EAGLE BANCORP INC Form DEF 14A April 03, 2018 Table of Contents

UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, DC 20549

SCHEDULE 14A INFORMATION

Proxy Statement Pursuant to Section 14(a) of the Securities

Exchange Act of 1934 (Amendment No.____)

Filed by Registrant x
Filed by Party other than Registrant o
Check the appropriate box:

- o Preliminary Proxy Statement
- x Definitive Proxy Statement
- o Soliciting Materials Pursuant to §240.14a-12
- o Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))
- o Definitive Additional Materials

Eagle Bancorp, Inc.

(Name of Registrant as Specified in its Charter)

(Name of Person(s) Filing Proxy Statement, if Other Than the Registrant)

Pa	Payment of Filing Fee (Check the appropriate box):				
Х		No fee required.			
0		Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.			
		(1)	Title of each class of securities to which transaction applies:		
		(2)	Aggregate number of securities to which transaction applies:		

	(3)	Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (Set forth the amount on which the filing fee is calculated and state how it was determined):
	(4)	Proposed maximum aggregate value of transaction:
	(5)	Total fee paid:
o	Fee paid previously with preliminary materials.	
o	Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.	
	(1)	Amount previously paid:
	(2)	Form, Schedule or Registration Statement No.:
	(3)	Filing Party:
	(4)	Date Filed:

Table of Contents

Table of Contents

The Annual Meeting Of Shareholders Will Be Held At:

The Bethesda Marriott Hotel

5151 Pooks Hill Road

Bethesda, Maryland 20814-2432

on Thursday, May 17, 2018 at 10:00 A.M. EDT

To The Shareholders of Eagle Bancorp, Inc.:

Proxy Statement

The Board of Directors of Eagle Bancorp, Inc. is soliciting your proxy for use at the Annual Meeting of Shareholders, to be held at 10:00 A.M. EDT on Thursday, May 17, 2018, and at any adjournment or postponement of the meeting. This proxy statement and proxy card are being sent to shareholders of the Company on or about April 3, 2018, to shareholders of record as of March 21, 2018, the record date for the meeting. A copy of the Company is Annual Report on Form 10-K for the year ended December 31, 2017, which includes our audited financial statements, also accompanies this proxy statement.

In this proxy statement, we refer to (a) Eagle Bancorp, Inc. as the Company, Eagle, we or us, (b) the Board of Directors as the Board or Board of Directors and (c) EagleBank, our wholly owned subsidiary, as EagleBank or the Bank.

Important Notice Regarding the Availability of Proxy Materials for the Annual Meeting of Shareholders to be held on May 17, 2018. A copy of this proxy statement, our Annual Report on Form 10-K for the year ended December 31, 2017, and our Report to Shareholders is available online at http://viewproxy.com/eaglebankcorp/2018.

This year, we are using the Notice and Access method of providing proxy materials to you via the Internet instead of mailing printed copies. We believe that this process will provide you with a convenient and quick way to access the proxy materials, including this proxy statement and our Annual Report on Form 10-K for the year ended December 31, 2017. Also accessible, is our Report to Shareholders and an authorization for a proxy to vote your shares. This allows us to conserve natural resources, and reduce the costs of printing and distributing the proxy materials.

Most shareholders will not receive paper copies of the proxy materials unless they request them. Instead, the Important Notice Regarding Availability of Proxy Materials, which we refer to as the Notice and Access card, has been mailed to our shareholders to provide instructions regarding how to access and review all of the proxy materials on the Internet. The Notice and Access card also tells you how to submit your proxy vote via the Internet or telephone. If you would like to receive a paper or email copy of our proxy materials, you should follow the instructions for requesting such materials printed on the Notice and Access card.

Notice of Meeting:

The Annual Meeting of Shareholders of Eagle Bancorp, Inc. (the Company) will be held for the following purposes:

- 1. To elect nine directors to serve until the 2019 Annual Meeting of Shareholders and until their successors are duly elected and qualified;
- To ratify the appointment of Dixon Hughes Goodman LLP as the Company s independent registered public accounting firm to audit the consolidated financial statements of the Company for the year ended December 31, 2018;
- 3. To vote on a non-binding, advisory resolution approving the compensation of our named executive officers; and
- To transact any other business that may properly come before the meeting or any adjournment or postponement of the meeting.

Shareholders of record as of the close of business on March 21, 2018 are entitled to notice of and to vote at the meeting or any adjournment or postponement of the meeting.

YOUR VOTE IS VERY IMPORTANT. Whether or not you plan to attend the meeting, we urge you to vote and submit your proxy in order to ensure the presence of a quorum.

