 44
JOB THEN: VP & Branch Manager, Charles Schwab & Co.
JOB NOW: VP & Branch Manager, Charles Schwab & Co., Little Rock

Anna Katherine "Anna Kay" Fruauff

Age Then: 37 Age Now: 43
Job Then: VP, Communications & Programs, Charles A. Fruauff Foundation
Job Now: Trustee & VP, Communications & Programs, Charles A. Fruauff Foundation, Little Rock

Michelle H. Cauley

AGE THEN: 33 AGE NOW: 39

JOB THEN: Partner, Mitchell Williams Selig

Karen Garrett

AGE THEN: 34 AGE NOW: 40
JOB THEN: Partner, Hudson Cisne & Co. LLP
JOB NOW: Partner, Hudson, Cisne & Co. LLP, Little Rock

Sharilyn S. Gasaway

AGE THEN: 38 AGE NOW: 44
JOB THEN: EVP & CFO, Alltel Corp.
JOBS NOW: Director, J.B. Hunt Transport Services Inc., Lowell; Director, Genesis Energy LP, Houston; and Director, Waddell & Reed Financial, Overland Park, Kan.

Todd Anthony Greer

AGE THEN: 39 AGE NOW: 45
JOB THEN: Global Data Content Leader, Acxiom Corp.
JOB NOW: SVP, Product Management, Acxiom Corp., Conway

Ryan Hamra

AGE THEN: 30 AGE NOW: 36
JOB THEN: Owner & President, Blue Coast Burrito, and President, Hamra Realty
JOB NOW: Owner & President, Blue Coast Burrito, North Little Rock; President, Hamra Realty, Little Rock

Mark Henry

AGE THEN: 37 AGE NOW: 43
JOB THEN: Managing Partner, Henry Law Firm
JOB NOW: Managing Partner, Henry Law Firm, Fayetteville

Dustie Jenkins

AGE THEN: 38 AGE NOW: 44
JOB THEN: VP, Customer Development, Tyson Foods Inc.
JOB NOW: VP, Customer Development (Kroger Team), Tyson Foods Inc., Springdale

Greg Joslin

AGE THEN: 39 AGE NOW: 45
JOB THEN: Associate, Irwin Partners
JOB NOW: Associate Broker, Irwin Partners, Little Rock

Ryan Kibler

AGE THEN: 38
AGE NOW: 44
JOB THEN: President, Medic One Ambulance Service
JOB NOW: President, Medic One Ambulance Service, Jonesboro

Dustin McDaniel

AGE THEN: 35 AGE NOW: 41
JOB THEN: Attorney General, State of Arkansas
JOB NOW: Attorney General, State of Arkansas, Little Rock

Jerry Morgan

AGE THEN: 37 AGE NOW: 43
JOB THEN: SVP, Client Services & Business Development, Simmons First Bank of Jonesboro
JOB NOW: SVP, Client Services & Business Development, Simmons First Bank of Northeast Arkansas, Jonesboro

Lisa J. Moriconi

AGE THEN: 39 AGE NOW: 43

JOB THEN: Principal & Senior Consultant, Legacy Capital Group
JOB NOW: Principal and Senior Consultant, Legacy Capital Group, Little Rock

Britton L. Nowell

AGE THEN: 39
JOB THEN: District Sales Manager, U.S. Bank Corp. Investments Inc.
JOB NOW: District Sales Manager, U.S. Bank Corp. Investments Inc., North Little Rock

Brett Overman

AGE THEN: 31 AGE NOW: 37
JOB THEN: CEO, All-Clean USA Inc. and National Disaster Solutions Inc.
JOB NOW: CEO, All Clean USA-National Disaster Solutions, Jonesboro

Rodney O. Parks

AGE THEN: 38 AGE NOW: 44
JOB THEN: Financial Adviser, Merrill Lynch
JOBS NOW: Director of Development, Philander Smith College, and Founder, Parks Professional Group, Little Rock

Denver Peacock

AGE THEN: 35
AGE NOW: 41
JOB THEN: Director of Public Relations, Cranford Johnson Robinson Woods
JOB NOW: SVP & Chief Marketing Officer, Cranford Johnson Robinson Woods, Little Rock

John Leslie Pelphrey

AGE THEN: 38 AGE NOW: 44
JOB THEN: Men's Basketball Coach, University of Arkansas
JOB NOW: Assistant Men's Basketball Coach, University of Florida, Gainesville

Ross Ridout

AGE THEN: 38 AGE NOW: 44
JOB THEN: VP & General Counsel, Ridout Lumber Co. and Arkansas Wholesale Lumber Co., Searcy
JOB NOW: VP & General Counsel, Ridout Lumber Co. and Arkansas Wholesale Lumber Co., Searcy

Blake Spencer Rutherford

AGE THEN: 28 AGE NOW: 34
JOB THEN: Director of Public Affairs, Stone & Ward
JOB NOW: VP, The McLarty Cos., Little Rock

C. Dwayne Shelton

AGE THEN: 35 AGE NOW: 42
JOB THEN: VP, First Arkansas Insurance
JOB NOW: VP & Principal, Risk Services of Arkansas/Insurica, Little Rock

Paul Christopher Suskie

AGE THEN: 36 AGE NOW: 41
JOB THEN: Chairman, Arkansas Public Service Commission
JOB NOW: SVP, Regulatory Policy & General Counsel, Southwest Power Pool, Little Rock

Johnna Goggans Thomas

AGE THEN: 39 AGE NOW: 45
JOB THEN: Executive Director, Arkansas

Managed Care Organization
JOB NOW: Director, Marketing & Operations, SportClips, Little Rock

Annmary Thompson

AGE THEN: 35 **AGE NOW:** 41
JOB THEN: President, Dougherty Consulting Group LLP
JOB NOW: Independent Sales Director, Mary Kay, Little Rock and Director, Greg Thompson Fine Art, North Little Rock

Johnny Tollett

AGE THEN: 37 **AGE NOW:** 43
JOB THEN: Owner, Johnny Tollett CPA
JOB NOW: Owner, Johnny Tollett CPA, Little Rock

Latrice Watkins

AGE THEN: 32 **AGE NOW:** 38
JOB THEN: Director, Excess Land Disposition & Development, Wal-Mart Stores Inc.
JOB NOW: VP, Walmart U.S., Wal-Mart Stores Inc., Bentonville

Mindy West

AGE THEN: 38 **AGE NOW:** 44
JOB THEN: VP & Treasurer, Murphy Oil Corp.
JOB NOW: VP & Treasurer, Murphy Oil Corp., El Dorado
 Designated CFO of Murphy USA upon spinoff later this year

Christina Yarnell

AGE THEN: 28
JOB THEN: Treasurer, Yarnell Ice Cream Co.
JOB NOW: Homemaker, Little Rock

Sharilyn Gasaway

Sharilyn Gasaway is a veteran board member, but never bored.

A member of the *Arkansas Business* 40 Under 40 Class of 2007, Gasaway currently serves on the boards of J.B. Hunt Transport Services, Genesis Energy LP of Houston and Waddell & Reed Financial Inc. of Overland Park, Kan. Throw in her service on the Arkansas Children's Hospital board and Gasaway finds herself with plenty to do.

"No more," she said. "I'm kind of tapped out."

A graduate of Louisiana Tech, Gasaway worked eight years as an auditor with Arthur Anderson LLP, where she became familiar with Alltel, the Little Rock-based telecommunications company.

She joined Alltel in 1999 and became corporate controller in 2002 and CFO in 2006, making her Alltel's highest-ranking female executive, and she was there until 2009. Gasaway helped with Alltel's growth spurt that saw it split into two public companies, as offshoot Windstream came into being.

Then J.B. Hunt came calling.

"Somebody just called me and asked if I'd be interested," Gasaway, 44, said. "And of course I'd be interested

because it would allow me to work and stay in the business world and also spend more time with my kids."

The mother of 12-year-old twin girls, Gasaway is a member of J.B. Hunt's audit committee and the nominating and corporate governance committee. She chairs the audit committee at Genesis and is on the audit, investment and nominating and corporate governance committees at Waddell & Reed, a mutual fund company.

Auditing may be a common theme in her work, but Gasaway said she has to stay on her toes thanks to her board memberships in three distinct industries.

"It does take a lot of time," said Gasaway, who was elected to the Arkansas Children's board last year and also serves on the Louisiana Tech College of Business Advisory Board.

While there is some travel, Gasaway said, the corporate board meetings only come in a cluster every quarter, allowing her time at home. And her schedule has made her tolerant of the needs of others.

"I really like it," Gasaway said. "I try to be thoughtful of people and their time." ■



[PHOTO BY JASON BURT]

*Greenway Equipment, Inc.
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 and our strong*

*association with him in his
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 of Production Agriculture!*



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 Marion
 Marked Tree
 Marvell
 Monette
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 Searcy
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 Weiner
 Wynne

Missouri Locations:

Charleston
 Dexter
 Malden
 Poplar Bluff
 Sikeston



CLASS OF 2008

Susan Altrui
Suzon Awbrey
Joseph Taylor Bailey

Jill Beall
Ben Beaumont

Rob Bell
Jo Alice Blondin

Keith M. Calderera
Cory Allen Cox

Greg Crain

Tim Cullen

Lamar Davis

Tammie S. Davis

William Conner Eldridge Jr

Todd Farnsworth

Robert H. "Robb" Fiser III

Kalene Griffith

D. Scott Hancock

Jay Howard

David E. Johnson

Henry Jordan Jr.

Michael Kennedy

Heather A. Larkin

Mike Malone

Carmen McKenna-McWilliams

Franklin H. McLarty

Wes McNulty

Susan Miller

Bradley Jordan Phillips

Chris Pyle

L. Edward Ralston

Rob L. Seay

Chris Thyer

Jonathan Patrick "Jon" Timmis

Terry L. Toney

Sam Walls III

Jeffrey Christian Weaver

Connie H Whitlock

Robbie Wills

Joe Clay Young IV

Susan Altrui

AGE THEN: 29 AGE NOW: 34
 JOB THEN: Director, Marketing & Development, Little Rock Zoo
 JOBS NOW: Director, Marketing & Development, Little Rock Zoo and Executive Director, Arkansas Zoological Foundation

Suzon Awbrey

AGE THEN: 34 AGE NOW: 39
 JOB THEN: Owner & Operator, Sticky Fingerz and Rumba-Revolution
 JOB NOW: Co-owner & Operator, Stickyz Rock-n-Roll Chicken Shack and Revolution Food & Music, Little Rock

Joseph Taylor Bailey

AGE THEN: 39 AGE NOW: 44
 JOB THEN: Director, Business Development, Arkansas Economic Development Commission
 JOB NOW: Senior Project Manager, Entergy Arkansas, Little Rock



Jill Beall
 AGE THEN: 37
 AGE NOW: 42
 JOB THEN: Principal & VP, Operations, Legacy Capital Group Inc.
 JOB NOW: Principal & CFO, Legacy Capital Group, Little Rock

Ben Beaumont

AGE THEN: 26 AGE NOW: 31
 JOB THEN: Director of Communications, University of Arkansas System and Clinton School of Public Service
 JOB NOW: Director of Communications, University of Arkansas Clinton School of Public Service, Little Rock

Rob Bell

AGE THEN: 32 AGE NOW: 24
 JOB THEN: Principal, Eric Rob & Isaac
 JOB NOW: Principal, Eric Rob & Isaac, Little Rock

Jo Alice Blondin

AGE THEN: 37 AGE NOW: 42
 JOB THEN: Ozark Campus Chancellor, Arkansas Tech University
 JOB NOW: Ozark Campus Chancellor, Arkansas Tech University

Keith M. Calderera

AGE THEN: 39 AGE NOW: 44
 JOB THEN: General Sales Manager, Parker Lexus
 JOB NOW: General Manager, Riverside Acura, Little Rock

Cory Allen Cox

AGE THEN: 34 AGE NOW: 39
 JOB THEN: Director, Arkansas Insurance Department Criminal Investigation Division
 JOB NOW: Government Relations Liaison, Arkansas Land Commissioner, Little Rock

Greg Crain

AGE THEN: 38 AGE NOW: 43
 JOB THEN: VP, Baptist Health
 JOB NOW: VP & Administrator, Baptist Health Medical Center-Little Rock, Little Rock

Tim Cullen

AGE THEN: 35 AGE NOW: 40
 JOB THEN: Founder & Principal, Cullen & Co.
 JOB NOW: Founder & Principal, Cullen & Co., Little Rock

Lamar Davis

AGE THEN: 37 AGE NOW: 42
 JOB THEN: Deputy Chief of Staff, Governor's Office
 JOB NOW: Deputy Chief of Staff, Gov. Mike Beebe's office, Little Rock

Tammie S. Davis

AGE THEN: 36 AGE NOW: 41
 JOB THEN: VP, Regions Bank
 JOB NOW: SVP, BancorpSouth Bank, Little Rock

William Conner Eldridge Jr

AGE THEN: 29 AGE NOW: 36
 JOB THEN: President, Summit Bank
 JOB NOW: U.S. Attorney, Western District of Arkansas, Fort Smith

Todd Farnsworth

AGE THEN: 39 AGE NOW: 44
 JOB THEN: General Manager, Carlton-Bates Co.
 JOB NOW: Vice President & General Manager, Carlton-Bates Co., Little Rock

Robert H. "Robb" Fiser III

AGE THEN: 36 AGE NOW: 41
 JOB THEN: Associate, Irwin Partners
 JOB NOW: Commercial Banker, Arvest Bank, Little Rock

Kalene Griffith

AGE THEN: 40 AGE NOW: 45
 JOB THEN: President, Bentonville Convention & Visitors Bureau
 JOB NOW: President, Bentonville Convention & Visitors Bureau

D. Scott Hancock

AGE THEN: 38 AGE NOW: 43
 JOB THEN: Regional EVP, Liberty Bank of Arkansas
 JOB NOW: Northwest Arkansas EVP, Liberty Bank of Arkansas, Springdale

Jay Howard

AGE THEN: 27 AGE NOW: 32
 JOB THEN: Founder & CEO, I.O. Metro LLC
 JOB NOW: Founder & CEO, I.O. Metro LLC, Rogers

David E. Johnson

AGE THEN: 39 AGE NOW: 44
 JOB THEN: Associate, Wright Lindsey & Jennings and State Representative
 JOBS NOW: VP, Community Investment, Arkansas Community Foundation, and State Senator, Little Rock

Henry Jordan Jr.

