ENCORE CAPITAL GROUP INC Form DEF 14A April 26, 2013 Table of Contents

## **UNITED STATES**

## SECURITIES AND EXCHANGE COMMISSION

**WASHINGTON, D.C. 20549** 

## **SCHEDULE 14A**

**Proxy Statement Pursuant to Section 14(a)** 

of the Securities Exchange Act of 1934

Filed by the Registrant x

Filed by a Party other than the Registrant "

Check the appropriate box:

" Preliminary proxy statement

" Confidential, for Use of the Commission

Definitive proxy statement

Definitive Additional Materials

" Soliciting Material Pursuant to §240.14a-12

Only (as permitted by Rule 14a-6(e)(2))

# ENCORE CAPITAL GROUP, INC.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- x No fee required.
- " 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:
Fee paid previously with preliminary materials.
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 fe 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**

#### ENCORE CAPITAL GROUP, INC.

#### NOTICE OF ANNUAL MEETING OF STOCKHOLDERS

#### TO BE HELD ON JUNE 5, 2013

٦	$\Gamma_{c}$	١,	$\cap$	111	r	C	t	$\sim$	c	ŀ	h	Λ	1	А	6	rc	
		, ,	u	ш	ı	v)	U	u	c:	ĸ	H	•	ш	( 1	•		ı.

We cordially invite you to attend the 2013 annual meeting of stockholders of Encore Capital Group, Inc. Our annual meeting will be held at NASDAQ MarketSite, 4 Times Square, New York, New York 10036, on June 5, 2013, at 10:00 a.m. Eastern time. The annual meeting is being held for the following purposes:

- 1. To elect eight directors, each for a term of one year;
- 2. To approve the Encore Capital Group, Inc. 2013 Incentive Compensation Plan for employees, non-employee directors and independent contractors (the 2013 Plan );
- 3. To ratify the appointment of BDO USA, LLP as our independent registered public accounting firm for the fiscal year ending December 31, 2013; and
- 4. To transact such other business that may properly come before the meeting.

As resolved by our Board of Directors, stockholders of record at the close of business on April 12, 2013 are entitled to notice of and to vote at the annual meeting or any postponement or adjournment thereof.

We have enclosed a copy of our Annual Report on Form 10-K for the fiscal year ended December 31, 2012, which includes our audited consolidated financial statements.

This proxy statement and our Annual Report on Form 10-K for the fiscal year ended December 31, 2012, are available at <a href="http://materials.proxyvote.com/292554">http://materials.proxyvote.com/292554</a>.

Your vote is important. Whether or not you plan to attend the meeting in person, please submit your vote as soon as possible using one of the voting methods described in the attached materials. Submitting your voting instructions by any of these methods will not affect your right to attend the meeting and vote in person should you so choose.

By Order of the Board of Directors,

J. Brandon Black

Chief Executive Officer

April 26, 2013

San Diego, California

### **Table of Contents**

### TABLE OF CONTENTS

Questions About the Meeting	1
What is the purpose of the annual meeting?	1
Who is entitled to vote?	1
Who can attend the meeting?	1
What constitutes a quorum?	1
How do I vote by proxy before the meeting?	2
May I vote my shares in person at the meeting?	2
What if I submit a proxy and then change my mind?	2
What are the Board s recommendations for how I should vote my shares?	2
What vote is required to approve each item?	3
Can I exercise rights of appraisal or other dissenters rights?	3
Who pays for the cost of this proxy solicitation?	3
How many annual reports and proxy statements are delivered to the same address?	3
Election of Directors (Proposal No. 1)	4
<u>General</u>	4
Required Vote	4
<u>Director Nominees</u>	4
Board Meetings	6
Standing Committees	7
<u>Corporate Governance</u>	9
Executive Officers	12
Executive Compensation and Other Information	14
Compensation Discussion and Analysis	14
Compensation Committee Interlocks and Insider Participation	28
Compensation Committee Report	29
Risks Related to Compensation Policies and Practices	30
2012 Summary Compensation Table	31
2012 Grants of Plan-Based Awards	32
2012 Outstanding Equity Awards at Fiscal Year-End	33
2012 Option Exercises and Stock Vested	35
2012 Non-Qualified Deferred Compensation	35
Potential Payments Upon a Termination or Change in Control	37
Compensation of Directors	41
Certain Relationships and Related Transactions	43
Security Ownership of Principal Stockholders and Management	44
Equity Compensation Plan Information	46
Section 16(a) Beneficial Ownership Reporting Compliance	46
Approval of 2013 Incentive Compensation Plan (Proposal No. 2)	47
Ratification of Selection of Independent Registered Public Accounting Firm (Proposal No. 3)	51
<u>Proposal</u>	51
Required Vote	51
Independent Registered Public Accounting Firm	52
Audit and Non-Audit Fees	52
Approval of Independent Registered Public Accounting Firm Services and Fees	52
Report of the Audit Committee	53
Stockholder Proposals and Nominations	54
Additional Information	54
Annual Report on Form 10-K	54
Important Notice Regarding the Availability of Proxy Materials for the Stockholder Meeting to be Held on June 5, 2013	54
Other Matters	55

