

STAG Industrial, Inc.  
Form DEF 14A  
March 26, 2014

[QuickLinks](#) -- Click here to rapidly navigate through this document

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 (Amendment No. )

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 under §240.14a-12

**STAG Industrial, 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):

- 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:

Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

- 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:
-

---

**NOTICE OF ANNUAL MEETING OF STOCKHOLDERS  
TO BE HELD ON MAY 5, 2014**

---

To our stockholders:

You are cordially invited to attend the 2014 annual meeting of the stockholders of STAG Industrial, Inc., a Maryland corporation, which will be held at the offices of DLA Piper LLP (US) at 33 Arch Street, 26<sup>th</sup> Floor, in Boston, Massachusetts, on May 5, 2014 at 10:00 a.m., local time. At the meeting, stockholders will consider and vote on the following matters:

1. the election of seven directors to hold office until our 2015 annual meeting of stockholders and until his successor has been duly elected and qualifies;
2. the ratification of the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm for the year ending December 31, 2014; and
4. the approval, by non-binding vote, of executive compensation.

In addition, stockholders will consider and vote on such other business as may properly come before the annual meeting, including any adjournments or postponements of the meeting.

If you own shares of our common stock as of the close of business on March 7, 2014, you can vote those shares by proxy or at the meeting.

Pursuant to rules promulgated by the Securities and Exchange Commission, we are providing access to our proxy materials over the internet. On or about March 26, 2014, we expect to mail our stockholders either (i) a copy of this proxy statement, the accompanying proxy card, our annual report and the Notice of Internet Availability of Proxy Materials (the "Notice") or (ii) the Notice only, each in connection with the solicitation of proxies by the Board of Directors for use at the annual meeting and any adjournments or postponements thereof. If you received only the Notice by mail, you will not receive a printed copy of the proxy materials other than as described herein. The Notice contains instructions for your use of this process, including how to access our proxy statement and annual report over the internet, how to authorize your proxy to vote online and how to request a paper copy of the proxy statement and annual report.

If you are unable to attend the meeting in person, it is very important that your shares be represented and voted at the annual meeting. You may authorize your proxy to vote your shares over the internet as described in the Notice. Alternatively, if you received a paper copy of the proxy card by mail, please complete, date, sign and promptly return the proxy card in the self-addressed stamped envelope provided. You also may vote by telephone as described in your proxy card. If you vote your shares over the internet, by mail or by telephone prior to the annual meeting, you may nevertheless revoke your proxy and cast your vote personally at the meeting.

By order of the Board of Directors:

**KATHRYN ARNONE**  
*Executive Vice President, General Counsel and  
Secretary*

Boston, Massachusetts  
March 26, 2014

---

**STAG INDUSTRIAL, INC.**

**2014 ANNUAL MEETING OF STOCKHOLDERS**

---

**PROXY STATEMENT**

---

**QUESTIONS AND ANSWERS**

**Q:** *Why did I receive a Notice of Internet Availability of Proxy Materials?*

**A:** The Board of Directors is soliciting proxies to be voted at our annual meeting. The annual meeting will be held at the offices of DLA Piper LLP (US) at 33 Arch Street, 26<sup>th</sup> Floor, in Boston, Massachusetts, on Monday, May 5, 2014, at 10:00 a.m., local time. Pursuant to rules promulgated by the Securities and Exchange Commission ("SEC"), we are providing access to our proxy materials over the internet. On or about March 26, 2014, we are mailing to our stockholders of record on March 7, 2014 either (i) a copy of this proxy statement, the accompanying proxy card, our annual report and the Notice of Internet Availability of Proxy Materials (the "Notice"), or (ii) the Notice only. The Notice and this proxy statement summarize the information you need to know to vote by proxy or in person at the annual meeting. You do not need to attend the annual meeting in person in order to vote.

**Q:** *When was the Notice mailed?*

**A:** The Notice was mailed to stockholders beginning on or about March 26, 2014.

**Q:** *Who is entitled to vote?*

**A:** All common stockholders of record as of the close of business on March 7, 2014, the record date, are entitled to vote at the annual meeting.

**Q:** *What is the quorum for the meeting?*

**A:** A quorum at the annual meeting will consist of a majority of the votes entitled to be cast by the holders of all shares of common stock outstanding. No business may be conducted at the meeting if a quorum is not present. As of the record date, 45,222,889 shares of common stock were issued and outstanding. If less than a majority of outstanding shares entitled to vote are represented at the annual meeting, the chairman of the meeting may adjourn the annual meeting to another date, time or place, not later than 120 days after the original record date of March 7, 2014. Notice need not be given of the new date, time or place if announced at the meeting before an adjournment is taken.

**Q:** *How many votes do I have?*

**A:** You are entitled to one vote for each whole share of common stock you held as of the record date. Our stockholders do not have the right to cumulate their votes for directors.

**Q:** *What is the difference between holding shares as a stockholder of record and as a beneficial owner?*

Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

A:

If your shares are registered in your name with our transfer agent, Continental Stock Transfer & Trust Company, LLC, you are the "stockholder of record" of those shares.

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

If your shares are held in a stock brokerage account or by a bank or other holder of record, you are considered the "beneficial owner" of those shares. The Notice and proxy statement and any accompanying documents have been forwarded to you by your broker, bank or other holder of record. As the beneficial owner, you have the right to direct your broker, bank or other holder of record how to vote your shares by using the voting instruction card or by following their instructions for voting by telephone or on the internet.