AGE THEN: 39 AGE NOW: 44
 JOB THEN: Owner & President, First Delta Development Group
 JOB NOW: Owner & President, First Delta Development Group, Little Rock

Michael Kennedy

AGE THEN: 36 AGE NOW: 41
 JOB THEN: President, Advanced Cabling Systems
 JOB NOW: President, Advanced Cabling Systems Inc., North Little Rock

Heather A. Larkin

AGE THEN: 37 AGE NOW: 42
 JOB THEN: President & CEO, Arkansas Community Foundation
 JOB NOW: President & CEO, Arkansas Community Foundation, Little Rock

Mike Malone

AGE THEN: 39 AGE NOW: 44
 JOB THEN: Executive Director, Northwest Arkansas Council
 JOB NOW: President & CEO, Northwest Arkansas Council, Springdale

Carmen McKenna-McWilliams

AGE THEN: 38 AGE NOW: 43
 JOB THEN: Consulting Practice Leader, Acxiom Corp.
 JOB NOW: Enterprise Sales, Acxiom Corp., Conway

Franklin H. McLarty

AGE THEN: 33 AGE NOW: 38
 JOB THEN: VP, The McLarty Cos. and RLJ-McLarty-Landers
 JOB NOW: CEO, RLJ McLarty Landers Automotive Holdings LLC, Little Rock

Wes McNulty

AGE THEN: 39 AGE NOW: 44
 JOB THEN: President, Waterloo Farms
 JOB NOW: Owner, Operator & President, Waterloo Farms, Sherrill

Susan Miller

AGE THEN: 35 AGE NOW: 41
 JOB THEN: Partner, BKD LLP
 JOB NOW: Partner, BKD LLP, Little Rock

Bradley Jordan Phillips

AGE THEN: 28 AGE NOW: 33
 JOB THEN: VP, Phillips Management & Consulting Inc.
 JOBS NOW: VP, Phillips Management & Consulting Inc., Conway; and President & CEO, LobbyUp, Little Rock

Chris Pyle

AGE THEN: 37 AGE NOW: 42
 JOB THEN: Director, Communications & Community Relations, Delta Dental of Arkansas
 JOB NOW: Director, Marketing & Community Relations, Delta Dental of Virginia, Roanoke

L. Edward Ralston

AGE THEN: 38 AGE NOW: 43
 JOB THEN: EVP, Business Integration, Baldor Electric Co.
 JOB NOW: EVP, Baldor Electric Co., Fort Smith

Rob L. Seay

AGE THEN: 39 AGE NOW: 45
 JOB THEN: Principal & Director, Mechanical & Electrical Engineering, Cromwell Architects Engineers
 JOB NOW: Director, Mechanical & Electrical Engineering, Cromwell Architects Engineers

Chris Thyer

AGE THEN: 38 AGE NOW: 43
 JOB THEN: Partner, Stanley & Thyer and State Representative
 JOB NOW: U.S. Attorney, Eastern District of Arkansas, Little Rock

Jonathan Patrick "Jon" Timmis

AGE THEN: 35 AGE NOW: 40
 JOB THEN: VP & Chief Strategy Officer, St. Vincent Health System
 JOB NOW: SVP & Chief Strategy Officer, St. Vincent Health System, Little Rock

Terry L. Toney

AGE THEN: 38 AGE NOW: 40
 JOB THEN: President, Whit Davis Lumber Co.
 JOB NOW: President, Whit Davis Lumber Co., Jacksonville

Sam Walls III

AGE THEN: 39 AGE NOW: 43
 JOB THEN: President, Arkansas Economic Acceleration Foundation
 JOB NOW: SVP, Arkansas Capital Corp., Little Rock



Franklin McLarty

Franklin McLarty is well into his second career at RLJ McLarty-Landers Automotive. He assumed the post of CEO at the beginning of the year.

"I think the role is comprised of multiple things," said McLarty, 38. "But if I was to sum it up as simply as I could: My job is managing the business end in the way that's in the best interests of all our shareholders."

RLJ McLarty-Landers is made up of 35 automotive franchises and three Harley-Davidson motorcycle dealerships in eight states and was ranked No. 19 in *Automotive News'* Top 125 U.S. auto dealerships.

McLarty was company vice president in 2008 when, at age 33, he was an *Arkansas Business* 40 Under 40 honoree. A graduate of the University of Richmond, he joined the family business in 2005, after his run in the hospitality industry ended when his stint with the McKibbon Hotel Group — selling a number of properties the group still wanted to manage — ended sooner than expected.

"Based on the McKibbon job being a faster track than anticipated and the fact that we had begun to reconstitute our family business, I just thought it was an opportunity to test the automotive business," McLarty said.

Company co-founder and former President Steve Landers has eased into a senior adviser role, and McLarty, part of a management team that includes his father, company Vice President Thomas F. "Mack" McLarty III, said he is grateful for the foundation left behind.

"It's been a great transition," Franklin McLarty said. "Steve Landers was a great leader of the company."

McLarty said that if he can satisfy the customers, the company's 1,400 associates, the shareholders and the original equipment manufacturers McLarty-Landers represents, then he has done his job.

"If I can keep a harmonious relationship between all those shareholders, then everything seems to work out pretty well," McLarty said. ■

Jeffrey Christian Weaver

AGE THEN: 34 AGE NOW: 39
JOB THEN: District Director, 4th Congressional District
JOB NOW: Owner & Operator, Mooyah, Hot Springs

Connie H. Whitlock

AGE THEN: 39 AGE NOW: 43
JOB THEN: SVP & COO, Transamerica Worksite Marketing
JOB NOW: SVP, Customer Experience, Transamerica Employee Benefits, Little Rock

Robbie Wills

AGE THEN: 40 AGE NOW: 44
JOB THEN: Attorney & Speaker-elect, Arkansas House of Representatives
JOE NOW: Attorney, Wills Law Firm, Conway

Joe Clay Young IV

AGE THEN: 37 AGE NOW: 42
JOBS THEN: President & CEO, Young Investment Co.; VP, Investments, Wachovia Securities, Jonesboro
JOBS NOW: President & CEO, Young Investment Co., Jonesboro; VP, Investments, Stephens Inc., Jonesboro

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CLASS OF 2009

John Keeling Baker
Josh Blakeman
Austin Brightop
Michael Cook
Kathy Armentrout Deck
Jane Weisenfels Duke
James Thomas "J.T." Ferstl
Daniel K. Fowler
Daniel K. Games
David W. Garner
Natalie Ghidotti
Michael Kirby Givens
Todd Randall Gold
Monty Harrington
Hana Mariah Hatta
Marc Major Haynes
Jordan Johnson
Kevin Kemp
Pete Laven
Melissa Moody
Sarah Cotton Patterson
Amy Pierce
Mark Edward Power
Matthew Steven Reddin
Clint H. Reed
John J. Robbins Jr.
Brandon Robinson
John M. Rogers
John Paul Rowton II
John Rutledge
Jeffrey L. Singleton
Diana Smithson
Julia Kathryn Strickland
Kenny Tomlin
Jerry Vascocu
Andrew Vines
Kent Walker
Rhonda Wood
Warren Woodham
Isaac "Zac" Wright

John Keeling Baker
AGE THEN: 37 AGE NOW: 41
JOB THEN: Member, Mitchell Williams Selig Gates & Woodyard
JOB NOW: Partner, Mitchell Williams Selig Gates & Woodyard PLLC, Little Rock



Josh Blakeman
AGE THEN: 33
AGE NOW: 37
JOB THEN: VP, Blakeman's Fine Jewelry
JOB NOW: VP & Bench Jeweler, Blakeman's Fine Jewelry, Rogers

Austin Brightop
AGE THEN: 37 AGE NOW: 41
JOB THEN: SVP, Summit Bank
JOB NOW: SVP, Summit Bank, Arkadelphia

Michael Cook

AGE THEN: 36 AGE NOW: 40
JOB THEN: Chief of Staff, Lt. Gov. Bill Halter
JOB NOW: President, Cook Consulting, Little Rock

Kathy Armentrout Deck

AGE THEN: 33 AGE NOW: 37
JOB THEN: Director, Center for Business & Economic Research, Sam M. Walton College of Business, University of Arkansas
JOB NOW: Director, Center for Business & Economic Research, Sam M. Walton College of Business, University of Arkansas, Fayetteville

**Jane Weisenfels Duke**

AGE THEN: 38 AGE NOW: 42
JOB THEN: U.S. Attorney, Eastern District of Arkansas
JOB NOW: Counsel, Mitchell Williams Selig Gates & Woodyard, Little Rock

James Thomas "J.T." Ferstl

AGE THEN: 31 AGE NOW: 35
JOB THEN: EVP, Affiliated Real Estate Appraisers
JOB NOW: Owner & President, Ferstl Valuation Services, Little Rock

Daniel K. Fowler

AGE THEN: 35 AGE NOW: 39
JOB THEN: Principal & COO, Cromwell Architects Engineers
JOB NOW: Director, Finance & Business Development, Cromwell Architects Engineers, Little Rock

Daniel K. Games

AGE THEN: 39 AGE NOW: 42
JOB THEN: Director, Corporate Development, Chesapeake Energy Corp.
JOB NOW: External Affairs Manager, BHP Billiton Petroleum, Searcy

David W. Garner

AGE THEN: 39 AGE NOW: 43
JOB THEN: Senior Vice President and Controller, Simmons First National Corp.
JOB NOW: Senior Vice President & Controller, Simmons First National Corp., Pine Bluff

Natalie Ghidotti

AGE THEN: 34 AGE NOW: 38
JOB THEN: Owner, Ghidotti Communications
JOB NOW: Owner & CEO, Ghidotti Communications, Little Rock

Michael Kirby Givens

AGE THEN: 37 AGE NOW: 41
JOB THEN: VP, Patient Services, St. Bernards Medical Center
JOB NOW: Administrator & COO, St. Bernards Medical Center, Jonesboro

Todd Randall Gold

AGE THEN: 36 AGE NOW: 40
JOB THEN: President, Tappan & Gold LLC
JOB NOW: President, Purple Cow Restaurants, and Director of Programs, Pulaski Technical College Arkansas Culinary School, Little Rock

Jewelry, Rogers

Austin Brightop

AGE THEN: 37 AGE NOW: 41
JOB THEN: SVP, Summit Bank
JOB NOW: SVP, Summit Bank, Arkadelphia

Monty Harrington

AGE THEN: 38 AGE NOW: 42
JOB THEN: SVP, Farmers Bank & Trust
JOB NOW: SVP, Retail Banking, Farmers Bank & Trust, Magnolia

H. Mariah Hatta

AGE THEN: 38 AGE NOW: 42
JOB THEN: Executive Director, Democratic Party of Arkansas
JOB NOW: Owner & President, HMH Advantages LLC, Little Rock

Marc Major Haynes

AGE THEN: 37 AGE NOW: 41
JOB THEN: Global Compensation Leader, Acxiom Corp.
JOB NOW: Human Resources Executive, Acxiom Corp.; Founder, Absolucey Children's Apparel; and Instructor, University of Phoenix, Little Rock

Jordan Johnson

AGE THEN: 31 AGE NOW: 35
JOB THEN: VP & Director of Public Policy, Cranford Johnson Robinson Woods
JOB NOW: SVP & Director of Strategic Communications, Cranford Johnson Robinson Woods, Little Rock

Kevin Kemp

AGE THEN: 37 AGE NOW: 41
JOB THEN: Not-for-Profit & Governmental Regional Industry Partner, BKD LLP
JOB NOW: Partner, BKD LLP, Little Rock

Pete Laven

AGE THEN: 39 AGE NOW: 43
JOB THEN: General Manager, Arkansas Travelers Baseball Club
JOB NOW: President, Salvi Sports Enterprises LLC, Chicago

Melissa Moody

AGE THEN: 35 AGE NOW: 49
JOB THEN: Chief of Staff, Arkansas Attorney General's Office
JOB NOW: Chief of Staff, Arkansas Attorney General's Office, Little Rock

Sarah Cotton Patterson

AGE THEN: 34 AGE NOW: 38
JOB THEN: Partner, Friday Eldredge Clark
JOB NOW: Partner, Friday Eldredge & Clark, Little Rock

Amy Pierce

AGE THEN: 35 AGE NOW: 39
JOB THEN: VP, Commercial Real Estate, Delta Trust & Bank
JOB NOW: EVP, Summit Bank, Little Rock

Mark Edward Power

AGE THEN: 39 AGE NOW: 43
JOB THEN: Executive Director, Development & Principal Gifts, University of Arkansas Office of Development
JOB NOW: Assistant Vice Chancellor, Development, University of Arkansas, Fayetteville

Matthew Steven Reddin

AGE THEN: 31 AGE NOW: 35
JOB THEN: SVP & Manager, Professional & Executive Client Group, Bank of the Ozarks
JOB NOW: Central Arkansas Division President, Bank of the Ozarks, Little Rock

**Clint H. Reed**

AGE THEN: 32 AGE NOW: 36
JOB THEN: Partner, Impact Management Group
JOB NOW: Partner, Impact Management Group, Benton

John J. Robbins Jr.

