FNB CORP/PA/ Form DEF 14A March 29, 2019 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

Filed by a Party other than the Registrant

Check the appropriate box:

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

#### F.N.B. Corporation

(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): No fee required.

Fee computed on the 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):

#### Edgar Filing: FNB CORP/PA/ - Form DEF 14A

- 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 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:

#### From the Chairman, President and Chief Executive Officer

March 29, 2019

#### **Dear Shareholder:**

We will hold our Annual Meeting of Shareholders at 8:30 AM, Eastern Time, on Wednesday, May 15, 2019, in the Great Room at The Regional Learning Alliance located at 850 Cranberry Woods Drive, Cranberry Township, Pennsylvania 16066.

#### Agenda

At our Annual Meeting, our shareholders will act on the following matters: (i) election of twelve (12) director-nominees named in the accompanying proxy statement to our Board of Directors; (ii) adoption of an advisory (nonbinding) resolution to approve the 2018 compensation of our named executive officers; (iii) ratification of the appointment of Ernst & Young LLP as our independent registered public accounting firm for 2019; and (iv) any other matter that is properly presented at our Annual Meeting in compliance with our bylaws.

#### Your Vote is Important

Your vote is important regardless of how many shares of F.N.B. Corporation stock you own. If you hold stock in more than one account or name, you will receive a proxy card for each.

Whether or not you plan to attend our Annual Meeting, please complete, sign, date and promptly return the enclosed proxy card in the postage-paid envelope we have provided to ensure that your shares are represented at our Annual Meeting. Alternatively, you may vote by the Internet, by our QR Code feature or by telephone by following the instructions on your proxy card. By voting now, your vote will be counted even if you are unable to attend our Annual Meeting.

Please indicate on the card whether you plan to attend our Annual Meeting. If you attend and wish to vote in person, you may withdraw your proxy at that time.

As always, our directors, management and employees thank you for your continued interest in and support of F.N.B. Corporation.

Vincent J. Delie, Jr.

Chairman, President and Chief Executive Officer

#### NOTICE OF ANNUAL MEETING OF SHAREHOLDERS

Date:
Wednesday
May 15, 2019
Time:
8:30 AM
(Eastern Time)
Place:
The Regional Learning Alliance
850 Cranberry Woods Drive
Cranberry Township, Pennsylvania 16066
Record Date:
March 6, 2019
Shareholders of record at the close of business on March 6, 2019, are entitled to receive this notice and to vote at our Annual Meeting and any adjournment or postponement thereof.

# IT IS IMPORTANT THAT YOU CAREFULLY READ YOUR PROXY STATEMENT AND VOTE. You may vote by any of the following means:

At the 2019 Annual Meeting, our shareholders will be asked to consider and vote on the following proposals:

	AGENDA	BOARD RECOMMENDATION
-	<b>1.</b> To elect the 12 nominees named in this proxy to serve on our Board of Directors until the 2020	FOR
annual m	peting	each director-nominee
-	<b>2.</b> To provide an advisory vote for approval of the pensation of our named executives, as disclosed in	
this proxy	statement	FOR
-	<b>3.</b> To ratify the appointment of Ernst & Young LLP	FOR
as our inc	ependent auditor for 2019	FOR

How to Vote	
	We will also act on any other timely business that is properly submitted.
BY TELEPHONE	
Call the telephone number listed on your proxy card.	BY ORDER OF THE BOARD OF DIRECTORS,
	James G. Orie,
VIA THE INTERNET	Chief Legal Officer and Corporate Secretary
Visit the website listed on your proxy card.	
BY MAIL	
Mail in a completed proxy card.	
IN PERSON	
Attend the annual meeting (see page for more information).	

# BY QR CODE

Scan QR Code on your proxy card.