**Q:**

***How do I vote?***

**A:**

Whether or not you plan to attend the annual meeting, we urge you to authorize your proxy to vote your shares over the internet as described in the Notice. Alternatively, if you received a paper copy of the proxy card by mail, please complete, date, sign and promptly return the proxy card in the self-addressed stamped envelope provided. You also may authorize your proxy to vote your shares by telephone as described in your proxy card. Authorizing your proxy over the internet, by mailing a proxy card or by telephone, will not limit your right to attend the annual meeting and vote your shares in person. Your proxy (the individual named in your proxy card) will vote your shares per your instructions.

**Q:**

***How do I vote my shares that are held by my broker?***

**A:**

If you have shares held by a broker, you may instruct your broker to vote your shares by following the instructions that the broker provides to you. Most brokers allow you to authorize your proxy by mail, telephone and on the internet. If you have shares held by a broker, you must obtain a written proxy executed in your favor, from the broker holding your shares in order to vote your shares in person at the annual meeting.

**Q:**

***What am I voting on?***

**A:**

You will be voting on:

Proposal 1: the election of seven directors to hold office until our 2015 annual meeting of stockholders and until his successor has been elected and qualifies;

Proposal 2: the ratification of the appointment of PricewaterhouseCoopers LLP to act as our independent registered public accounting firm for year ending December 31, 2014; and

Proposal 3: the approval, by non-binding vote, of executive compensation.

In addition, you will be voting on such other business as may properly come before the annual meeting, including any adjournments or postponements thereof.

**Q:**

***What vote is required to approve the proposals assuming that a quorum is present at the annual meeting?***

**A:**

Proposal 1: Election of Directors	The election of the director nominees must be approved by a plurality of the votes cast.
Proposal 2: Ratification of Independent Auditors	Ratification of the appointment of auditors requires a majority of the votes cast.
Proposal 3: Advisory Vote Approving Executive Compensation	Advisory vote approving executive compensation requires a majority of the votes cast.

**Q:** *How are abstentions and broker non-votes treated?*

**A:** If you are a beneficial owner whose shares are held of record by a broker, you must instruct the broker how to vote your shares. A "broker non-vote" occurs when a bank, broker or other holder of record holding shares for a beneficial owner does not vote on a particular proposal because that holder does not have discretionary voting power for that particular item (such as the election of directors and the approval of our executive compensation) and has not received instructions from the beneficial owner.

If you are a beneficial owner whose shares are held of record by a broker, your broker has discretionary voting authority under New York Stock Exchange ("NYSE") rules to vote your shares on the ratification of PricewaterhouseCoopers LLP as our independent registered public accounting firm even if the broker does not receive voting instructions from you. However, your broker does not have discretionary authority to vote on the election of directors or on the advisory vote approving our executive compensation, in which case a broker non-vote will occur and your shares will not be voted on these matters.

Pursuant to Maryland law, abstentions and broker non-votes are counted as present for purposes of determining the presence of a quorum. For purposes of the election of directors and the votes on the Proposals 2 and 3, abstentions and broker non-votes will not be counted as votes cast and will have no effect on the result of the vote.

**Important: Beneficial owners of shares held in broker accounts are advised that, if they do not timely provide instructions to their broker, pursuant to NYSE Rule 452, their shares will not be voted in connection with the election of directors or the proposal on our executive compensation. Accordingly, it is particularly important that beneficial owners instruct their brokers how they wish to vote their shares.**

**Q:** *Will there be any other items of business on the agenda?*

**A:** The Board of Directors does not know of any other matters that may be brought before the annual meeting nor does it foresee or have reason to believe that proxy holders will have to vote for substitute or alternate nominees for election to the Board of Directors. If any other matter should come before the annual meeting or any nominee is not available for election, the persons named in the enclosed proxy will have discretionary authority to vote all proxies with respect to such matters in accordance with their discretion.

**Q:** *What happens if I submit my proxy without providing voting instructions on all proposals?*

**A:** Proxies properly submitted via the internet, mail or telephone will be voted at the annual meeting in accordance with your directions. If the properly-submitted proxy does not provide voting instructions on a proposal, **the proxy will be voted as follows:**

if you are a stockholder of record, to elect (FOR) each of the director nominees listed in "Proposal 1 Election of Directors;" if you are a beneficial owner whose shares are held of record by a broker, a broker non-vote will occur;

if you are a stockholder of record and if you are a beneficial owner whose shares are held of record by a broker, in favor of (FOR) "Proposal 2 Ratification of Appointment of Independent Registered Public Accounting Firm;" and

if you are a stockholder of record, in favor of (FOR) "Proposal 3 Advisory (Non-Binding) Vote Approving Executive Compensation;" if you are a beneficial owner whose shares are held of record by a broker, a broker non-vote will occur.

**Q:** *Will anyone contact me regarding this vote?*

**A:** No arrangements or contracts have been made with any solicitors as of the date of this proxy statement, although we reserve the right to engage solicitors if we deem them necessary. Such solicitations may be made by mail, telephone, facsimile, e-mail or personal interviews.

**Q:** *Who has paid for this proxy solicitation?*

**A:** We have paid the entire expense of preparing, printing and mailing the Notice and, to the extent requested by our stockholders, the proxy materials and any additional materials furnished to stockholders. Proxies may be solicited by our directors, officers or employees personally or by telephone without additional compensation for such activities. We also will request persons, firms and corporations holding shares in their names or in the names of their nominees, which are beneficially owned by others, to send appropriate solicitation materials to such beneficial owners. We will reimburse such holders for their reasonable expenses.

**Q:** *May stockholders ask questions at the annual meeting?*

**A:** Yes. There will be time allotted at the end of the meeting when our representatives will answer questions from the floor.