AGE THEN: 37 AGE NOW: 41
JOB THEN: VP, DataPath Inc.
JOB NOW: President & CEO, DataPath Inc., Little Rock

Brandon Robinson

AGE THEN: 30 AGE NOW: 34
JOB THEN: Attorney, Bridges Young Matthews & Drake PLC
JOB NOW: Assistant Arkansas Attorney General, Little Rock

John M. Rogers

AGE THEN: 36 AGE NOW: 40
JOB THEN: Owner, Rogers Enterprises
JOB NOW: Owner, Rogers Photo Archive, North Little Rock

J. Paul Rowton II

AGE THEN: 32 AGE NOW: 36
JOB THEN: VP, GES Inc.
JOB NOW: VP, GES Inc., Marianna, and Director, Harrisburg Area Chamber of Commerce

John Rutledge

AGE THEN: 30 AGE NOW: 34
JOB THEN: VP, First Security Bank
JOB NOW: President & CEO, Little Rock Market, First Security Bank

Jeffrey L. Singleton

AGE THEN: 38 AGE NOW: 42
JOB THEN: Member, Mitchell Williams Selig Gates & Woodyard
JOB NOW: Member, Mitchell Williams Selig Gates & Woodyard, Little Rock

Diana Smithson

AGE THEN: 39 AGE NOW: 43
JOB THEN: SVP, Regions Bank
JOB NOW: SVP, IberiaBank, Little Rock

Julia Kathryn Strickland

AGE THEN: 39 AGE NOW: 43
JOB THEN: Business Manager, Cross Gunter Witherspoon & Galchus, Little Rock
JOB NOW: Business Manager, Cross Gunter Witherspoon & Galchus, Little Rock

Kenny Tomlin

AGE THEN: 36 AGE NOW: 40
JOB THEN: Founder & CEO, Rockfish Interactive
JOB NOW: Founder and CEO, Rockfish Interactive, Rogers

Jerry Vascocu

AGE THEN: 36 AGE NOW: 40
JOB THEN: President, Central Arkansas Market,



[SUBMITTED PHOTO]

Kenny Tomlin

Kenny Tomlin and his brainchild Rockfish Interactive have been on a roll the past four years.

Tomlin, founder and CEO of the fast-growing digital innovation company, was a 36-year-old member of the *Arkansas Business* 40 Under 40 Class of 2009. At that time, northwest Arkansas-based Rockfish, based in Rogers, had just opened a second office in Dallas and had 50 employees.

The company has since grown to 200 employees at seven locations and was sold to a major buyer.

"A lot since 2009," Tomlin, 40, said when asked what had been happening recently. In 2011, London-based WPP, a global communications services group, purchased Rockfish for an undisclosed amount.

"I think it's a variety of things," Tomlin said about the genesis of the sale. "We weren't trying to sell, but in 2011 almost every major agency holding company began to reach out to Rockfish. Our business had grown significantly. We saw WPP as being fuel on that fire, so to speak."

The WPP acquisition gives Rockfish a global reach and "scalability," Tomlin

said, while allowing the company to continue to do what it does best.

"They didn't come in and try to change our company or change our leadership," Tomlin said. "It allowed us to continue growing."

Tomlin, who had already begun building Internet ventures and done similar work for Wal-Mart before founding Rockfish in 2005, said the growth of the Internet has provided both challenges and opportunities for Rockfish. "The biggest transition is the Internet being a marketing tool to the Internet being a transformational enterprise," Tomlin said.

Wrinkles like cloud-based computing and software and smartphones putting Internet connections in the hands of customers have been "huge" for the company, Tomlin said. "The Internet has to be integrated in everything you do, which has created lots of opportunities for a company like Rockfish."

The company's development group, Rockfish Labs, has launched a number of companies and technologies, like Silver Joe's Coffee, TidyTweet.com, PlayNextLevel.com and CouponFactory.com. ■

IberiaBank
JOB NOW: President, New Iberia and Louisiana Community Markets, IBERIABank, Lafayette, La.

Andrew Vines

AGE THEN: 36 **AGE NOW:** 40
JOB THEN: Partner, Wright Lindsey & Jennings
JOB NOW: Partner, Johnson & Vines, Little Rock

Kent Walker

AGE THEN: 34 **AGE NOW:** 38
JOB THEN: President, Walker Law Firm
JOB NOW: Attorney, Walker Law Firm, Little Rock

Rhonda Wood

AGE THEN: 39 **AGE NOW:** 43

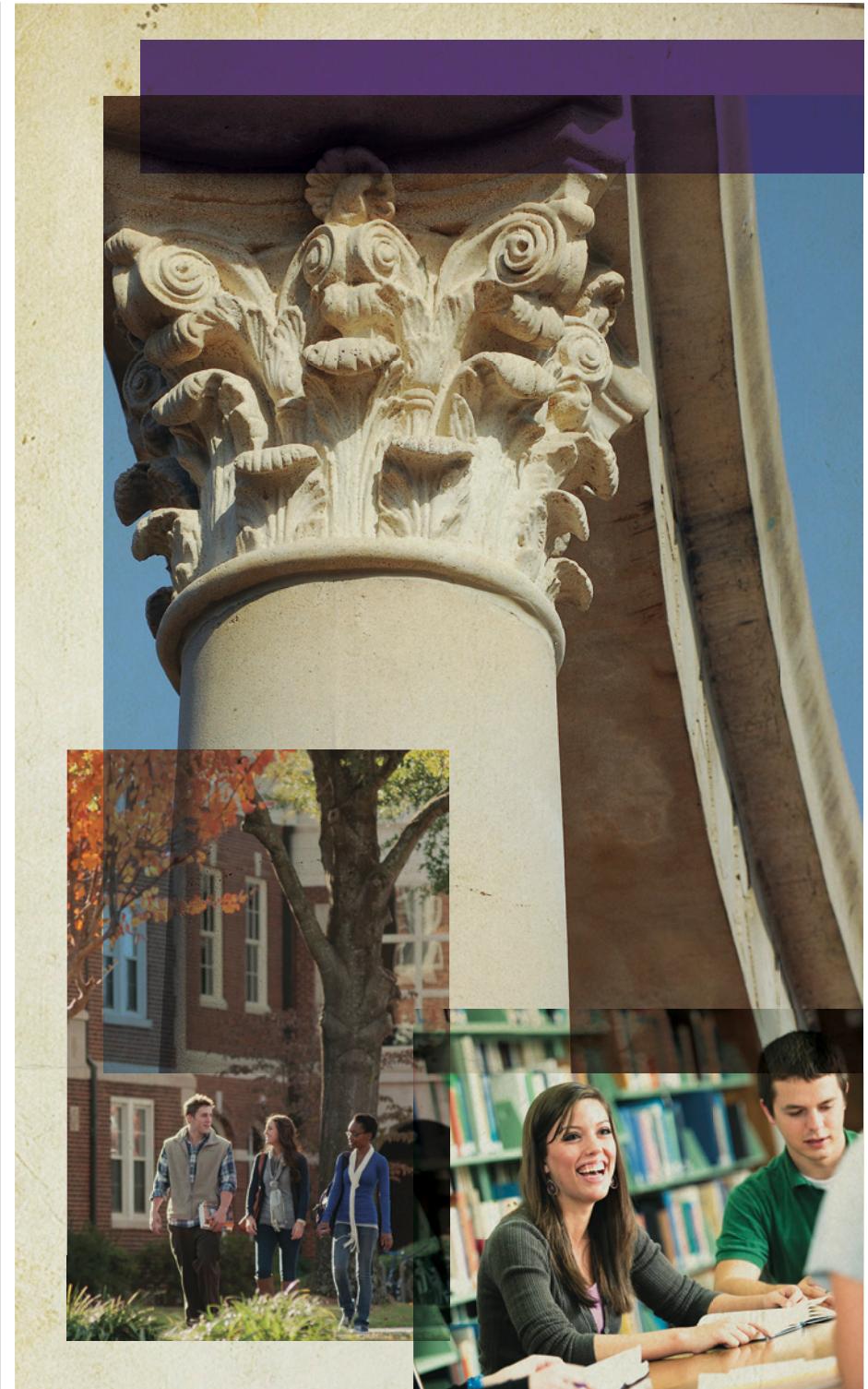
JOB THEN: Circuit Judge, 20th Judicial District
JOB NOW: Judge, Arkansas Court of Appeals
Announced candidate for Arkansas Supreme Court

Warren Woodham

AGE THEN: 39 **AGE NOW:** 43
JOB THEN: Managing Partner, Chartwell Financial Group
JOB NOW: Managing Partner, Chartwell Financial Group, Little Rock

Isaac "Zac" Wright

AGE THEN: 29 **AGE NOW:** 33
JOB THEN: Director of External Affairs, Office of the Governor
JOB NOW: Founder, Wright Strategies, Little Rock



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Melissa Snell
Jason Taylor
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Brooke Vines
Dan Young

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JOB THEN: Program Director & Host of "The Zone", KABZ-FM 103.7
JOB NOW: Program Director, 103.7, The Buzz KABZ FM, Little Rock

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AGE NOW: 42
JOB THEN: Member, Williams & Anderson PLC
JOB NOW: Counsel, Mitchell Williams Selig, Gates & Woodyard, Little Rock,

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AGE THEN: 39 AGE NOW: 42
JOB THEN: Executive Director of Schools, eStem Public Charter Schools
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JOB NOW: U.S. district judge, U.S. District Court Eastern District of Arkansas, Little Rock


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AGE NOW: 41
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JOB NOW: President, The Computer Hut, Little Rock

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JOB NOW: VP, Africa Area Program, Heifer International, Little Rock

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JOB THEN: Director & Chief Scientist, University of Arkansas at Little Rock Nanotechnology Center
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JOB THEN: Assistant Arkansas Attorney General, Health Care Bureau
JOB NOW: Chief Legal Counsel, Arkansas Lottery Commission, Little Rock

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AGE THEN: 35 AGE NOW: 38
JOB THEN: Director, Breast Imaging, Central Arkansas Veterans Healthcare System
JOB NOW: Director, Breast Imaging, Central Arkansas Veterans Healthcare System, Little Rock

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AGE THEN: 32 AGE NOW: 35
JOB THEN: Executive Director, City Year Little Rock
JOB NOW: Executive Director, City Year, Little Rock

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JOB THEN: Partner, Impact Management Group
JOB NOW: Partner, Impact Management Group, Little Rock

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JOB THEN: Owner, Shayla Copas Interiors
JOB NOW: Owner, Shayla Copas Interiors, Little Rock

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JOB THEN: Human Resources Director, Windstream Corp.
JOB NOW: Director of Talent Acquisition, Windstream Corp., Little Rock

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JOB THEN: Creative Director, Jones Film Video
JOB NOW: Creative Director, Jones Film Video, Little Rock

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AGE THEN: 31 AGE NOW: 34
JOB THEN: Community Affairs Specialist, Office of Sen. Blanche Lincoln
JOB NOW: Director of Public Policy, Southern Bancorp Community Partners, Little Rock

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AGE THEN: 39
AGE NOW: 42
JOB THEN: EVP, Arvest Bank
JOB NOW: EVP, Arvest Bank, Bentonville

