

HOME BANCSHARES, INC.

DIRECTORSHIP GUIDELINES AND SELECTION POLICY

The Board of Directors (the “Board”) of Home BancShares, Inc. (the “Company”) should be composed of individuals with a variety of business and financial experience and backgrounds who represent the balanced interest of stockholders as a whole rather than special interest groups. In evaluating candidates for nomination, the Board will consider the current size and composition of the Board, the needs of the Company with respect to the particular talents and experience of its directors, and the knowledge, skills and experience already possessed by other members of the Board in light of prevailing business conditions. In addition, it is in the best interest of the Company and its stockholders that the composition of the Board and its committees meet the membership criteria set forth in the rules and regulations of the Securities and Exchange Commission (“SEC”) as well as the corporate governance listing standards of the New York Stock Exchange (“NYSE”).

This policy sets forth the general qualification guidelines and criteria established by the Nominating and Corporate Governance Committee (the “Committee”) of the Board regarding candidates for nomination to the Board and the process for selecting candidates for nomination.

DIRECTORSHIP QUALIFICATION GUIDELINES

The following guidelines are general in nature and may be modified by the Committee or the Board from time to time as deemed appropriate.

- I. Generally, candidates for director positions should possess:
 - Relevant business and financial expertise and experience, including an understanding of fundamental financial statements;
 - The highest character and integrity and a reputation for working constructively with others;
 - Sufficient time to devote to meetings and consultation on Board matters; and
 - Freedom from conflicts of interest that would interfere with performance as a director.
- II. The Committee will strive to recommend candidates who:
 - Have the capacity and desire to represent the interest of the stockholders as a whole and not primarily a special interest group or constituency;
 - Possess a background that serves the Board’s interest in a membership comprised of individuals with varied occupational experience and perspective;
 - Possess a high level of leadership experience in business activities and are able to exercise sound business judgment;
 - Are highly accomplished in their respective field, with superior credentials and recognition;
 - Contribute to the mix of skills, core competencies and qualifications of the Board through expertise in one or more of the following areas: accounting and finance, mergers and acquisitions, business and management, law, academia, strategic planning, investor relations, executive leadership development, and executive compensation;
 - Are experienced and skillful in serving as a senior officer of, or a competent overseer and trusted advisor to senior management of, a publicly held company;

- Have a reputation, both personal and professional, for industry, integrity, honesty, candor, fairness and discretion;
- Possess a breadth of knowledge about issues affecting the Company and are knowledgeable, or willing and able to become so quickly, in the critical aspects of the Company's businesses and operations;
- Possess a willingness and ability to (i) devote sufficient time to the affairs of the Company and (ii) be diligent in fulfilling the responsibilities of a director and Board committee member, including developing and maintaining sufficient knowledge of the Company and its industry; reviewing and analyzing reports and other information important to the Board and committee responsibilities; and preparing for and participating in Board and committee meetings; and
- Are free from any conflict of interest that would violate any applicable law or regulation or interfere with the proper performance of the responsibilities of a director of the Company.

In addition to the general guidelines, the Board or the Committee may identify additional specific criteria a candidate must possess, such as meeting the independence standards required by the NYSE or having the attributes of a financial expert as required by SEC rules and regulations.

DIRECTOR CANDIDATE SELECTION PROCESS

1. After assessing and considering prevailing business conditions of the Company, legal and listing standard requirements for Board composition, the size and composition of the current Board and the skills and experience of current Board members, any of the Chairman, the Committee or any Board member may identify a need to add a Board member meeting specific criteria or to fill a vacancy on the Board.
2. The Committee identifies qualified director nominees through a combination of methods, including persons known to the members of the Committee by reputation or otherwise, and referrals from trusted sources, including senior management, existing Board members, stockholders and independent consultants hired for such purpose. The Committee may request that senior officers of the Company assist the Committee in identifying and assessing prospective candidates that meet the criteria established by the Board.
3. The Committee determines whether any Board members, senior management or others having business dealings with the Company have relationships with qualified candidates in order to initiate discussions. Independent advisors may be obtained by the Committee to assist in the process of contacting and initiating discussions with qualified candidates. The Committee will also consider candidates properly and timely recommended by a stockholder or a group of stockholders of the Company in accordance with the Company's Policy Regarding Director Recommendations by Stockholders.
4. Qualified candidates who have agreed to be considered for nomination to the Board are presented to the Committee. The Committee evaluates all such potential candidates by reviewing the qualifications, recommendations, and other information deemed relevant, including the results of a personal interview, if any.
5. The Board is informed of progress informally.
6. The Committee holds a duly convened meeting to consider and approve the candidates to be presented to the Board.
7. The Committee presents its proposed nominees to the full Board. The Board then considers the candidate and approves candidates for nomination as directors to fill any vacancy or for stockholders to consider and vote upon at the annual meeting, as applicable.

Policy Review and Approval

In an effort to promote a consistent and enterprise-wide approach to policy development and revision, each policy will require review and approval by the Executive Risk Committee ("ERC") prior to its submission to the Board. Additionally, ongoing review by the ERC will take place at least annually, and more frequent reviews will be conducted as needed for any newly developed policies or changes to existing policies.