**Q:** *How many copies should I receive if I share an address with another stockholder?*

The SEC has adopted rules that permit companies and intermediaries, such as a broker, bank or other agent, to implement a delivery procedure called "householding." Under this procedure, multiple stockholders who reside at the same address may receive a single copy of our proxy materials, unless the affected stockholder has provided us with contrary instructions. This procedure provides extra convenience for stockholders and cost savings for companies.

Our company and some brokers, banks or other agents may be householding our proxy materials. A single Notice and, if applicable, a single set of our proxy materials, including the proxy statement, the accompanying proxy card, our annual report and the Notice, will be delivered to multiple stockholders sharing an address unless contrary instructions have been received from the affected stockholders. Once you have received notice from your broker, bank or other agent that it will be householding communications to your address, householding will continue until you are notified otherwise or until you revoke your consent. If you did not respond that you did not want to participate in householding, you were deemed to have consented to the process. Stockholders may revoke their consent at any time by contacting Broadridge ICS, either by calling toll-free (800) 542-1061 or by writing to Broadridge ICS, Household Department, 51 Mercedes Way, Edgewood, New York, 11717.

Upon written or oral request, we will promptly deliver a separate copy of the Notice and, if applicable, a single set of our proxy materials, to any stockholder at a shared address to which a single copy of any of those documents was delivered. To receive a separate copy of the Notice and, if applicable, our proxy materials, you may send a written request to STAG Industrial, Inc., One Federal Street, 23rd Floor, Boston, Massachusetts, 02110, Attention: Kathryn Arnone, Corporate Secretary. In addition, if you are receiving multiple copies of the Notice and, if applicable, our proxy materials, you can request householding by contacting our Corporate Secretary in the same manner.



**Q:**

***What does it mean if I receive more than one Notice?***

**A:**

It means that you have multiple accounts at the transfer agent or with brokers. Please submit all of your proxies over the internet, following the instructions provided in the Notice, by mail or by telephone to ensure that all of your shares are voted.

**Q:**

***Can I change my vote after I have voted?***

**A:**

Yes. Proxies properly submitted over the internet, by mail or by telephone do not preclude a stockholder from voting in person at the meeting. A stockholder may revoke a proxy at any time prior to its exercise by filing with our corporate secretary a duly executed revocation of proxy, by properly submitting, either by internet, mail or telephone, a proxy bearing a later date or by appearing at the meeting and voting in person. Attendance at the meeting will not by itself constitute revocation of a proxy. If you have shares held by a broker, you must obtain a written proxy executed in your favor, from the broker holding your shares in order to vote your shares in person at the annual meeting.

**Q:**

***Can I find additional information on the company's website?***

**A:**

Yes. Our website is located at [www.stagindustrial.com](http://www.stagindustrial.com). Although the information contained on our website is not part of this proxy statement, you can view additional information on the website, such as our corporate governance guidelines, our code of business conduct and ethics, our stock ownership guidelines, charters of our board committees and reports that we file with the SEC. A copy of our corporate governance guidelines, our code of business conduct and ethics, our stock ownership guidelines and each of the charters of our board committees may be obtained free of charge by writing to STAG Industrial, Inc., One Federal Street, 23rd Floor, Boston, Massachusetts, 02110, Attention: Kathryn Arnone, Corporate Secretary.

**PROPOSAL 1: ELECTION OF DIRECTORS**

The Board of Directors currently consists of seven members with directors serving one-year terms and until their successors are duly elected and qualified. The term for each director expires at each annual meeting of stockholders.

At the 2014 annual meeting, seven directors will be elected to serve until the 2015 annual meeting and until their successors are duly elected and qualified. The Board of Directors has nominated the following current directors (the "Nominees") to serve as directors: Benjamin S. Butcher, Virgis W. Colbert, Jeffrey D. Furber, Larry T. Guillemette, Francis X. Jacoby III, Christopher P. Marr and Hans S. Weger. The Board of Directors anticipates that each Nominee will serve, if elected, as a director. However, if anyone nominated by the Board of Directors is unable to accept election, the proxies will be voted for the election of such other person or persons as the Board of Directors may recommend.

**The Board of Directors recommends a vote FOR each Nominee.**

**The Board of Directors**

*Nominees for Election to Term Expiring 2015*

The biographical descriptions below set forth certain information with respect to each Nominee for election as a director at the annual meeting. The board has identified specific attributes of each Nominee that the board has determined qualify that person for service on the board.

**Benjamin S. Butcher**  
*Chief Executive Officer,  
President and Chairman  
of the Board*

*Age: 60*

*Committees:*

Mr. Butcher has served as our Chief Executive Officer, President and Chairman of the Board of Directors since July 2010. Prior to the formation of our company, Mr. Butcher oversaw the growth of our predecessor business, serving as a member of the Board of Managers of STAG Capital Partners, LLC, STAG Capital Partners III, LLC, and their affiliates from 2003 to 2011. From 1999 to 2003, Mr. Butcher was engaged as a private equity investor in real estate and technology. From 1997 to 1998, Mr. Butcher served as a Director at Credit Suisse First Boston, where he sourced and executed transactions for the Principal Transactions Group (real estate debt and equity). Prior to that, he served as a Director at Nomura Asset Capital from 1993 to 1997, where he focused on marketing and business development for its commercial mortgage-backed securities group. Mr. Butcher received his Bachelor of Arts degree from Bowdoin College and his Master of Business Administration degree from the Tuck School of Business at Dartmouth. In light of his extensive company-specific operational, finance and market experience, his leadership abilities, and his expertise in the acquisition, ownership and management of single-tenant industrial properties, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Butcher to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