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AGE THEN: 37 AGE NOW: 40
JOB THEN: Arkansas Court of Appeals Judge & Arkansas Supreme Court Justice-elect
JOB NOW: Associate Justice, Arkansas Supreme Court, Little Rock

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AGE THEN: 39 AGE NOW: 42
JOB THEN: Manager, Office of Economic Development, Entergy Arkansas Inc.
JOB NOW: Project Manager, Entergy Corporation, New Orleans


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AGE THEN: 38
AGE NOW: 41
JOB THEN: President and CEO, McGehee-Desa County Hospital
JOB NOW: CEO, McGehee-Desa County Hospital, McGehee

Melissa Myers Hendricks
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JOB THEN: Grants & Major Gifts Officer, Pulaski Technical College
JOB THEN: Grants & Major Gifts Officer, Pulaski Technical College

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JOB THEN: Director of Category Management, Honeywell International Inc.
JOB NOW: Manager, Custom Marketing, Armored Auto Group, Bentonville

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AGE THEN: 38 AGE NOW: 41
JOB THEN: SVP, Corporate Finance, Bank of the Ozarks
JOB NOW: EVP, Corporate Finance, Bank of the Ozarks, Little Rock

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AGE THEN: 32 NOW: 35
JOB THEN: Owner & Winemaker, Chateau Aux

Arc Vineyards & Winery
JOB NOW: Owner & Winemaker, Chateau Aux
Arc Vineyards & Winery, Altus

Josh Jenkins
AGE THEN: 36 AGE NOW: 39
JOB THEN: General Sales Manager, Parker Cadillac
JOB NOW: General Manager, Parker Cadillac, Little Rock

Kevin Keech
AGE THEN: 39 AGE NOW: 42
JOB THEN: Owner, Keech Law Firm
JOB NOW: Founder & Attorney, Keech Law Firm, North Little Rock


Mandy Kelley
AGE THEN: 38
AGE NOW: 41
JOB THEN: Business Development Director, Greater Hot Springs Chamber of Commerce
JOB NOW: Director of Sales, VIPA Hospitality, Hot Springs

Roberts Lee
AGE THEN: 39
JOB THEN: Principal, Meadors Adams & Lee
JOB NOW: VP, Meadors Adams & Lee, Little Rock

Tom Leonard Jr.
AGE THEN: 35 AGE NOW: 38
JOB THEN: Partner, PricewaterhouseCoopers LLP
JOB NOW: Managing Partner, PWC LLP, Little Rock

Cristian Andrew Murdock
AGE THEN: 39 AGE NOW: 42
JOB THEN: Vice Chancellor for University Advancement, Arkansas State University
JOB NOW: Consultant, Gonser Gerber, Naperville, Ill.

Sam O'Bryant III
AGE THEN: 38 AGE NOW: 33
JOB THEN: Brownfields Program Administrator, Pulaski County Government
JOB NOW: Deputy Director, Memphis City Schools Foundation

Craig S. Shelly
AGE THEN: 34 AGE NOW: 37
JOB THEN: VP, Corporate Strategy, USA Truck Inc.
JOB NOW: Senior Manager, Logistics Finance, Wal-Mart Stores Inc., Bentonville

Scott Shirey
AGE THEN: 34 AGE NOW: 36
JOB THEN: Executive Director, KIPP Delta Public School
JOB NOW: Founder & Executive Director, KIPP Delta Public Schools, Helena

Tara Michelle Smith
AGE THEN: 31 AGE NOW: 34
JOB THEN: Financial Aid Coordinator, Arkansas Department of Higher Education
JOB NOW: Senior Associate Director, Institutional Finance, Arkansas Department of Higher Education, Little Rock



[PHOTO BY JASON BURT]

Tom Leonard

Tom Leonard has changed positions at PricewaterhouseCoopers LLP since he was a member of the *Arkansas Business* 40 Under 40 Class of 2010.

But a new title — managing partner — and responsibilities are nothing compared to the other developments in Leonard's life.

"The biggest change has been in my personal life, which has had a direct impact on my professional life, and that is the birth of my daughters — Tess in 2010 and Darby in 2012," Leonard, 38, said. "Having two little girls has had a significant impact on the way I approach my work/life balance."

Leonard was a partner at PwC, headquartered in London and the world's largest professional services firm, when he was profiled in 2010. As managing partner of PwC's Little Rock practice, Leonard now provides quality service to clients and relevant stakeholders while also managing staff and overseeing the strategic direction of the office, recruiting, market-facing activities and community initiatives.

But Leonard now works those duties around family time as much as pos-

sible. "I leave the office a lot earlier than I used to," he said.

Leonard said it is part of PwC's culture to balance work and life, and he encourages employees to do so whenever possible. "Driving flexibility in the workplace doesn't necessarily mean working less," Leonard said. "It means working smarter."

Leonard said he enjoys the relationships he has with employees and clients, while his biggest challenge is managing the workload and putting the right people in the right advancement opportunities.

Leonard and PwC remain active in the community through Habitat for Humanity, Junior Achievement, Arkansas Children's Hospital and Arkansas Food Bank. PwC has made a \$160 million investment in the Earn Your Future initiative, which addresses youth education with a focus on financial literacy throughout the United States.

But Leonard's favorite free time activity is spending time with his wife, April, and his daughters. "It's a blessing to be able to be active in their lives," he said. ■

Melissa Snell

AGE THEN: 33 AGE NOW: 36
JOB THEN: VP, Business Development, Snell Prosthetic & Orthotic Laboratory
JOB NOW: VP, Business Development, Snell Prosthetic & Orthotic Laboratory, Little Rock

Jason Taylor

AGE THEN: 35 AGE NOW: 38
JOB THEN: CFO, First Community Bank
JOB NOW: CFO, First Community Bank, Batesville

Brian A. Vandiver

AGE THEN: 35 AGE NOW: 38
JOB THEN: Counsel, Mitchell Williams Selig Gates & Woodyard
JOB NOW: Member, Mitchell Williams Selig, Gates & Woodyard, Little Rock

Brooke Vines

AGE THEN: 37 AGE NOW: 40
JOB THEN: Owner & Founder, Vines Media
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Katherine Faulk
Chad Franks
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Sabrina NeKay Lewellen
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Jack Lofton
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Paul Andrew Prater
Tyler Vance
John T. Vines
Donnie Whitten
Perry Wilson

Justin Taylor Allen

AGE THEN: 37 AGE NOW: 39
 JOB THEN: Of Counsel, Wright Lindsey & Jennings
 JOB NOW: Partner, Wright Lindsey & Jennings, Little Rock

Mary Browne Allen

AGE THEN: 36 AGE NOW: 38
 JOB THEN: President, Hank's Fine Furniture
 JOB NOW: President, Hank's Fine Furniture

Dr. Jeanine A. Andersson

AGE THEN: 38
 AGE NOW: 40
 JOB THEN: Hand & Microsurgeon, Arkansas Specialty Orthopaedics
 JOB NOW: Medical Doctor, Arkansas Specialty Orthopaedics, Little Rock

John Beachboard

AGE THEN: 31 AGE NOW: 33
 JOB THEN: Co-owner, Zaza Fine Salad & Wood Oven Pizza Co.
 JOB NOW: Owner, Zaza Fine Salad & Wood Oven Pizza Co., Little Rock

Kevin John Brockmeier

AGE THEN: 36 AGE NOW: 40
 JOB THEN: Writer
 JOB NOW: Writer, Danville, Calif.

Joshua H. Brown

AGE THEN: 27 AGE NOW: 29
 JOB THEN: Co-owner, Haag Brown Commercial Real Estate & Development
 JOB NOW: Co-owner & Executive Broker, Haag Brown Commercial Real Estate & Development, Jonesboro

Ben Burris

AGE THEN: 39 AGE NOW: 41
 JOB THEN: Orthodontist
 JOB NOW: Owner, Braces by Burris and Arkansas Orthodontics

Hunter Carpenter

AGE THEN: 34 AGE NOW: 36
 JOB THEN: Managing Director, Stephens Group LLC
 JOB NOW: Managing director, Stephens Group LLC, Little Rock

Adam Parker Carson

AGE THEN: 39
 AGE NOW: 41
 JOB THEN: Director & Owner, Carson Physical Therapy
 JOB NOW: Director, Carson Physical Therapy, Bryant

Blake Andrew Denison

AGE THEN: 39 AGE NOW: 41
 JOB THEN: General Manager, Business Communications Inc.
 JOB NOW: Senior Account Manager, NetApp, Little Rock

Khayyam M. Eddings

AGE THEN: 38 AGE NOW: 40
 JOB THEN: Partner, Friday Eldredge & Clark
 JOB NOW: Partner, Friday Eldredge & Clark, Little Rock

Katherine Faulk

AGE THEN: 30 AGE NOW: 32
 JOB THEN: Owner & President, KLF & Co.
 JOB NOW: Owner & President, KLF & Co., Little Rock

Chad Franks

AGE THEN: 39 AGE NOW: 41
 JOB THEN: Managing Partner, New York Life Insurance Co.
 JOB NOW: Managing Partner, New York Life Insurance Co., Little Rock

**Robyn Goforth**

AGE THEN: 36
 AGE NOW: 38
 JOB THEN: Chief Scientific Officer, BiologicsMD
 JOB NOW: Chief Scientific Officer, BiologicsMD,

Fayetteville

Daniel Goodwin

AGE THEN: 37 AGE NOW: 39
 JOB THEN: Shareholder & Director, Gill Elrod Ragon Owen & Sherman
 JOB NOW: Shareholder & Director, Gill Ragon Owen, Little Rock

Dr. Eric Gordon

AGE THEN: 37 AGE NOW: 38
 JOB THEN: Orthopedic Surgeon, Arkansas Specialty Orthopaedics
 JOB NOW: Orthopedic Surgeon, Arkansas Specialty Orthopaedics, Little Rock, AR

Ryan Gribble

AGE THEN: 39 AGE NOW: 41
 JOB THEN: General Manager, Razorback Sports Properties
 JOB NOW: General Manager for IMG College, University of Georgia, Athens

James Harkins

AGE THEN: 34 AGE NOW: 36
 JOB THEN: Broker, Flake & Kelley Commercial
 JOB NOW: Executive Broker, Flake & Kelley Commercial, Little Rock

Brian Henry

AGE THEN: 36 AGE NOW: 38
 JOB THEN: Vice President, International Mergers & Acquisitions, Wal-Mart Stores Inc.
 JOB NOW: Founder/COO, OptaHEALTH, Conway

Greg Hunt

AGE THEN: 33
 AGE NOW: 35
 JOB THEN: President, Sandstone Real Estate Group
 JOB NOW: President & Principal Broker, Sandstone Real Estate Group, Conway

**Myron Jackson**

AGE THEN: 36
 AGE NOW: 38
 JOB THEN: CEO, The Design Group
 JOB NOW: CEO, The Design Group, Little Rock

Dr. Dan Johnson

AGE THEN: 38 AGE NOW: 40
 JOB THEN: Neuropsychologist & Entrepreneur
 JOB NOW: Clinical Neuropsychologist, Jonesboro

Clint Lazenby

AGE THEN: 38 AGE NOW: 40
 JOB THEN: Director Wal-Mart International, Emerging Formats, Multi-Channel, ConAgra Foods
 JOB NOW: Director Wal-Mart International, ConAgra Foods Inc., Omaha, Neb.

