

FIRST BANCORP /PR/  
Form 8-K  
March 26, 2015

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UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of Earliest Event Reported):

March 20, 2015

First BanCorp.

(Exact name of registrant as specified in its charter)

Puerto Rico

001-14793

66-0561882

(State or other jurisdiction  
of incorporation)

(Commission  
File Number)

(I.R.S. Employer  
Identification No.)

1519 Ponce de Leon Ave., PO Box 9146, San  
Juan, Puerto Rico

00908-0146

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code:

787-729-8041

Not Applicable

Former name or former address, if changed since last report

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))



Top of the Form**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers****5.02 (e) Compensatory Arrangements of Certain Officers**

Effective March 20, 2015, the independent members of the Board of Directors of First BanCorp. (the Corporation) determined to increase the salary amounts paid to its named executive officers (NEOs) for fiscal year 2015 by adjusting the base salary component paid in the Corporation's common stock, par value \$0.10 per share (Salary Stock).

The shares to be issued in connection with the Salary Stock are to be issued to the executive officers on a biweekly basis consistent with the Corporation's pay cycle and the practice in 2013 and 2014. The base salary amounts in cash and Common Stock, as adjusted to be paid to the NEOs for fiscal year 2015, are as indicated in the table below.

| NEO  | Base Salary -<br>Paid<br>in Cash | Base Salary -<br>Paid<br>in Common<br>Stock | Total Base Salary |
|--|----------------------------------|---|-------------------|
| Aurelio Alemán-Bermúdez, President and Chief Executive Officer                       | \$ 880,000                       | \$ 880,000                                  | \$ 1,760,000      |
| Orlando Berges-González, Executive Vice President and Chief Financial Officer        | \$ 600,000                       | \$ 320,000                                  | \$ 920,000        |
| Calixto García-Velez, Executive Vice President                                       | \$ 550,000                       | \$ 230,000                                  | \$ 780,000        |
| Lawrence Odell, Executive Vice President, General Counsel and Secretary of the Board | \$ 550,000                       | \$ 120,000                                  | \$ 670,000        |
| Cassan Pancham, Executive Vice President   | \$ 400,000                       | \$ 180,000                                  | \$ 580,000        |

Additionally, effective March 20, 2015, the independent members of the Board of Directors of the Corporation approved grants of restricted stock to the NEOs. The actions taken were consistent with the requirements of the Interim Final Rule on TARP Standards for Compensation and Corporate Governance issued by the U.S. Department of the Treasury (the Treasury) in June 2009 (the TARP Interim Final Rule). The TARP Interim Final Rule imposes certain restrictions on compensation paid by the Corporation to its senior executive officers and certain other employees as a participant in the TARP Capital Purchase Program (CPP).

In light of the CPP-related restrictions, the Corporation's incentive program for NEOs is solely in the form of restricted stock, thereby aligning our executives' compensation with the Corporation's long-term profitability. Consistent with the requirements of the CPP, the restricted stock issued will vest as follows: fifty percent (50%) of the shares on the second anniversary date of the grant and the remaining fifty percent (50%) on the third anniversary date of the grant. Notwithstanding the terms of the restricted stock, given the additional CPP-related restrictions on transferability of the shares, which could result in the forfeiture of certain of the shares awarded, the number of shares to be transferred to the NEO will not be known until the Treasury has sold all of its investment in the Corporation.

Each NEO was granted the following restricted stock awards:

| <b>NEO</b>   | <b>Number of Shares<br/>of<br/>Restricted Stock<br/>Awarded</b> | <b>Value of<br/>Restricted<br/>Stock<br/>Awarded<sup>1</sup></b> |
|--|---|--|
| Aurelio Alemán-Bermúdez, President and Chief Executive Officer                       | 138,364   | \$ 879,995   |
| Orlando Berges-González, Executive Vice President and Chief Financial Officer        | 72,327  | \$ 460,000   |
| Calixto García-Velez, Executive Vice President                                       | 61,230  | \$ 389,995   |
| Lawrence Odell, Executive Vice President, General Counsel and Secretary of the Board | 47,169  | \$ 299,995   |
| Cassan Pancham, Executive Vice President   | 42,452  | \$ 269,995   |

<sup>1</sup> Fair market value of the stock awarded was determined using the closing price of the Corporation's Common Stock on March 20, 2015 (\$6.36), the grant date of the award.

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**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

*March 26, 2015*

First BanCorp.

By: */s/Lawrence Odell*

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*Name: Lawrence Odell  
Title: EVP and General Counsel*