March 29, 2019

Pittsburgh, Pennsylvania

#### **Table of Contents**

#### TABLE OF CONTENTS

Proxy Statement	1
Summary	2
2018 Financial Highlights	2
Our Director-Nominees Qualifications and Key Board Governance Practices	4
Well-Qualified Board	5
Fully Informed and Committed Board with an Effective Board Culture	6
Robust and Effective Corporate Governance Board-Level Risk Management Framework	7
Director-Nominee Key Facts	8
Executive Compensation Highlights	9
Corporate Responsibility	10
Commitment to Our Customers, Communities and Employees	11
About Our Annual Meeting	12
Voting	13
Proposal 1. Election of Our Board of Directors	17
Background	17
Voting	17
Current Directors and Nominees for Election at Our Annual Meeting	18
Biographical Information Concerning Director-Nominees	18
Criteria and Considerations for Recommending Director-Nominees	25
Security Ownership of Directors and Executive Officers	26
Executive Officers	27
<u>Corporate Governance</u>	29
Principles	29
Board Structure and Responsibility	29
Corporate Governance Highlights	29
Unified Board Leadership Structure	33
Board Committees	35
CEO and Management Succession Planning	36
Board Succession and Refreshment	37
Code of Conduct/ Code of Ethics	37
Oversight of Risk	38
F.N.B. Commitment to Corporate Social and Environmental Responsibility	41
Personal, Family and Affiliated Entity Relationships of F.N.B. Director-Nominees	42
Executive Sessions of Our Board	44

Director Stock Ownership Requirement	44
Communications with Our Board	44
Section 16(a) Beneficial Ownership Reporting Compliance	44
Security Ownership of Certain Beneficial Owners	45
Related Person Transactions	46
Executive Compensation and Other Proxy Disclosure	47
Compensation Committee Interlocks and Insider Participation	47

#### **Table of Contents**

Compensation Discussion and Analysis	<b>48</b>
Executive Summary	48
Say-on-Pay Support and Investor Engagement	49
Summary of 2018 Executive Compensation Actions	50
Long-Term Incentive Plan	51
Target Pay Mix	52
Key Compensation Governance Highlights	53
Compensation Determination Process	53
Compensation Philosophy and Objectives	55
Elements of Compensation	56
Additional Compensation Policies and Practices	61
Compensation Committee Report	63
2018 Summary Compensation Table	64
2018 Grants of Plan-Based Awards	67
2018 Outstanding Equity Awards at Fiscal Year-End	68
2018 Option Exercises and Stock Vested	69
2018 Pension Benefits	69
Retirement Income Plan	69
ERISA Excess Retirement Plan	70
Basic Retirement Plan	70
2018 Non-Qualified Deferred Compensation	71
2018 Potential Payments Upon Termination or Change in Control	71
2018 Potential Payments Upon Termination or Change in Control (Delie)	72
2018 Potential Payments Upon Termination or Change in Control (Calabrese)	73
2018 Potential Payments Upon Termination or Change in Control (Guerrieri)	74
2018 Potential Payments Upon Termination or Change in Control (Moorehead)	75
2018 Potential Payments Upon Termination or Change in Control (Robinson)	76
CEO Pay Ratio Disclosure	78
Compensation Risk Management	78
2018 Director Compensation	80
Annual Board/Committee Retainer Fees	81
Annual Grant of Stock Awards	81
Proposal 2. Advisory Resolution on Executive Compensation	82
Why You Should Approve Our Executive Compensation Program	82
Proposal 3. Proposal to Ratify the Appointment of Ernst & Young LLP as F.N.B. s Independent	
Registered Public Accounting Firm for 2019	85
Report of Audit Committee	86
Audit and Non-Audit Fees	87
<u>Audit and Non-Audit Services Pre-Approval Policy</u>	87

# Edgar Filing: FNB CORP/PA/ - Form DEF 14A

Shareholder Proposals and Nominations for the 2020 Annual Meeting	88
<u>SEC Rule 14a-8</u>	88
Advance Notice Requirements Under Our Bylaws	88
Other Matters	89
Householding of Proxy Materials	89
Electronic Delivery of Proxy Materials	89
Annex A (Non-GAAP To GAAP Reconciliations)	

**Proxy Statement** 

**One North Shore Center** 

**12 Federal Street** 

Pittsburgh, PA 15212

#### Proxy Statement

Our proxy statement contains information relative to our Annual Meeting of Shareholders to be held on Wednesday, May 15, 2019, beginning at 8:30 AM, Eastern Time (ET), in the Great Room at The Regional Learning Alliance located at 850 Cranberry Woods Drive, Cranberry Township, Pennsylvania 16066 (Annual Meeting). This proxy statement also relates to any adjournment of our Annual Meeting. This proxy statement was prepared under the direction of the F.N.B. Corporation Board of Directors to solicit your proxy for use at the Annual Meeting. On March 29, 2019, we commenced the distribution of our proxy statement and the accompanying proxy card to our shareholders of record as of March 6, 2019. We will bear all costs of preparing and distributing our proxy materials to our shareholders. We will, upon request, reimburse brokers, nominees, fiduciaries, custodians and other record holders for their reasonable expenses in forwarding our proxy materials to beneficial owners.