Sabrina NeKay Lewellen

AGE THEN: 33 AGE NOW: 35
 JOB THEN: Constituency Services, Research & Special Projects Manager, Arkansas State Senate
 JOB NOW: Constituency Services, Research & Special Projects Manager, Arkansas State Senate, Little Rock

Courtney Newton Little

AGE THEN: 37 AGE NOW: 39
 JOB THEN: President & General Counsel, Ace Glass Construction Corp.
 JOB NOW: President, Ace Glass Construction Corp., Little Rock

Brent Lobanoff

AGE THEN: 39 AGE NOW: 41
 JOB THEN: EVP, Fletcher Auto Group
 JOB NOW: EVP & Partner, Fletcher Auto Group, North Little Rock

Jack Lofton

AGE THEN: 29
 AGE NOW: 31
 JOB THEN: Executive Director, Little Rock Film Festival
 JOB NOW: American Injury Attorney Group, Little Rock
 His documentary on former Texas Gov. Ann Richards will be shown by HBO in 2014

Susannah Marshall

AGE THEN: 39 AGE NOW: 41
 JOB THEN: Deputy Commissioner, Arkansas State Bank Department
 JOB NOW: Deputy Commissioner, Arkansas State Bank Department, Little Rock

Jennifer Maune

AGE THEN: 31 AGE NOW: 32
 JOB THEN: Executive Director, Cystic Fibrosis Foundation
 JOB NOW: Executive Director, Cystic Fibrosis Foundation, Little Rock

Matt McClure

AGE THEN: 38 AGE NOW: 40
 JOB THEN: Superintendent, Cross County School District
 JOB NOW: Superintendent, Cross County School District, Cherry Valley

Tim Miller

AGE THEN: 39 AGE NOW: 41
 JOB THEN: President, Sumotext Corp.
 JOB NOW: President, Sumotext Corp., Little Rock

Gina Moran

AGE THEN: 38 AGE NOW: 40
 JOB THEN: Partner, Hudson Cisne & Co.
 JOB NOW: Partner, Hudson Cisne & Co., Little Rock

Ben Noble

AGE THEN: 37 AGE NOW: 39
 JOB THEN: President, Noble Strategies Inc.
 JOB NOW: President, Noble Strategies Inc., Little Rock

Jennifer R. Pierce

AGE THEN: 34 AGE NOW: 36
 JOB THEN: Partner, Mitchell Williams Selig Gates & Woodyard

JOB NOW: Partner, Mitchell Williams Selig Gates & Woodyard, Little Rock

Paul Andrew Prater

Age Then: 36 Age Now: 38
 Job Then: Managing Attorney, Hosto Buchan & Prater
 Job Now: Director of Continuing Legal Education, Arkansas Bar Association, Little Rock

Tyler Vance

AGE THEN: 37 AGE NOW: 39
 JOB THEN: Chief Banking Officer, Bank of the Ozarks
 JOB NOW: Chief Banking Officer, Bank of the Ozarks, Little Rock

John T. Vines

AGE THEN: 37 AGE NOW: 39
 JOB THEN: Partner, Wood Smith Schnipper Clay & Vines
 JOB NOW: Partner, Wood Smith Schnipper Clay & Vines, Hot Springs

Donnie Whitten

AGE THEN: 39 AGE NOW: 41
 JOB THEN: Superintendent, Arkadelphia School District
 JOB NOW: Superintendent, Arkadelphia School District

Perry Wilson

AGE THEN: 37 AGE NOW: 39
 JOB THEN: Director, Barber Law Firm
 JOB NOW: Director, Barber McCaskill Jones & Hale, Little Rock

Ben Burris

Ben Burris helps provide braces for the kids, but he makes entire families smile.

A member of the *Arkansas Business 40 Under 40* Class of 2011, Burris was planning to open two new clinics when he was honored two years ago but has shifted gears, selling the Central Arkansas Orthodontics Associates practices he owned with a partner and, in March, purchasing Arkansas Orthodontics.

Burris now owns Braces by Burris and Arkansas Orthodontics, with 10 clinics, five under each practice.

"It's that old Starbucks thing about staying small while getting big," Burris, 41, said.

Among his many sidelines, Burris is co-founder of Hixson-Burris Media, which delivers market-driven content to orthodontists and dentists and includes the *Progressive Orthodontist Magazine*. He is a clinical professor at Roseman University in Henderson, Nev., maintains a blog and conducts speaking engagements and presentations.

Perhaps the most rewarding of Burris' "extracurricular activities" is the Smile for a Lifetime Foundation, the nonprofit founded by Burris. Through participating orthodontists around the

country, Smile for a Lifetime helps provide orthodontic care to those who may not have the means to afford it.

Burris said that last year Smile for a Lifetime, with 140 chapters in the United States and Canada, gave out more than 1,000 scholarships, the term Burris prefers.

Noting that the national average cost for braces is close to \$6,500, Burris stressed the foundation is not doing charity work but rather selecting deserving children who are well-behaved and good students. "The coolest thing is the parents call you and say, 'Thank you for giving my kid something I couldn't,'" Burris said. "Who gets to do that?"

Burris, planning a reunion of the first Smile for a Lifetime chapter in August, said the reward is watching children who are afraid to even make eye contact at first suddenly become proud of their smiles.

As for the practices, the backbone of the operation, Burris said he is in the process of integrating the 10 clinics while allowing doctors their individuality. "Let's say we all have the same golf clubs but we play a little differently," Burris said. ■



[SUBMITTED PHOTO]

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Matthew W. Allen
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JOB THEN: Senior Director, Global Treasury, Wal-Mart Stores Inc.
JOB NOW: Senior Director, Global Treasury, Wal-Mart Stores Inc., Bentonville

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AGE THEN: 37 AGE NOW: 38
JOB THEN: Executive Vice President and Chief Financial Officer, Summit Bank
JOB NOW: Executive Vice President/CFO, Summit Bank, Arkadelphia

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AGE THEN: 39 AGE NOW: 40
JOB THEN: EVP, McLarty Automotive Partners
JOB NOW: President & Co-Founder, CapRock Automotive LLC, Little Rock

Cheryl Lapae Bryant
AGE THEN: 34 AGE NOW: 35
JOB THEN: District Pharmacy Manager, Walgreens

JOB NOW: Walgreens Pharmacy Supervisor, Walgreens, Deerfield, Ill.

Walter Burgess
AGE THEN: 38 AGE NOW: 39
JOB THEN: VP, Sales, Power Technologies Inc.
JOB NOW: VP, Sales & Engineering, Power Technology Inc., Little Rock



William Jason Burgess
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AGE NOW: 39
JOB THEN: VP, Operations, Power Technologies Inc.
JOB NOW: VP, Operations, Power Technology Inc., Little Rock

Katherine M. "Katie" Burns
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JOB THEN: Regulatory & Governmental Affairs Manager, Arkansas and Oklahoma, CenturyLink Inc.
JOB NOW: Regulatory & Government Affairs Manager, Arkansas and Oklahoma, CenturyLink, Little Rock

Chad H. Carlson
AGE THEN: 38 AGE NOW: 39
JOB THEN: VP, Delta Trust Investments
JOB NOW: SVP & Certified Financial Planner, Delta Trust Investments, Inc., Little Rock

Matthew Carnes
AGE THEN: 31 AGE NOW: 32
JOB THEN: CEO, Carnes Audio Visual
JOB NOW: CEO, Carnes Audio Visual, Little Rock

Mark A. Darr
AGE THEN: 38 AGE NOW: 39
JOB THEN: Arkansas Lt. Governor
JOB NOW: Arkansas Lt. Governor, Little Rock

Dr. Melvin S. "Sid" Dassinger III
AGE THEN: 38 AGE NOW: 39
JOB THEN: Assistant Professor, Pediatric Surgery, University of Arkansas for Medical Sciences
JOB NOW: Associate Professor, UAMS, and Pediatric Surgeon, Arkansas Children's Hospital

Andy Davis
AGE THEN: 37 AGE NOW: 37
JOB THEN: Owner & President, New Water Systems
JOB NOW: Owner & President, New Water Systems, and State Representative, Little Rock

Kenneth Harold "Kent" Dover II
AGE THEN: 39 AGE NOW: 40
JOB THEN: Executive Broker, ERA Rushing McAdams Polychron Realty
JOB NOW: Executive Broker, ERA Rushing McAdams Polychron, Hot Springs

David Druey
AGE THEN: 39 AGE NOW: 40
JOB THEN: Division President, Centennial Bank
JOB NOW: Division President, Centennial Bank, Conway

J. Carter Fairley
AGE THEN: 38 AGE NOW: 39
JOB THEN: Director, Barber McCaskill Jones & Hale PA
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JOB THEN: Director & Shareholder, Gill Ragon Owen
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JOB THEN: President & CEO, Fidelity Insurance Group
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JOB THEN: President & CEO, Little Rock Convention & Visitors Bureau
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JOB THEN: EVP & CFO, First National Bank
JOB NOW: President & CEO, First National Bank, Hot Springs

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JOB THEN: Music Director, Arkansas Symphony Orchestra
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JOB THEN: COO, Media Director & Principal, The Design Group
JOB NOW: COO & Principal, The Design Group, Little Rock

Buckley O'Mell

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JOB THEN: Broker, Flake & Kelley Commercial
JOB NOW: VP, Advocacy, Little Rock Regional Chamber of Commerce

Laura Moore Pickens

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JOB THEN: VP, Marketing & Public Relations, St. Bernards Healthcare
JOB NOW: VP, Marketing & Public Relations, St. Bernards Healthcare, Jonesboro

Scott Pittillo

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JOB THEN: EVP & CFO, Pine Bluff National Bank
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Martine Downs Pollard

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JOB THEN: Executive Director, Communications & Integration, Mercy Health System of Northwest Arkansas
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JOB THEN: President, Salter Construction Inc.
JOB NOW: President, Salter Construction Inc., Conway

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JOB THEN: SVP, Arkansas Private Wealth Executive, Regions Bank
JOB NOW: SVP, Arkansas Private Wealth Executive, Regions Bank, Little Rock

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JOB THEN: Partner, JPMS Cox PLLC
JOB NOW: Tax Partner, JPMS Cox PLLC, Little Rock

Patrick Darrow Wilson

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JOB THEN: Partner, Wright Lindsey and Jennings
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[PHOTO BY AMY LONG]

Christie Jordan

Fittingly, the Food Bank of Northeast Arkansas moved into its new warehouse on Thanksgiving.

For Executive Director Christie Jordan, the warehouse was a significant step forward feeding the hungry since her recognition as an *Arkansas Business* 40 Under 40 honoree last year.

"We completed that in November of 2012," Jordan said of the 56,000-SF facility that replaced the 13,000-SF warehouse. "We moved in the week of Thanksgiving. We have been going fast and furious ever since."

The warehouse significantly increased the food bank's cold storage space, which allows for an increase in perishable and frozen food donations of meats, vegetables and even some dairy products, Jordan said.

That in turn allows the food bank to better help people in need with their overall diet and nutritional needs.

Jordan, 40, said that in 2012 the Food Bank of Northeast Arkansas, with an annual budget of just under \$1 million, distributed more than 4 million pounds of food. "We do a lot on a very limited budget," Jordan said. "We work

hard to stretch the resources the community trusts us with."

The food bank is affiliated with other food banks across the state and offers a number of initiatives like the backpack program for schoolchildren and the senior pack program for people over 60.

The commodity distribution program sets up one-day food pantries at four to five times annually at 18 different locations.

The food bank also is involved in a collaborative gleaning program that has distributed more than 1 million pounds of food gleaned from farms around the state. "There are some farmers that set aside X poundage or so many acres of crops for collection," Jordan said. "And there are others that, after their primary harvest has been collected, they let us come through and take their secondary yield."

It is another program that helps with overall nutrition and is also food for the soul, Jordan said. "I really enjoy the sense of purpose that I have coming to work every day," she said. "It's not just a job." ■

Phillip Marc Wilson

AGE THEN: 39 AGE NOW: 40
JOB THEN: President, Rich Mountain Community College
JOB NOW: President, Rich Mountain Community College, Mena

Rennell Woods

AGE THEN: 38 AGE NOW: 39
JOB THEN: Executive Director, CityYouth Ministries Inc.
JOB NOW: Executive Director, CityYouth Ministries, Jonesboro

W. Bishop Woosley

AGE THEN: 38 AGE NOW: 39
JOB THEN: Director, Arkansas Scholarship Lottery
JOB NOW: Director, Arkansas Scholarship Lottery, Little Rock

Ronald Wayne Witherspoon II

AGE THEN: 39 AGE NOW: 40
JOB THEN: EVP & Sales Manager for Central Arkansas, Arvest Bank
JOB NOW: EVP & Sales Manager for Central Arkansas, Arvest Bank, Little Rock

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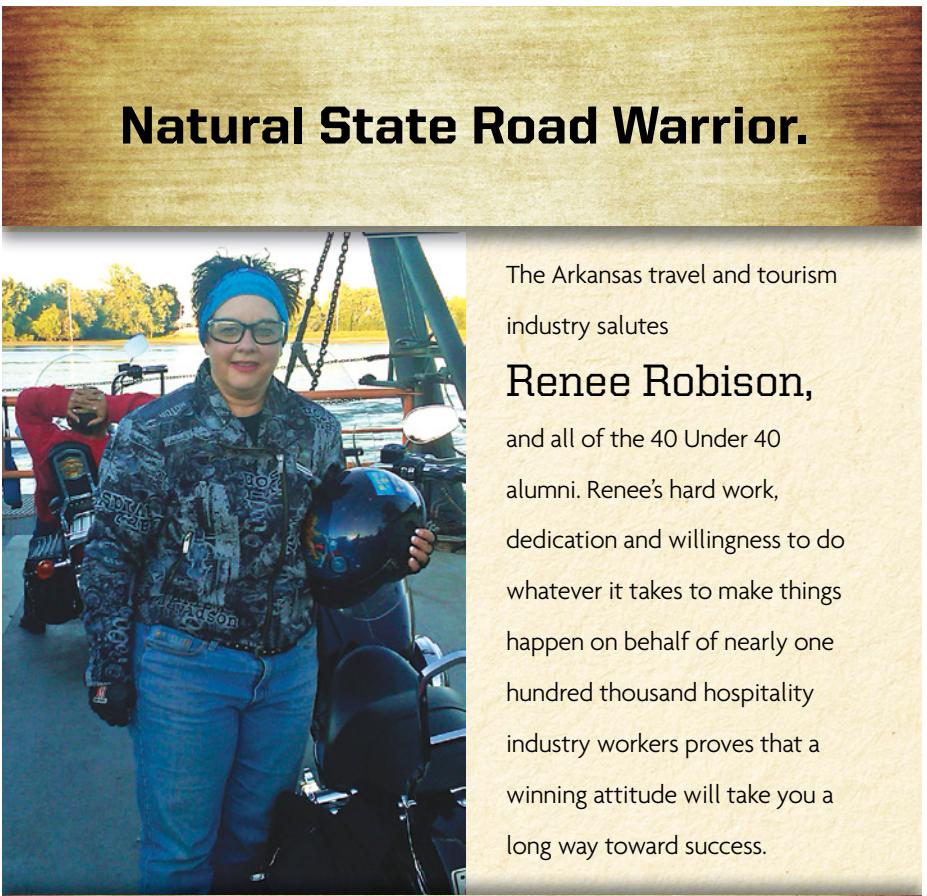
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Richardson, Cary	2000	36	Ternes, Mary Ellen	2001
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Stewart, Amy Lee	1999	35	Woods, Rennell	2012
Stinson, Jeffry Lee	2006	48	Woods, Ron Bene'	1996
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Strange, Stephen Luther Jr.	2005	46	Wright, Isaac "Zac"	2009
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Suskie, Paul Christopher	2007	50	Yarnell, Christina	2007
Sutton, Wes	2002	40	Yates, Jeff	2006
Taggart, James Burt	2013	20	Young, Chad	2004
Taylor, James Kent Jim	1999	35	Young, Dan	2010
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Taylor, Jay T.	2005	46	Young, Mark	2001
Taylor, Melanie	2002	40	Zahnen, Rhonda	2002
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Teague, Scott	2005	46	Zimmerman, Stacey	1999