*Investment  
(Chair)*

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### **Virgis W. Colbert**

#### *Independent Director*

*Age: 74*

#### *Committees:*

#### *Compensation*

#### *Nominating and Corporate Governance*

Mr. Colbert has served as an independent member of the Board of Directors since January 2014. From 1979 until his retirement in 2005, Mr. Colbert served in a variety of key leadership positions with Miller Brewing Company, including Executive Vice President of Worldwide Operations from 1997 to 2005 and Senior Vice President of Operations from 1993 to 1997. As Executive Vice President, Mr. Colbert was responsible for plant operations, international operations, brewing, research and quality assurance, engineering, procurement, order production/planning and logistics. Since his retirement, he continues to serve as a Senior Advisor to MillerCoors LLC. In addition, Mr. Colbert currently serves on the board of Lorillard, Inc. (NYSE: LO), the third largest manufacturer of cigarettes in the United States. He was elected lead independent director of Lorillard in May 2013. Mr. Colbert also serves on the board of the National Center for Human and Civil Rights since 2010. He previously served on the boards of The Hillshire Brands Company (formerly known as Sara Lee Corporation) from 2006 to 2013, Bank of America Corp. (NYSE:BAC) from 2008 to 2013, Merrill Lynch & Co., Inc. from 2006 to 2008, Stanley Black & Decker from 2003 to 2012 and The Manitowoc Company, Inc. from 2002 to 2012. He is former Chairman and current Chairman Emeritus of the board for the Thurgood Marshall College Fund, former Chairman of the board for Fisk University. Mr. Colbert received Honorary Doctor of Humane Letters degrees from Fisk University in 2005 and from Kentucky State University in 2001. He holds a Bachelors of Science degree from Central Michigan University. In light of his extensive public company board and corporate governance experience and his significant operational experience including addressing logistics, plant operations and other issues common to our tenants, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Colbert to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### **Jeffrey D. Furber**

#### *Independent Director*

*Age: 55*

#### *Committees:*

#### *Compensation*

Mr. Furber has served as an independent member of the Board of Directors since April 2011. Mr. Furber serves as the Chief Executive Officer of AEW Capital Management ("AEW"), a real estate investment management company, and the Chairman of AEW Europe, where he has oversight responsibility for all of AEW's operating business units in the United States, Europe and Asia. Mr. Furber also chairs AEW's management committee, which is responsible for the firm's strategic direction and for managing the firm's resources, and is a member of the firm's investment committees and investment policy group. Prior to joining AEW in 1997, Mr. Furber served as Managing Director of Winthrop Financial Associates, a wholly-owned subsidiary of Apollo Advisors, and served as President of Winthrop Management. In these capacities, he was responsible for acquisitions, asset management and capital markets activity, including the sourcing of equity and mezzanine debt investments. In addition, Mr. Furber currently serves on the board of The Howard Hughes Corporation (NYSE: HHC). Mr. Furber holds a Bachelor of Arts degree from Dartmouth College and a Masters of Business Administration from Harvard Business School. In light of his significant leadership, corporate governance, capital markets and real estate industry experience, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Furber to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

#### *Nominating and Corporate Governance*

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### **Larry T. Guillemette**

#### *Independent Director*

*Age: 58*

#### *Committees:*

#### *Audit*

#### *Compensation (Chair)*

Mr. Guillemette has served as an independent member of the Board of Directors since April 2011. Mr. Guillemette has served as Chairman of the board of directors, Chief Executive Officer and President of Amtrol Inc., a multi-national pressure vessel manufacturer ("Amtrol"), since February 2006. Mr. Guillemette also served as Executive Vice President and Chief Financial Officer of Amtrol from 2000 to 2006 and as Executive Vice President of Marketing and Business Development from 1998 to 2000. To complete a financial restructuring (a debt-to-equity conversion) in connection with the maturity of debt incurred in 1996 to finance the acquisition of Amtrol by its sole stockholder, Amtrol filed a petition for reorganization under Chapter 11 of the United States Bankruptcy Code in December 2006 and emerged from Chapter 11 in June 2007. Prior to joining Amtrol, Mr. Guillemette served as Chief Executive Officer and President of Balcrank Products, Inc., a manufacturer of lubrication equipment for the automotive service market and other industrial product lines from 1991 to 1998. From 1990 to 1991, he served as Senior Vice President and Senior Financial Officer of The O'Connor Group, a real estate investment, management and development firm. Prior to that, from 1986 to 1990, Mr. Guillemette served as a Vice President for Hampton Partners/G.M. Cypres & Co., Inc., an investment banking partnership. From 1979 to 1986, Mr. Guillemette served in various management positions with units of the Henley Group and its predecessors, including Allied-Signal, The Signal Companies and Wheelabrator-Frye. Mr. Guillemette holds a Bachelor of Arts degree from Dartmouth College and a Master of Business Administration from the Tuck School of Business at Dartmouth. In light of his extensive leadership experience through his senior officer and director positions and his accounting and real estate experience, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Guillemette to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

#### *Investment*

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### **Francis X. Jacoby III**