We use the following terms in this proxy statement:

We, us, our, F.N.B., Company, or Corporation means F.N.B. Corporation and its subsidiaries and affiliates

Board means the joint F.N.B. Corporation and First National Bank of Pennsylvania Boards of Directors;

FNBPA or Bank means First National Bank of Pennsylvania;

F.N.B. Capital means F.N.B. Capital Corporation, LLC; and

CEO means Chief Executive Officer.

2019 Proxy Statement 1

Summary

#### SUMMARY

F.N.B. s 2018 financial performance and capital returns highlighted below demonstrate that it is uniquely well-positioned to drive further valuation and fundamental performance.

#### 2018 Financial Highlights\*

<u>Record Net Income</u>: We reported net income available to common shareholders of \$364.8 million, an increase of 91% compared to 2017.

**Record Total Revenue**: Total Revenue was \$1.2 billion for 2018, an increase of 10% compared to full year 2017.

**Record Total Assets**: We had total assets of \$33.1 billion as of December 31, 2018, an increase of 5.4% from December 31, 2017.

**Record Total Loans**: Total loans were \$22.2 billion as of December 31, 2018, an increase of 5.5% from December 31, 2017.

**Record Total Deposits**: Total deposits were \$23.5 billion as of December 31, 2018, an increase of 4.7% from December 31, 2017.

<u>Continued Effective Management of Expenses</u>: Continued to diligently manage expenses and generate positive operating leverage with an Efficiency Ratio of 54.8%.

**<u>Prudent De-Risking Strategy</u>**: We successfully completed the sale of Regency Finance Company, which provided us with proceeds of approximately \$140 million and a pre-tax gain of more than \$5 million in the third quarter of 2018, while improving our long-term risk profile.

**Peer-Leading Operating Return on Average Tangible Common Equity (ROATCE)**: Once again delivered peer- leading operating returns of 18.5% for 2018.

**Operating Earnings Per Diluted Common Share (Operating EPS)**: We delivered 2018 Operating EPS of \$1.13 driven by total average loan growth of 10.6% and total average deposit growth of 11.6%, resulting in a year-end loan-to-deposit ratio at 94.4%.

#### Edgar Filing: FNB CORP/PA/ - Form DEF 14A

**Increased Non-Interest Income**: Non-interest income increased more than 9% from 2017 as we continued to expand our fee-based businesses across our footprint, specifically capital markets, mortgage banking and wealth management. Capital markets, which includes businesses built from the ground up, grew 29%.

**Increased Tangible Book Value**: We grew tangible book value per common share 10% in 2018, while paying out 43% of earnings to shareholders in 2018. Our dividend yield remains in the top quartile of peer banks.

**<u>Strong Capital Management</u>**: The ratio of tangible common equity to tangible assets grew from 6.74% at December 31, 2017, to 7.05% at December 31, 2018.

Since the 2008 financial crisis and the onset of the Great Recession, F.N.B. has produced positive operating leverage, controlled expenses and is positioned to generate long-term profitable growth.

\* Non-GAAP measures are used by management to measure performance in operating the business that management believes enhances investors ability to better understand the underlying business performance and trends related to core business activities. In this proxy statement, the following are references to non-GAAP measures: operating net income available to common shareholders; operating earnings per diluted common share (Operating EPS); tangible book value per common share; operating return on average tangible common equity (ROATCE); Efficiency Ratio; return on average tangible common equity; tangible common equity to tangible assets; and operating return on average tangible assets (ROATA). Please refer to Annex A(Non-GAAP to GAAP Reconciliations) to this proxy statement, where we include information to reconcile theon-GAAP measures to GAAP.

2 F.N.B. Corporation

**Summary** 

#### **Record Total Revenue and Net Income**

Operating Earnings Per Diluted Common Share

15% CAGR

Total Revenue and Operating Net Income Available to Common Shareholders (millions)

14% and 31% CAGRs, Respectively

**Continued Execution of Organic Growth Objectives** 

Total Assets (Billions)

Total Loans and Deposits (Billions)

16% CAGR

16% CAGRs

**Peer-Leading Profitability Metrics** 

2019 Proxy Statement 3

Summary