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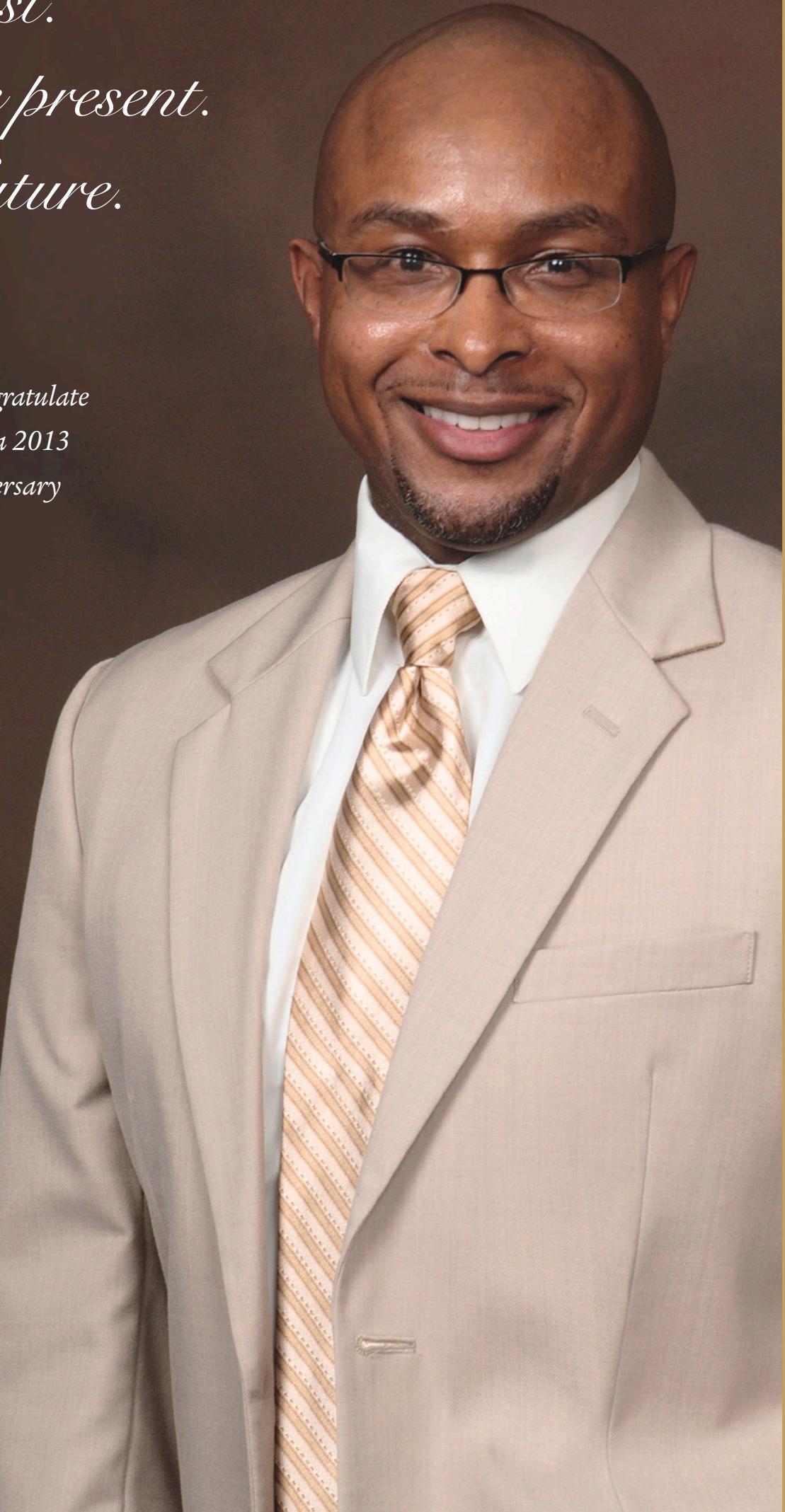
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Bailey Buys 126 Units

Premier Financing

A 126-unit piece of a Little Rock apartment project is under new ownership after a \$4.4 million sale.

Cantrell Heights LLC, led by **John Bailey**, bought a 4.9-acre portion of **Valley Heights Apartments** at 6900 Cantrell Road from **Centennial Bank** of Conway.

The deal is financed with a five-year loan of \$4.48 million from the bank.

Centennial recovered the property in March at a \$2 million foreclosure sale. The previous owner was **Valley Heights Apartments Ltd.**, led by **David Henry**.

The property previously was tied to an April 2004 mortgage of \$4.4 million held by a Centennial predecessor, **Twin City Bank** of North Little Rock.

Warehouse Sale

A 50,000-SF warehouse project in North Little Rock changed hands in a \$550,000 transaction.

VBI Properties LLC, led by **Larry Breden**, purchased the 2003 W. 38th St. project through **Acadia Management Inc.**, led by **Bruce Bethell**.

The seller is **Custom Food Group Ltd.** of Dallas, led by **Wendell Holloway**.

The 5.5-acre development previously was used to help secure a March 2005 mortgage of \$4 million held by **Texas Capital Bank** of Dallas.

The property was bought for \$1.09 million in April 1999 from **Pickett Food Service**, led by **Doyle Pickett**.

Hillcrest Home

A 3,021-SF home in Little Rock's Hillcrest neighborhood rang up a \$616,667 deal.

Ned and Victoria Garrett acquired the house from **Helen Corkern**. The deal is funded with a 30-year loan of \$417,000 and a \$79,000 loan from **Delta Trust & Bank** of Little Rock.

The residence previously was linked with an August 2004 loan from **First Home Mortgage Inc.** of Jonesboro.

Corkern purchased the property for \$250,000 nearly nine years ago from the **Miles & Donna Waldron Family Revocable Trust**.

Maisons Abode

A 4,624-SF home in The Maisons neighborhood of west Little Rock's Chenal Valley development sold for \$535,000.

Asif Masood and **Madiha Shahid** bought the house from **Dennis** and **Patricia Braddy**.

The deal is backed with a 30-year loan of \$428,000 and a 22-year loan of \$53,500 from **U.S. Bank** of Cincinnati.

The property was acquired for \$595,000 in April 2006 from **Rector Phillips Morse Inc.**, led by **Loyd Walker**.



Real Deals George Waldon

George@ABPG.com

The project was purchased for nearly \$6.8 million four years ago from **GPH North Little Rock LLC** of Fort Smith.

Kids Play Mortgage

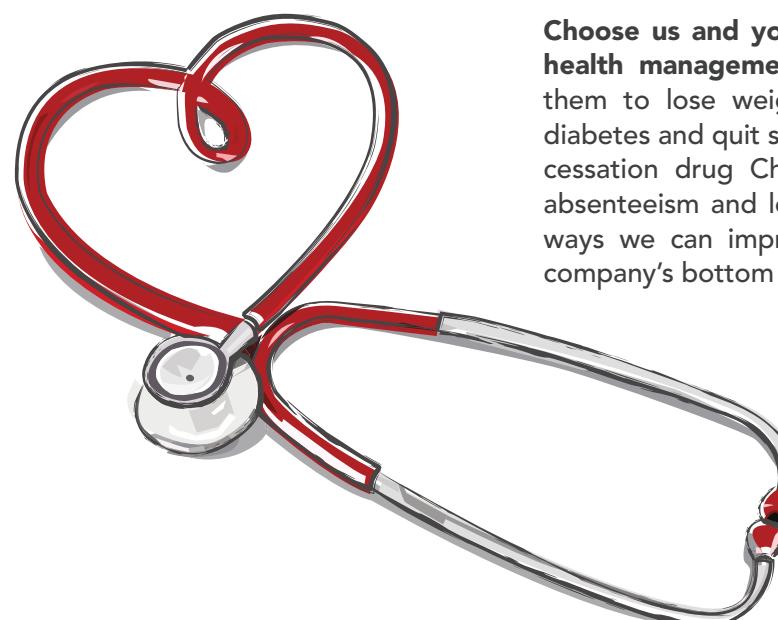
A 6.24-acre **Pediatrics Plus** development in west Little Rock is backed with a \$2.1 million financial package.

Kids Play Properties LLC, led by **Todd Denton**, received the 30-year loan through **Six Bridges Capital Corp.** of Little Rock.

Construction of the 1900 Aldersgate Road project was funded with a March 2012 loan of \$5.4 million from Delta Trust & Bank.

The land was assembled in deals totaling \$981,000. The sellers are **D.M. and Ida Lewis**, \$310,000 in February 2012, and **Nabholz Inc.**, led by **Bill Hannah**, \$671,000 in March 2012. ■

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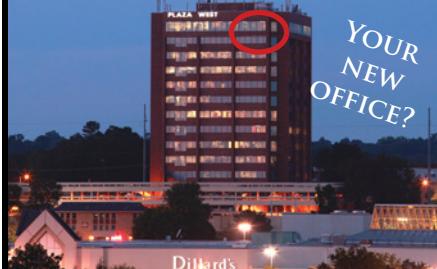




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40 Under 40 Relive

Relive *Arkansas Business*' annual 40 Under 40 luncheon, scheduled for June 14 at the Little Rock Marriott. **Dale Dawson**, former Stephens Inc. investment banker and founder of Bridge2Rwanda, was the announced speaker. Go to ArkansasBusiness.com/40Photos for to see photos and coverage of the event.

Building Bridges on Banks

Speaking of Dale Dawson, pick up a copy of this month's *Little Rock Soiree* and discover more about his humanitarian efforts in Rwanda and his assistance building banks inside the impoverished nation. Go to it online at LittleRockSoiree.com.

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Arkansas Business 40 Under 40

Each year, *Arkansas Business* honors 40 intriguing business and political leaders under 40 years old who bear watching. Here are profiles of the state's rising stars, as nominated by readers and chosen by the editors of *Arkansas Business*. Also: nominate someone for a future 40 Under 40 list.

The 2012 Class of Honorees



20 Times 40

Twenty classes and more than 800 honorees. *Arkansas Business* has been identifying the best and brightest of the state's business, nonprofit and political communities since 1994. You can read profiles of every one of our nominees right now at ArkansasBusiness.com. Visit the People section of the website to look back on 20 classes of familiar faces.



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NEA Baptist Health System's Center for Cancer Care is part of a \$400 million project.

Cancer Center Eyes Opening By Year's End

NEA Baptist Health System of Jonesboro is practically finished with the construction of its 34,000-SF cancer care center.

In July, medical equipment will be moved into the building, said **Brad Parsons**, the CEO of NEA Baptist Memorial Hospital.

The **NEA Baptist Center for Cancer Care** will feature all of its cancer care services under one roof, from diagnosis to chemotherapy treatments to radiation to support for patients.

"The Cancer Center is really the first of its kind in northeast Arkansas," Parsons said.

The center is part of NEA Baptist's medical campus, which is also wrapping up construction. The campus features a six-story, 550,000-SF hospital and a 213,000-SF medical office building.

"The Cancer Center won't open and see patients before the entire project is completed due to the nature of a busy construction site still very close ... to where the Cancer Center is located," Parsons said.

NEA has a target date of November to open the campus. Construction started in 2010.

Currently, NEA is hiring about 525 employees to work at the campus, which will include 400 workers at the hospitals. NEA hopes to have the staff in place by August.