*Independent Director*

*Age: 52*

*Committees:*

*Audit*

*Investment*

Mr. Jacoby has served as an independent member of the Board of Directors since April 2011. Since June 2013, Mr. Jacoby has served as an independent consultant providing real estate finance, development and disposition related services. From July 2008 to May 2013, he served as President of Kensington Investment Company, Inc., the wealth management office for a family that owns travel-related businesses and passenger ships and makes investments in real estate, private equity and venture capital. In addition, from January 2012 to December 2012, Mr. Jacoby served as the Chief Financial Officer of Grand Circle Corporation, an affiliate of Kensington Investment Company, Inc. From May 2001 to June 2008, Mr. Jacoby served as the Senior Vice President and Chief Financial Officer for GID Investment Advisers LLC, a family wealth management office whose primary focus is developing, acquiring and managing apartment communities, suburban office properties and flex industrial business parks throughout the United States for its own account and for joint ventures with institutional investors. Prior to that, Mr. Jacoby served as the Executive Vice President and Chief Financial Officer for Leggat McCall Properties, LLC from September 1995 to May 2001, where he was responsible for raising debt and equity capital to support the company's real estate development and acquisition activities. From July 1983 to September 1995, Mr. Jacoby held a variety of senior management positions in the acquisitions, asset management and finance departments of Winthrop Financial Associates, a real estate investment company which owned and managed multiple property types. Mr. Jacoby holds a Bachelor of Arts degree from Dartmouth College and a Masters of Business Administration from Boston University. In light of his extensive investment and capital markets experience and his significant financial and real estate investment experience, including structuring, negotiating and closing complex transactions, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Jacoby to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

*Nominating and  
Corporate Governance*

### **Christopher P. Marr**

*Independent Director*

*Age: 49*

*Committees:*

*Compensation*

Mr. Marr has served as an independent member of the Board of Directors since August 2012. Mr. Marr has served as Chief Executive Officer and member of the Board of Trustees of CubeSmart (NYSE: CUBE), a publicly-traded real estate company that acquires, owns, operates and develops self-storage facilities in the United States, since January 1, 2014 and as President of CubeSmart since November 2008. Previously, he served as Chief Operating Officer of CubeSmart from June 2012 to January 1, 2014 and as Chief Financial Officer from June 2006 to November 2008 and as Treasurer from August 2006 to June 2012. From August 2002 to June 2006, Mr. Marr served as Senior Vice President and Chief Financial Officer of Brandywine Realty Trust (NYSE: BDN), a publicly-traded office real estate investment trust. Prior to joining Brandywine Realty Trust, Mr. Marr served as Chief Financial Officer of Storage USA, Inc., a publicly-traded self-storage real estate investment trust, from 1998 to 2002. Mr. Marr holds a Bachelor of Arts degree from Loyola University. In light of his public company leadership, financial reporting and operations experience as the executive officer of two publicly-traded real estate investment trusts, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Marr to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

*Nominating and  
Corporate Governance  
(Chair)*

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### **Hans S. Weger**

*Independent Director*

*Age: 50*

*Committees:*

*Audit (Chair)*

Mr. Weger has served as an independent member of the Board of Directors since April 2011. Mr. Weger has served as Chief Financial Officer of Outrigger Enterprises Group, a privately-held leisure lodging and hospitality company, since May 2012. From August 1998 through January 2011, Mr. Weger served as Chief Financial Officer, Executive Vice President and Treasurer of LaSalle Hotel Properties (NYSE: LHO), a publicly-traded real estate investment trust focused on the acquisition, ownership, redevelopment and leasing of primarily upscale and luxury full-service hotels. In addition, Mr. Weger served as Secretary of LaSalle Hotel Properties from October 1999 through January 2011. Mr. Weger was responsible for all of the company's financial, accounting, human resources and information technology activities. Prior to joining LaSalle, Mr. Weger served as Vice President and Treasurer for La Quinta Inns, Inc. where he was responsible for all financing activities. From 1992 until 1997, Mr. Weger served in various management roles with Harrah's Entertainment, Inc. where he was responsible for strategic planning, mergers and acquisitions and project financing. Mr. Weger holds a Bachelor of Sciences degree in finance from the University of Southern Mississippi and a Masters in Business Administration from the University of Chicago. In light of his real estate and real estate financing knowledge and his financial reporting and operations experience as the Chief Financial Officer of a publicly-traded real estate investment trust and a privately held company, the Board of Directors believes that it is in the best interests of our company and our stockholders for Mr. Weger to continue to serve as a director on the Board of Directors, subject to stockholder approval at the annual meeting.

*Investment*

**Biographical Information Regarding Executive Officers Who Are Not Directors**

Each of the executive officers identified below has served in his or her respective position since our inception.

**Gregory W. Sullivan**

*Chief Financial Officer,  
Executive Vice President  
and Treasurer*

*Age: 59*

Mr. Sullivan has served as our Chief Financial Officer, Executive Vice President and Treasurer since April 2011. Prior to the formation of our company, Mr. Sullivan served on the Board of Managers of STAG Capital Partners, LLC and STAG Capital Partners III, LLC from 2004 to 2011. He served as Executive Vice President for Corporate Development for New England Development LLC ("NED") from 2002 to 2011, where his role was to expand and diversify NED's real estate and non-real estate private equity activities. Prior to joining NED in 2002, Mr. Sullivan was Executive Vice President and Chief Financial Officer of Trizec Hahn Corporation from 1994 to 2001, a publicly traded real estate company headquartered in Toronto, Canada. From 1987 to 1994, Mr. Sullivan served in various capacities at AEW Capital Management in Boston, including overseeing investments for the company's real estate opportunity fund and heading the capital markets group. In addition, from 1982 to 1987, he served as a senior finance officer at M/A-COM, Inc., a Boston based telecommunications company, and from 1980 to 1982, he served as an investment banker at Smith Barney in New York. Mr. Sullivan received his Bachelor of Sciences degree from the University of Vermont and his Master of Business Administration degree from The Wharton School of the University of Pennsylvania. Mr. Sullivan notified the Board of Directors in February 2014 of his decision to not renew his employment agreement with the company and to resign effective April 21, 2014. Mr. Sullivan is expected to continue to serve as our Senior Financial Advisor until April 21, 2015.