#### **Table of Contents**

#### ENCORE CAPITAL GROUP, INC.

#### 3111 CAMINO DEL RIO NORTH, SUITE 1300

SAN DIEGO, CALIFORNIA 92108

(877) 445-4581

#### PROXY STATEMENT

This proxy statement relates to the 2013 annual meeting of stockholders of Encore Capital Group, Inc. ( Encore or the Company ), to be held at NASDAQ MarketSite, 4 Times Square, New York, New York 10036, on June 5, 2013 at 10:00 a.m. Eastern time, or at such other time and place to which the annual meeting may be adjourned or postponed. The enclosed proxy is solicited by our Board of Directors (our Board ), and is first being mailed to stockholders entitled to vote at the meeting on or about April 26, 2013.

### QUESTIONS ABOUT THE MEETING

#### What is the purpose of the annual meeting?

At our annual meeting, stockholders will act upon the matters outlined in the accompanying notice of meeting, including (i) the election of eight directors, (ii) the approval of the 2013 Plan and (iii) the ratification of the selection of BDO USA, LLP as our independent registered public accounting firm. Our management will report on Encore s progress and respond to questions from stockholders. In addition, representatives of BDO USA, LLP will be given an opportunity to make a statement and to respond to questions regarding the audit of our consolidated financial statements.

#### Who is entitled to vote?

Only stockholders of record at the close of business on the record date, April 12, 2013, are entitled to receive notice of the annual meeting and to vote the shares that they held on that date at the meeting, or any postponement or adjournment of the meeting.

At the close of business on the record date, April 12, 2013, there were 23,336,320 outstanding shares of our common stock, each of which is entitled to cast one vote.

#### Who can attend the meeting?

All stockholders as of the record date, or their duly appointed proxies, may attend the meeting. Others may attend the meeting at our discretion. If you have any questions or wish to obtain directions to attend the annual meeting and to vote in person, please call Encore s Investor Relations representative at (877) 445-4581.

#### What constitutes a quorum?

The presence at the meeting, in person or represented by proxy, of a majority of the outstanding shares entitled to vote on the record date will constitute a quorum, which will permit us to hold the annual meeting and conduct business. Proxies received but marked as abstentions, withheld votes and broker non-votes will be included in the calculation of the number of shares considered to be present at the meeting. Abstentions include shares present in person but not voting and shares represented by proxy but with respect to which the holder has abstained from voting.

Broker non-votes occur when a nominee holding shares for a beneficial owner does not vote on a particular proposal because the nominee does not have discretionary voting power on that item and has not received instructions from the beneficial owner.

1

#### **Table of Contents**

#### How do I vote by proxy before the meeting?

Before the meeting, you may vote your shares in one of the following three ways if your shares are registered directly in your name with our transfer agent, American Stock Transfer & Trust Company:

By internet at www.proxyvote.com;

By telephone (from the United States and Canada only) at 1-800-690-6903; or

By mail by completing, signing, dating and returning the enclosed proxy card in the postage paid envelope provided. Please refer to the proxy card for further instructions on voting via the internet and by telephone.

Please follow the directions on your proxy card carefully. If your shares are held in a brokerage account in the name of a bank, broker or other nominee (this is called street name), then you are the beneficial owner of the shares and these proxy materials are being forwarded to you by that organization. The organization holding your account is considered the stockholder of record for purposes of voting at the annual meeting. You have the right to direct your bank or broker on how to vote the shares in your account, and your ability to vote by telephone or via the internet depends on the voting procedures used by your broker. You may receive a separate voting instruction form with this proxy statement, or you may need to contact your broker, bank or other nominee to determine whether you will be able to vote electronically using the internet or telephone.

#### May I vote my shares in person at the meeting?

Yes. You may vote your shares at the meeting if you attend in person, even if you previously submitted a proxy card or voted by internet or telephone. Whether or not you plan to attend the meeting, however, we encourage you to vote your shares by proxy before the meeting. Please note that if your shares are held in street name and you wish to vote at the meeting, you will not be permitted to do so unless you first obtain a legal proxy issued in your name from the broker, bank or nominee that holds your shares.

#### What if I submit a proxy and then change my mind?

You may revoke your proxy at any time before it is exercised:

By filing with the Corporate Secretary of Encore a notice of revocation;

By sending in another duly executed proxy bearing a later date; or