The new campus will replace NEA's 100-bed hospital, built in 1976. Hospital officials first looked at expanding the aging hospital but then figured it was cheaper to build a new one.

In addition, the new complex will feature doctors' offices on the same floor of the inpatient hospital rooms, which "is the wave of the future for patient care because of its efficiency and responsiveness to patient needs," NEA said on its website.

AID Prepares for ACA

A division of the **Arkansas Insurance Department** is preparing to spread the word about the Affordable Care Act.

This month, 600 or more workers are expected to be hired to march into communities to inform Arkansans



Health Care Mark Friedman

MFriedman@APBG.com

about details including health care exchanges under the ACA, also known as Obamacare, that go into effect Jan. 1.

"Most of your citizens and residents don't really know about this yet," said **Cynthia Crone**, who leads the Insurance Department's Health Benefits Exchange Partnership division.

"They don't know how they will access it or what it will mean for them."

Small-business owners also don't know much about the impact of ACA, according to a recent survey by **eHealth Inc.** of Mountain View, Calif.

The survey found that almost a third of the respondents incorrectly believed that they would be required to provide group health insurance in 2014.

And nearly a quarter incorrectly believed that they will be required to pay a penalty if they fail to provide group coverage in 2014, according to the survey of 259 small-business owners conducted in February.

"Just like the individuals, the small-business owners need a lot of education," Crone said.

"We'll be working with some of our guides to reach small business."

According to the eHealth survey, nearly two-thirds of the business owners admit to not understanding exchanges at all.

The Arkansas Insurance Department will issue contracts with community organizations and those organizations will be responsible for hiring the workers. The guides will be paid with money from a federal grant.

Crone said the guides will speak at community events, churches and other gatherings to explain about the exchanges and what's at stake if they don't have health insurance.

Under ACA, people could face penalties if they don't have insurance starting Jan. 1. ■

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Most Admired

EDITORIAL

When we set out to track down the 763 people who had been *Arkansas Business* 40 Under 40 honorees from 1994 to 2012, we knew it was a big undertaking. And despite our best efforts, we weren't able to find them all or to get them to answer a list of questions.

But 394 did respond when we asked, "What is your political affiliation?" Of those, 44 percent said they were Republicans, 33 percent said they were Democrats and 22 percent self-identified as independent.

It's not a scientific sample, but it does sound like a fair representation of the business community in Arkansas.

We also asked this question: "What business executive do you admire most?" And more than 200 of our honorees responded to that. The most common answer, the one given by 10 percent of the respondents, was Sam Walton — who died two years before *Arkansas Business* selected its first class of 40 Under 40 honorees. His influence on business and

Arkansas Business Views

Arkansas Business' Opinion Page

Arkansas still looms large.

Other common answers: Steve Jobs, Warren Buffett, Bill Gates. And J. Thomas May, the CEO of Simmons First National Corp. whose business skills have been matched only by his grace under difficult personal challenges.

But something else stood out: Dozens of the "most-admired" business executives were names your *Arkansas Business* staff didn't recognize. Not nationally known leaders like Walton and Buffett, nor statewide legends like Tommy May.

We can only assume that these admirable business executives were people who quietly taught memorable professional lessons to eager young minds. And to one person, these leaders were as important as a Sam Walton or a Bill Gates.

Let us all strive to be the most-admired professional for the up-and-comers in our orbit. ■

The Best Is Yet to Come

I was still under 40 when, after months of saying no, I agreed to move back to Little Rock to become editor of *Arkansas Business*. I was scared that I might fail spectacularly in my hometown, but the more I thought about the offer, the more the fear of regret overcame the fear of failure.

That was the summer of 1999, and some weeks I still feel like a rookie trying to get another issue to press. But I know a lot of time has passed because the boy who started third grade that August is now a college graduate and the one who was starting kindergarten has finished his first year of college.

One of the touchstones of each of those years has been the 40 Under 40 feature, which I have overseen since 2000. It's not unique to *Arkansas Business*; many other business journals and trade journals around the country have similar features. (Notable: The *National Law Journal* included former Little Rock attorney Gene Cauley in its 40 Under 40 feature before he admitted stealing \$9 million from clients, but *Arkansas Business* never did.) Even after 20 consecutive classes — even after personally participating in 14 of those — I still believe this is a valuable exercise for the *Arkansas Business* staff and for our readers.

There's no doubt we've been overly enthusiastic about some young business executives who flamed out quickly — three have gone to prison, and one is there now — and I feel certain that we've passed over some nominees who were far more impressive than the honorees we did choose. But when I look at the 803 names in the 20 annual lists, I feel pretty good about our collective ability to spot up-and-comers. I only regret that some of that talent has subsequently left Arkansas. (Why 803? Because in the first year, 1994, there were actually 42 honorees, including two married couples, and last year we jointly honored twin brothers.)

I especially enjoyed reading the features that Todd Traub, our managing editor for special business publications, wrote about one member of each past class. We asked Del Boyette, a member of that first class, to submit to questions for the Executive Q&A feature (Page 74), and a member of the Class of 2002, our regular marketing columnist Jim Karrh, weighs in on the opposite page.

After the first couple of years that I participated in the 40 Under 40 project, all of the honorees have been younger than I by definition. Now even those who



Editor's Note

Gwen Moritz

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are barely squeaking in at age 39 seem like whippersnappers. But a great thing about what I do for a living is that I can continue getting better at it. Professional athletes are generally past their prime by 30. It's a rare phenomenon when one is still playing at 40 (although my high school classmate Trey Junkin was). But in journalism, and in business, those years of experience — of having seen similar situations and having figured out, sometimes the hard way, what works and what does not — can make a practitioner ever more valuable.

Back in 2000, when bank earnings were starting to slide after years of white-hot profitability and foreclosure action was starting to heat up, I called some bankers to ask what was going on. One of them said, "There's a whole generation of lenders who have never lent in anything but a world-record economy." Another said something I've never forgotten: "The first thing I look for in a lending department is gray hair."

I don't think I had any gray hair in 2000, and now I'm so gray that people think I'm making some kind of fashion statement. (I am; it's called laziness.) But I appreciate more and more what he was saying.

There are now bankers with a decade of experience who have never seen anything close to historic norms when it comes to interest spreads. While some credit standards are loosening up, I suspect it will be a generation before lenders forget that

real estate values don't always go up. Even if some of the newbies become cavalier, there's going to be someone with gray hair (possibly under the hair color) who has been through the worst of times and keeps a steady hand on the throttle.

I'm really glad I didn't pass up the opportunity to be editor of *Arkansas Business*. I highly recommend taking a professional risk every now and then. Here's to those of us who aren't under 40 anymore. If we keep working at it, the best really can be yet to come. ■

Email Gwen Moritz at GMoritz@ABPG.com.

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The Marketing Revolution

A lot has changed in business during the first 20 years of 40 Under 40. I contend no discipline has seen more change than has marketing.

I am a proud member of the Class of 2002; my classmates and I sit in the middle of the *Arkansas Business* 40 Under 40 timeline. I spoke with a few other past honorees, including those who came before my class and those who followed. Here are some thoughts about the most dramatic changes in marketing during the past two decades, along with what is likely ahead for the next groups of young business leaders in our state.

One big trend has been entrepreneurialism, and not just actual startups. We've seen a change in mindset: a growing free-agent mentality celebrated in TV shows and pitch competitions, and fueled in part by downsizings and the unwinding of implied contracts between corporations and employees. There's also evidence in the growth of "solopreneurs" as well as the outsourcing of business services to small, expert teams. The good news is that there is more infrastructure and capital available now in Arkansas to support entrepreneurialism. (A hat tip to Rex Nelson, Class of 1994, for reminding me of this trend.)

Another trend has been an explosion in communication tools. This is rather obvious with the growth of the Web and mobile, yet it's easy to forget how quickly this has all moved. Some of the world's transformative businesses (Google, Facebook, Twitter) did not exist 20 years ago. (Trivia: The original name for Google's search engine was BackRub.)

In the 1990s, with the growth in the number of cable TV channels and specialty print outlets, people in the marketing and media businesses talked about "audience fragmentation." That meant consumers' media use was spread out among more options (and that it became more difficult to reach a large number of consumers with an advertising message).

The more recent growth in communication options has been different, not just people reading or watching in the same way across more options, but actually behaving differently. Occasionally this seems to have veered off the tracks (as when I see four people sitting together at a restaurant, each with eyes glued to a smartphone or tablet rather than talking to one another) but mostly it has been liberating.

This has led to another trend, that of increasing consumer power. The rise of websites, information sources, review services and blogs has produced huge ripple effects. *Arkansas Business* has over the years reported the impact on businesses ranging from auto dealerships to travel agencies to restaurants and nearly anything in between. Consumers and business buyers are better equipped to negotiate or exit, and they have ever-higher expectations.

The implications of these trends are

very different, according to whether you're wearing your "personal hat" or "manager hat." More professionals are using available tools to build their personal brands and keep their free-agent options open. For managers, the new toolbox can seem nearly unmanageable. BYOD initiatives promote flexible work styles but threaten security. Employees' use of social media promises to deliver bigger groups of brand evangelists but also risks organizational reputation.

The next 20 years will be interesting. I have no idea what is in store, although a



On Marketing

Jim Karrh

JimKarrh@AOL.com

safe prediction is that marketing and IT will be forced to converge and collaborate in new ways.

You might recall that when the iPhone debuted in 2007 there were no apps. Apple soon saw the potential of leveraging a community of developers, and then created a store where they could sell their wares (creating value for developers, users and Apple). Less than three years in, Apple reported the 10 billionth app download.

Keep a customer focus with your eyes wide open to innovation; that's at least one time-tested fundamental that should hold up for another couple of decades. ■

Jim Karrh of Little Rock is a marketing consultant, researcher, speaker and author. See JimKarrh.com.

WHAT IS YOUR BUSINESS WORTH?



Arvest Bank is ready to help you plan for the ownership transition of your business – whether you're looking to sell or needing to think ahead with a succession plan. Our business banking experts have the ability to help determine the value of your business and align your plans with your financial goals. It's a free service from a trusted, local source that knows the market and will take the time to learn your business.

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Legal Notice

PROBATE NOTICE

NOTICE
IN THE CIRCUIT COURT OF PULASKI
COUNTY, ARKANSAS
FOURTEENTH DIVISION

IN THE MATTER OF THE ESTATE OF
CHARLES J. STEED, DECEASED
LAST KNOWN ADDRESS: 30 PEBBLE
BEACH DRIVE, LITTLE ROCK,

PULASKI COUNTY, ARKANSAS 72212
DATE OF DEATH: MAY 12, 2013
DOCKET NO.: 60PR-13-993

Instruments dated March 29, 1991 and
September 14, 2001 were on the 23rd day
of May, 2013 admitted to probate as the
last will and testament of the above named
decedent and the undersigned has been
appointed Executrix thereunder. A contest of
the probate of the will can be effected only
by filing a petition within the time provided
by law.
All persons having claims against the estate
must exhibit them, duly verified, to the
undersigned within six (6) months from the
date of the first publication of this notice, or
they shall be forever barred and precluded
from any benefit in the estate.
This notice first published on June 10, 2013.

Nancy Steed Williams
Executrix of the Estate of Charles J. Steed
4517 Beverly Drive
Dallas, TX 75205

Rose Law Firm,
a Professional Association
By: C. Brantly Buck
120 East Fourth Street
Little Rock, AR 72201



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NOTICE OF PUBLIC SALE

Notice is hereby given that the following described collateral securing the outstanding debt owed to **ONE BANK & TRUST, N.A.** by **RIDGE CAPITAL PARTNERS, LLC, Borrower; and HERRINGTON, INC., and PHIL HERRINGTON, INDIVIDUALLY, Guarantors**, will be sold "AS IS, WHERE IS":

Seven (7) limited liability membership interests in **Founders Ridge IV, LLC** (This entity owns real estate in Utah County, Utah more particularly described as Lot 4, Plat "K", the Ridge Lots at Sundance Community Preserve, a Sundance Recreational Resort Subdivision), and

Seven (7) limited liability membership interests in **Founders Ridge IV, LLC** (This entity owns real estate in Utah County, Utah more particularly described as Lot 5, Plat "K", the Ridge Lots at Sundance Community Preserve, a Sundance Recreational Resort Subdivision).

The sale shall be done by **PUBLIC SALE** open to the general public, said sale to be held at **12:00 noon on Tuesday, July 2, 2013**, on the front steps of **Hopkins Law Firm, A Professional Association, Attorneys at Law, located at 1000 West Second Street (Second & Chester Streets), Little Rock, Arkansas 72201**, with the above described property to be sold to the highest and best bidder. The terms of sale shall be for cash, cashier's check, wire transfer, or other payment acceptable to One Bank due by 2:00 p.m. day of sale. If payment is not received by 2:00 p.m. on the date of sale, One Bank will accept the next highest bid. For additional information, please contact Mr. Rick Baney with One Bank & Trust, N.A., at (501) 370-4594, or Gregory M. Hopkins, Esq., with Hopkins Law Firm, A Professional Association at (501) 375-1517.