**Stephen C. Mecke**

*Chief Operating Officer  
and Executive Vice  
President*

*Age: 51*

Mr. Mecke has served as our Chief Operating Officer and Executive Vice President since April 2011. Prior to the formation of our company, Mr. Mecke served as Chief Investment Officer for STAG Capital Partners, LLC and STAG Capital Partners III, LLC from 2004 to 2011, where he was responsible for all asset acquisition and asset management activities. Prior to joining our predecessor business, Mr. Mecke ran the acquisitions groups for M--P--A, a private real estate fund that represented a large east coast endowment fund, from June 2001 to November 2004. Mr. Mecke also worked at Meditrust Corporation, a publicly traded real estate investment trust, as Vice President of Acquisitions and various other positions from June 1992 to December 2000. Mr. Mecke received his Bachelor of Arts degree from Hobart College and his Master of Business Administration degree from Northeastern University.



## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### **Kathryn Arnone**

*Executive Vice President,  
General Counsel and  
Secretary*

*Age: 64*

Ms. Arnone has served as our Executive Vice President, General Counsel and Secretary since April 2011. Prior to the formation of our company, Ms. Arnone served as General Counsel for STAG Capital Partners, LLC and STAG Capital Partners III, LLC from 2006 to 2011, where she was responsible for all of the company's legal matters, including supervising real estate matters, property acquisitions and sales, corporate governance matters and employment issues. Prior to joining our predecessor business, Ms. Arnone was Vice President and Assistant General Counsel at La Quinta Corporation, a publicly traded lodging real estate investment trust where she specialized in acquisitions and sales matters, from January 2003 to February 2006. In addition, Ms. Arnone served first as Associate General Counsel and then as General Counsel Healthcare Division at Meditrust Corporation, a publicly traded healthcare real estate investment trust, from October 1997 to December 2002, where she supervised a portfolio of first mortgage loans and sale-leaseback leases. Prior to these positions, Ms. Arnone worked for several private law firms from 1988 to 1997. Ms. Arnone received her Bachelor of Arts degree from Smith College and her Juris Doctor degree from Harvard Law School.

### **David G. King**

*Executive Vice President  
and Director of Real  
Estate Operations*

*Age: 46*

Mr. King has served as our Executive Vice President and Director of Real Estate Operations since April 2011. Prior to the formation of our company, Mr. King served as a Managing Director for STAG Capital Partners, LLC and STAG Capital Partners III, LLC from 2005 to 2011, where he was responsible for portfolio management for the company. From 1997 to 2005, Mr. King worked for AMB Property Corporation, a publicly traded real estate investment trust, as Regional Management Officer where he had primary responsibility for leasing, management, development, acquisition sourcing and dispositions of the firm's industrial and office portfolios in the Mid-Atlantic region and in various other positions. Mr. King received his Bachelor of Arts degree from the University of Vermont and his Master of Public Administration degree from Indiana University.

### **Corporate Governance Profile**

We have structured our corporate governance in a manner we believe closely aligns our interests with those of our stockholders. Notable features of our corporate governance structure include the following:

the Board of Directors is not staggered; instead, each of our directors is subject to re-election annually;

of the seven persons who serve on the Board of Directors, the Board of Directors has determined that six, or 85.7%, of our directors satisfy the listing standards for independence of the NYSE and Rule 10A-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act");

at least one of our directors qualifies as an "audit committee financial expert" as defined by the SEC;

we have opted out of the control share acquisition statute and the business combination provisions in the Maryland General Corporation Law and, in the future, we may not opt back in to these provisions without stockholder approval; and

we do not have a stockholder rights plan and we do not intend to adopt a stockholder rights plan unless our stockholders approve in advance the adoption of a plan or, if the Board of

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

Directors adopts a plan for our company, we submit the stockholder rights plan to our stockholders for a ratification vote within twelve (12) months of adoption, without which the plan will terminate.

Our directors stay informed about our business by attending meetings of the Board of Directors and its committees and through supplemental reports and communications. Our independent directors meet regularly in executive sessions without the presence of our corporate officers or non-independent directors.

### **Board of Directors**

Our business is managed through the oversight and direction of the Board of Directors. A majority of the Board of Directors is "independent," as determined by the Board of Directors, consistent with the rules of the NYSE. The one member of the Board of Directors who is not independent is an employee of the company. For more detail, please see "Nomination of Directors."

### **Board Leadership**

The board recognizes that one of its key responsibilities is to evaluate and determine its optimal leadership structure to provide independent oversight of management. The board understands that there is no single, generally accepted approach to providing board leadership and the right board leadership structure may vary as circumstances warrant. Consistent with this understanding, our independent directors consider the board's leadership structure on an annual basis.

The Board of Directors annually will elect a chairman of the board, who may or may not be the chief executive officer of our company. Since our formation in 2010, Benjamin S. Butcher has served as our Chairman of the Board and Chief Executive Officer. Mr. Butcher is involved in both our day-to-day operations and the strategic decision making at the board level. Based on its most recent review of our leadership structure and the needs of the company, the board continues to believe that having Mr. Butcher serving in these positions is optimal for us because it provides our company with strong, effective and consistent leadership.

In considering its leadership structure, the board has taken a number of factors into account. The board, which consists of a majority of independent directors, exercises a strong, independent oversight function. This oversight function is enhanced by the Audit, Compensation and Nominating and Corporate Governance Committees being comprised entirely of independent directors. A number of board and committee processes and procedures, including regular executive sessions of independent directors and a regular review of our executive officers' performance, provide substantial independent oversight of our management's performance. Finally, under our bylaws and corporate governance guidelines, the board has the ability to change its structure, should that be deemed appropriate and in the best interest of our company and our stockholders. The board believes that these factors provide the appropriate balance between the authority of those who oversee our company and those who manage it on a day-to-day basis.