Registered shareholders may vote:

- By Internet: go to www.AALvote.com/EGBN;
- By toll-free telephone: call **1 (866) 804-9616**; or
- By mail: mark, sign, date and promptly mail the enclosed proxy card in the enclosed postage-paid envelope.

If your shares are <u>not registered</u> in your name, please see the voting instructions provided by your recordholder (typically you broker) on how to vote your shares. You will need additional documentation from your recordholder in order to vote in persor the meeting.	
	By Order of the Board of Directors,
	Jane E. Cornett, Corporate Secretary
April 3, 2018	

Table of Contents

Table of Contents

Proxy Statement		1
Proxy Statement Summary		4
	Introduction	4
	Our Mission	4
	Our Values: Relationships F•I•R•S•T	4
	Our Commitment to the Community	4
	Eagle Bancorp, Inc. at a Glance 2017	5
	Shareholder Engagement and How We ve Responded	6
	Our Engagement Process	6
	Investor Outreach	7
	Board and Shareholder Engagement	7
	Evolution of Equity Awards	10
	Performance-Vested Shares	10
Voting Securities and Principal Sharehol	<u>ders</u>	10
Proposal 1: Election of Directors		12
	Nominees for the Board of Directors	12
	Vote Required and Board Recommendation	15
	Additional Directors of the Bank	15
	Board Leadership Structure	17
	Board and Committee Oversight of Risk	18
	Meetings, Committees, and Procedures of the Board of Directors	19
	Audit Committee	19
	Compensation Committee	20
	Governance & Nominating Committee	20
	Risk Management	21
	Compensation Committee Interlocks and Insider Participation	21
	Shareholder Communications	21
	Director Attendance at the Annual Meeting	22
	Audit Committee Report	22
<u>Director Compensation</u>		22
Executive Officers Who Are Not Director	<u>s</u>	24
Open Letter from Compensation Commit	tee Chairman	25
Compensation Discussion and Analysis		25
	Executive Summary	26
	Record Setting Performance	26
	Compensation Changes in Response to Shareholder Feedback	28
	2017 Advisory Vote on Executive Compensation	29
	Compensation Philosophy	30
	Our Compensation Drivers	31
	<u>Our Pay Mix</u>	31
	CEO Pay Ratio	32
	Compensation Components	32
	Pay Practices Aligned with Compensation Philosophy	33
	2017 Programs and Pay Decisions	34
	Base Salaries	35
	 Senior Executive Incentive Plan 	35

<u>•</u>	Long Term Equity Compensation Time Vested	37
•	Long Term Equity Compensation Performance Vested	37
•	Supplemental Executive Retirement Plan	38
•	401(k) Plan	38
•	Health and Welfare Benefits	39
•	Employment, Non-Compete and Severance Arrangements	39

Eagle Bancorp, Inc. (i) 2018 Proxy Statement

Table of Contents

	CEO Pay-for-Performance	39
	Executive Compensation Process	40
	The Role of the Compensation Committee	40
	The Role of Consultants Compensation Advisors	41
	The Role of Management	41
	Competitive Positioning	41
	Eagle Bancorp Peer Group	42
	Eagle Bancorp Peer Group Performance	43
	Other Compensation Policies	43
	 Compensation Recovery Policy (Clawback) 	43
	 Robust Stock Ownership Guidelines 	44
	 Anti-hedging/Anti-pledging Policies 	44
	 Executive Perquisites 	44
	 No Tax Gross-Ups or Payments 	44
	 Timing and Pricing of Equity Awards 	44
	 Prohibit Re-Pricing or Exchange 	44
	 No Guaranteed Minimum Bonus 	45
	Risk Assessment of Incentive Compensation Programs	45
	Executive Compensation Plan Risk Assessment	45
	Non-Executive Compensation Plan Risk Assessment	46
	Compensation Committee Report	47
Executive Compensation Tables		47
	Summary Compensation Table	48
	Employment and Non-Compete Agreements	50
	Grants of Plan-Based Awards	52
	Outstanding Equity Awards at Fiscal Year-End	54
	Options Exercised and Stock Vested	55
	Employee Benefit Plans	56
	Equity Compensation Plans	56
	Pension Benefits	57
	Certain Relationships and Related Transactions	58
Proposal 2: Ratification of the Appoi	intment of Independent Registered Public Accounting Firm	59
	Vote Required and Board Recommendation	59
	Fees Paid to Independent Accounting Firms	59
	Audit Fees	59