THE MINIMUM BID IS ONE MILLION DOLLARS (\$1,000,000.00).

DATE OF PAYOFF: May 31, 2013

PAYOUT AMOUNT DUE: \$4,775,323.20**

INTEREST - PER DIEM ACCRUAL \$ 777.71 (per diem after May 31, 2013)

TOTAL: \$ 4,775,323.20***

[ATTY'S FEES & OTHER COSTS \$ TBD]

*** Amount does not include attorney's fees, court costs, and other expenses allowed by loan documents and applicable law.

THIS NOTICE OF SALE IS GIVEN PURSUANT TO THE ARKANSAS UNIFORM COMMERCIAL CODE AND THE PLEDGE AGREEMENT EXECUTED BY BORROWER IN FAVOR OF ONE BANK & TRUST, N.A.

Real Estate Marketplace

**Arkansas
Business**

A LOCAL GUIDE
TO REAL ESTATE



COMMERCIAL

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Address: 527 Center St., Little Rock

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Arkansas Business Movers+Shakers

Submit news items to ArkansasBusiness.com/Movers

Education

David B. Burks, who retired May 31 after 26 years as president of **Harding University** at Searcy, was honored by the board of trustees with the renaming of a major campus building as the David B. Burks American Heritage Building.

Financial Services



Karen M. Cash



Glenda L. Dean

Karen M. Cash and **Glenda L. Dean** have been promoted to vice presidents at **Simmons First Trust Co.** Cash has nearly 16 years of experience at the company. She currently works as a manager of retirement plan services in Pine Bluff. Dean has more than 29 years of experience at Simmons First National Bank, with nearly half that time spent at the trust. She is currently a manager of corporate trust in Pine Bluff.



Chad Necessary

Chad Necessary has been named senior vice president and information systems security officer at **Bank of the Ozarks** in Little Rock. Necessary has 17 years of experience in information technology.

Greg Dalton has been promoted to senior vice president and director general accounting for the **Bank**

of the Ozarks in Little Rock. Dalton has seven years of financial experience.

Karen Arnold has been hired as senior vice president and treasury management officer at **Summit Bank** in Arkadelphia. Arnold has 25 years of experience in banking. She was formerly a treasury management and payments consultant with Merchants & Planters Bank of Arkadelphia.

Health Care

E. Scot Davis has been hired as the new CEO of **Arkansas Urology** in Little Rock. Prior to being chosen to replace retiring CEO **John Hutton**, Davis spent the last 13 years with the Northeast Arkansas Baptist Clinic in Jonesboro and Baptist Medical Group in Memphis. He has more than 18 years of executive experience in the health care field.

Legal

J. Cotten Cunningham, Frank B. Newell, Adam D. Reid, A. Cale Block and **Larry O. Watkins** have been hired by the **Barber Law Firm** in Little Rock. Cunningham has joined the firm's litigation practice group. Newell has joined the firm's workers' compensation practice group. Reid has joined the firm's estate planning and taxation practice. Block has joined the firm's business and corporate law practice group. Watkins has joined the firm's construction law practice group.

Business Calendar: The Week Ahead

Tuesday

June 18

Webinar: Planning & Drafting LLC Operating Agreements. Noon, June 18 (part I); noon, June 19 (part II). \$95-\$165. Visit ArkBar.com.

Wednesday

June 19

Arkansas Municipal League Annual Convention. June 19-21. Hot Springs Convention Center, 400 Convention Blvd. \$75-\$200. Visit ARML.org. (501) 978-6105.

Thursday

June 20

QuickBooks: Beyond the Basics. 1-4:30 p.m. Reynolds Center for Business & Economic Development, UALR. \$65. Visit ASBTDC.UALR.edu.

Friday

June 21

M*A*S*H* (Medical Applications of Science for Health) Camps. May 27-July 26. Various locations. Call (501) 686-5079 for specifics. Free to qualifying high school juniors and seniors.

Monday

June 24

Best of Continuing Legal Education. June 24-28. UALR Bowen School of Law, 1201 McMath Ave., Little Rock. \$160-\$195. Visit ArkBar.com.

Super Mover

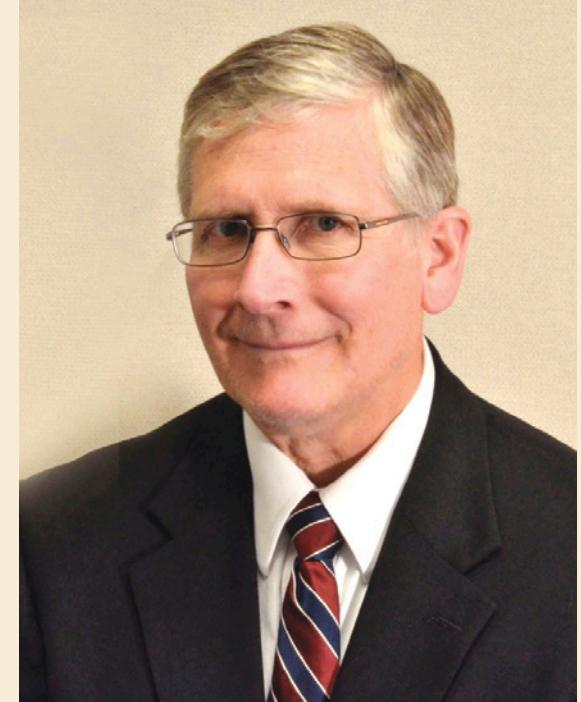
A closer look behind a prominent promotion

This Week: George Sabo III, new director of the Arkansas Archeological Survey

Background: Sabo earned his bachelor's, master's and doctoral degrees in anthropology from Michigan State University. Before joining the Arkansas Archeological Survey in 1979, he worked as an assistant archeologist for the Michigan Department of State and as an instructor at Michigan State University and the University of Windsor. He is currently a professor of anthropology and environmental dynamics at the University of Arkansas in Fayetteville.

Experience: Sabo has served as the survey's research station archeologist at the University of Arkansas in Fayetteville for more than 30 years. During that time, he has secured more than \$1 million in grant and contract funding, including three major grants from the National Endowment for the Humanities. Sabo has written, co-written and edited 12 books and monographs. He has also directed a number of archeological research projects and excavations in Arkansas.

Position: Sabo was chosen as the director of the Arkansas Archeological Survey by UA System President Donald R. Bobbitt following



Sabo has written, co-written and edited 12 books and monographs in addition to directing a number of archeological research projects and excavations. [SUBMITTED PHOTO]

a national search. Sabo will replace Thomas J. Green, who will retire June 30 after holding the position for more than two decades. "Dr. Sabo has had an outstanding career with extensive experience in archeological research and public service," Bobbitt said. "His familiarity with the work of the survey will be a major asset to the organization moving forward." ■

Nonprofit

Ray Hobbs has been elected 2013-14 chair of **Economics Arkansas** of Little Rock, an education nonprofit that promotes economic literacy among schoolchildren. Hobbs is the CEO of Daisy Outdoor Products in Rogers. **Kieth Williams** has been elected EA's 2013-14 president. Williams is the superinten-

dent of the Bald Knob School District. **Lindsay Carter, Jerry Guess, Bob Hamilton, Amy Johnson, Randy Lawson, Magen Olive, Chip Taulbee, Grant Tennille, Kristen Welk, Jerrod Williams, Kimberly Williams** and **Perry Wilson** have been elected to serve on the nonprofit's board of directors.

Real Estate



Mollie Birch

Mollie Birch has been hired as an associate broker and real estate sales agent by the **Charlotte John Co.** in Little Rock. Birch has more than 15 years of experience in the real estate industry. She has previously worked at Keller Williams Realty. ■

Movers and Shakers

Have a new employee or one recently promoted? Recently elected to a board of directors? Include it in the *Movers & Shakers* section. Contact Gwen Moritz at GMoritz@ABPG.com or (501) 372-1443.

Arkansas Business Exec Q&A

To submit questions or interview suggestions, email GMoritz@ABPG.com

Del Boyette was an Arkansas Business 40 Under 40 at the age of 37 in 1994, the first class.

What does Boyette Strategic Advisors do? Who are your clients, either generally or specifically? BSA offers strategic thinking, combined with creativity and flexibility, to provide solutions for a wide range of clients, including companies, communities, organizations, educational institutions and government agencies. Our clients include the Knoxville-Oak Ridge Innovation Valley; the states of Alabama, Florida and Kentucky; and the Tennessee Valley Authority. BSA has also worked with several economic development organizations in Arkansas.

How does your work with your clients differ from the job you had two decades ago as director of the Arkansas Economic Development Commission?

How have the expectations of businesses changed? When I was appointed executive director of AEDC, I was an economic development practitioner and 36. During the last 20 years, I've had the opportunity to expand on my experience by leading a national practice area at a "Big Four" firm in Atlanta and have a deeper understanding of what's most important to business and industry as they make investment decisions. I think expectations of businesses have changed across the board, from concerns about short- and long-term costs to changing workforce needs. However, the area of sustainability may represent the most significant change in corporate expectations and direction. BSA is the first economic development firm in the country to "connect the dots"

This Week: Del Boyette

President and CEO of Boyette Strategic Advisors of Little Rock

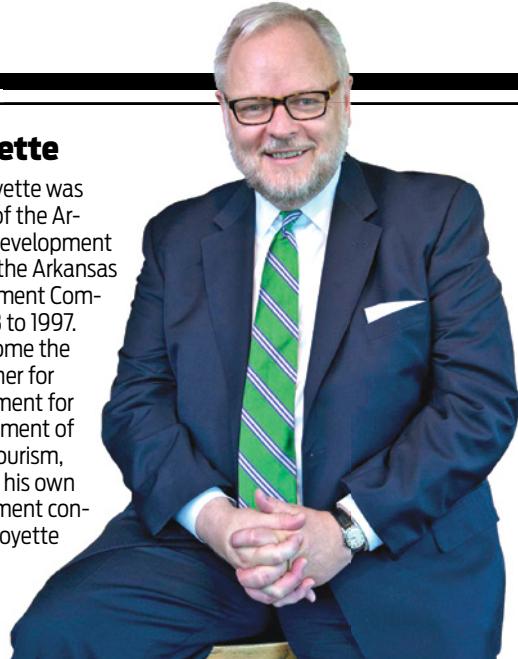
as it relates to sustainability and economic development.

What do you think Arkansas is doing right when it comes to industrial and economic development? Gov. Beebe has, from day one, pursued a holistic approach to economic development. His goal has been to win the right projects for Arkansas, not just compete for those projects. I happen to be the person who suggested the Quick Action Closing Fund to him back during the 2006 campaign, believing that Arkansas had to make a bold step to be competitive. The governor took the idea and ran with it. As a result, we've seen Arkansas compete for and win projects when we otherwise would not be competitive.

What could Arkansas be doing better? I think our economic development marketing efforts need to be enhanced. Arkansas has a unique and very good story to tell. However, the economic development marketing budget has been the same for more than 20 years. Think about the changes in marketing tools and tactics that are available today

Bio: Del Boyette

Background: Boyette was executive director of the Arkansas Industrial Development Commission (now the Arkansas Economic Development Commission) from 1993 to 1997. He went on to become the deputy commissioner for economic development for the Georgia Department of Industry, Trade & Tourism, eventually forming his own economic development consulting company, Boyette Strategic Advisors, and returning to Arkansas.



compared with 20 years ago.

What are the biggest challenges the state has when it comes to economic development? What are Arkansas' biggest assets? Arkansas' greatest assets are companies like Wal-Mart, Stephens, Acxiom, Tyson and J.B. Hunt that began here, stayed here, grew here and have committed to

be an integral part of Arkansas' success. Term limits may be among our biggest challenges, not just from an economic development perspective, but in terms of governing our state. The continual turnover in our elected leaders has a tremendous impact on the overall understanding of economic development, with a lack of institutional knowledge that may put us at a disadvantage. ■

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Congratulations to David Jones, 2013 40 Under 40.

After 113 years of trusted service, our firm has earned a reputation for strength and stability. Yet we're also known for keeping pace with the rapidly changing trends, requirements and responsibilities that impact our clients on a day-to-day basis. David Jones shares our comprehensive approach, and we are proud to have him on our team.

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PAUL HART
2006



FRANKLIN McLARTY
2008



BEAU BLAIR
2012

The McLarty Companies and RLJ McLarty Landers Automotive congratulate all of the past, present, and future 40 Under 40 inductees—now celebrating 20 years of recognizing the best and the brightest in Arkansas. We are honored and proud that our teammates are included among this select group.



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“The roots of true achievement lie in the will to become the best that you can become.”

~ Harold Taylor

Congratulations to the honorees of this year's *Arkansas Business* "40 Under 40." This prestigious distinction is a testament to your tireless work and significant contributions to our communities. At Bank of the Ozarks, we thank you for the impact you have made – and will continue to make – on Arkansas and the world.



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