The chairman of the board presides at all meetings of the stockholders and of the board as a whole. The chairman performs such other duties, and exercises such powers, as from time to time shall be prescribed in our bylaws or by the Board of Directors.

### **Director Independence**

Under the enhanced corporate governance standards of the NYSE, at least a majority of our directors, and all of the members of the Audit Committee, Compensation Committee and Nominating and Corporate Governance Committee, must meet the test of "independence." The NYSE standards provide that, to qualify as an "independent" director, in addition to satisfying certain bright-line

criteria, the Board of Directors must affirmatively determine that a director has no material relationship with us (either directly or as a partner, stockholder or officer of an organization that has a relationship with the company). The Board of Directors considered a relationship between an affiliate of the company and one of the directors and determined that the relationship does not affect the director's independence. The Board of Directors has affirmatively determined that each of Messrs. Colbert, Furber, Guillemette, Jacoby, Marr and Weger satisfies the bright-line independence criteria of the NYSE and that none has a relationship with us that would interfere with such person's ability to exercise independent judgment as a member of the Board of Directors. Therefore, we believe that all of these directors, who constitute a majority of the Board of Directors, are independent under the NYSE rules.

We have implemented procedures for interested parties, including stockholders, to communicate directly with our independent directors. We believe that providing a method for interested parties to communicate directly with our independent directors, rather than with the full Board of Directors, would provide a more confidential, candid and efficient method of relaying any interested party's concerns or comments. See "Communication with the Board of Directors, Independent Directors and the Audit Committee."

### **Board Meetings**

In 2013, the Board of Directors held eight meetings, the Audit Committee held five meetings, the Compensation Committee held three meetings, the Nominating and Corporate Governance Committee held three meetings, and the Investment Committee held four meetings. Each director attended over 75% of the board meetings and each director's respective committee meetings in 2013. The Board of Directors does not have a policy with respect to directors' attendance at annual meetings of stockholders. Nevertheless, six of our directors attended the 2013 annual meeting of stockholders.

As required by the NYSE rules, the independent directors of our board regularly meet in executive session, without management present. Generally, these executive sessions follow after each quarterly meeting of the board and each committee. In 2013, the independent directors of the board and the committees met in executive session without management present at each quarterly meeting in 2013. The chairman of the Nominating and Corporate Governance Committee presides over such independent, non-management sessions of the board.

### **Board Committees**

The Board of Directors has established an Investment Committee, an Audit Committee, a Compensation Committee and a Nominating and Corporate Governance Committee and has adopted a written charter for each of these committees. The Audit Committee has three members and the Compensation Committee and Nominating and Corporate Governance Committee each has four members. Each of the Audit Committee, Compensation Committee and Nominating and Corporate Governance Committee is composed exclusively of independent directors, as required by and defined in the rules and listing qualifications of the NYSE and, with respect to the members of the Audit Committee, Rule 10A-3 promulgated pursuant to the Exchange Act. Moreover, the Compensation Committee is composed exclusively of individuals intended to be, to the extent required by Rule 16b-3 of the Exchange Act, non-employee directors and will, at such times as we are subject to Section 162(m) of the Internal Revenue Code of 1986, as amended (the "Code"), qualify as outside directors for purposes of Section 162(m) of the Code. The Investment Committee has four directors and is composed of three independent directors and one non-independent director. The Board of Directors may from time to time establish other committees to facilitate the management of our company. Matters put to a vote at any one of these four committees must be approved by a majority of the directors on the committee who are present at a meeting at which there is a quorum or by unanimous written consent of the directors on that committee.

***Investment Committee***

The Board of Directors has established an Investment Committee, which is composed of four of our directors, at least three of whom must be independent directors. The current members of our Investment Committee are Messrs. Butcher, Guillemette, Jacoby and Weger. Mr. Butcher chairs the committee. The Investment Committee's primary function is to review, evaluate and ultimately vote to approve all acquisitions or developments individually over \$25 million and up to \$100 million. Proposed acquisitions or developments in excess of \$100 million require approval by the Board of Directors. The Board of Directors in its discretion may change the committee's dollar thresholds.

***Audit Committee***

The Board of Directors has established an Audit Committee, which is composed of three of our independent directors. The current members of the Audit Committee are Messrs. Guillemette, Jacoby and Weger. Mr. Weger chairs the committee and qualifies as an audit committee financial expert, as that term is defined by the SEC. Each member of the Audit Committee is financially literate and able to read and understand fundamental financial statements. The Audit Committee assists the board in overseeing, among other things:

our system of internal controls;

our accounting and financial reporting processes;

the integrity and audits of our consolidated and combined financial statements;

our compliance with legal and regulatory requirements;

the qualifications and independence of our independent auditors; and

the performance of our independent auditors and any internal auditors.

The Audit Committee also is responsible for engaging independent public accountants, reviewing with the independent certified public accountants the plans and results of the audit engagement, approving professional services provided by the independent public accountants, reviewing the independence of the independent public accountants, considering the range of audit and non-audit fees and reviewing the adequacy of our internal accounting controls. The Audit Committee has the power to investigate any matter brought to its attention within the scope of its duties and to retain counsel for this purpose where appropriate.

***Compensation Committee***

The Board of Directors has established a Compensation Committee, which is composed of four of our independent directors. The current members of the Compensation Committee are Messrs. Colbert, Guillemette, Furber and Marr. Mr. Guillemette chairs the committee. The principal functions of the Compensation Committee are to:

evaluate the performance and compensation of our Chief Executive Officer;

review and approve the compensation and benefits of our executive officers and members of the Board of Directors;

administer our 2011 Equity Incentive Plan, as amended (the "Equity Incentive Plan"), and the 2011 Outperformance Program (the "2011 OPP"), as well as any other compensation, stock option, stock purchase, incentive or other benefit plans; and

Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

produce an annual report on executive compensation for inclusion in our proxy statement after reviewing our compensation discussion and analysis.

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

Our Compensation Committee is primarily responsible for establishing and implementing our compensation program and policies. To fulfill its responsibilities, the Compensation Committee may engage, oversee and provide appropriate funding for advisors and consultants to advise the committee on executive compensation matters.

### *Nominating and Corporate Governance Committee*

The Board of Directors has established a Nominating and Corporate Governance Committee, which is composed of four of our independent directors. The current members of the Nominating and Corporate Governance Committee are Messrs. Colbert, Furber, Jacoby and Marr. Mr. Marr chairs the committee. The principal functions of the Nominating and Corporate Governance Committee include:

seeking, considering and recommending to the full Board of Directors qualified candidates for election as directors;

recommending a slate of nominees for election as directors at the annual meeting of stockholders;

periodically preparing and submitting to the board for adoption the committee's selection criteria for director nominees;

reviewing and making recommendations on matters involving general operation of the board and our corporate governance;

annually recommending to the board nominees for each committee of the board; and

annually facilitating the assessment of the Board of Directors' performance as a whole and of the individual directors and reports thereon to the board.

The Board of Directors has adopted a policy for the review and approval of related person transactions requiring disclosure under Rule 404(a) of Regulation S-K. The policy provides that the Nominating and Corporate Governance Committee is responsible for reviewing and approving or disapproving all related party transactions, including any transaction, arrangement or relationship in which (i) the amount involved may be expected to exceed \$120,000 in any fiscal year, (ii) we will be a participant and (iii) a related person has a direct or indirect material interest. A related person is defined as an executive officer, director or nominee for election as director, or a greater than 5% beneficial owner of our common stock, or an immediate family member of the foregoing.

In addition, our written code of business conduct and ethics expressly prohibits the continuation of any conflict of interest by an employee, officer or director except under guidelines approved by the Board of Directors. Our policies provide that any transaction involving us in which any of our directors or officers has a material interest must be approved by a vote of a majority of our disinterested directors. Our code of business conduct and ethics requires any employee, officer or director to report any actual conflict of interest to our compliance officer, who will then seek guidance from the Board of Directors. In addition, our corporate governance guidelines require that each member of the Board of Directors consult the chairman of the board in advance of accepting an invitation to serve on another company's board should there be a possible conflict and notify the Nominating and Corporate Governance Committee in writing of the outcome. Because the facts and circumstances regarding potential conflicts are difficult to predict, the Board of Directors has not adopted a written policy for evaluating conflicts of interests. If a conflict of interest arises, the board will review, among other things, the facts and circumstances of the conflict, our applicable corporate governance policies, the effects of any potential waivers of those policies, applicable state law, and the NYSE continued listing rules and regulations, and will consider the advice of counsel before making any decisions regarding the conflict.

### **Role of the Board in Risk Oversight**

One of the key functions of the Board of Directors is informed oversight of our risk management process. The Board of Directors administers this oversight function directly, with support from the Audit Committee, the Compensation Committee and the Nominating and Corporate Governance Committee, each of which addresses risks specific to their respective areas of oversight. In particular, the Audit Committee has the responsibility to consider and discuss our major financial risk exposures and the steps our management has taken to monitor and control these exposures, including guidelines and policies to govern the process by which risk assessment and management is undertaken. The Audit Committee also monitors compliance with legal and regulatory requirements, in addition to oversight of the performance of our internal audit function. The Compensation Committee assesses and monitors whether any of our compensation policies and programs has the potential to encourage excessive risk-taking. The Nominating and Corporate Governance Committee monitors the effectiveness of our corporate governance guidelines, including whether they are successful in preventing illegal or improper liability-creating conduct.

### **Nomination of Directors**

Before each annual meeting of stockholders, the Nominating and Corporate Governance Committee considers the nomination of all directors whose terms expire at the next annual meeting of stockholders and also considers new candidates whenever there is a vacancy on the board or whenever a vacancy is anticipated due to a change in the size or composition of the board, a retirement of a director or for any other reasons. In addition to considering incumbent directors, the Nominating and Corporate Governance Committee may identify director candidates based on recommendations from the directors and executive officers. The committee may in the future engage the services of third-party search firms to assist in identifying or evaluating director candidates. No such firm was engaged in 2013.

The Nominating and Corporate Governance Committee evaluates annually the effectiveness of the board as a whole and of each individual director and identifies any areas in which the board would be better served by adding new members with different skills, backgrounds or areas of experience. The Board of Directors considers director candidates based on a number of factors including:

whether the board member will be "independent," as such term is defined by the NYSE listing standards;

whether the candidate possesses the highest personal and professional ethics, integrity and values;

whether the candidate has demonstrated leadership ability, with broad experience, diverse perspectives, and the ability to exercise sound business judgment;

whether the candidate has experience in areas important to the operations of our company;

whether the candidate has an inquisitive and objective perspective, practical wisdom and mature judgment; and

whether the candidate provides a diversity of viewpoints, background, experience and demographics as compared the current members of the board.

Candidates also are evaluated based on their understanding of our business and willingness to devote adequate time to carrying out their duties. The Nominating and Corporate Governance Committee monitors the mix of skills, experience and background to assure that the board has the necessary composition to effectively perform its oversight function. As noted above, diversity characteristics of a candidate are just one of several factors considered by the committee when evaluating director candidates. A candidate will neither be included nor excluded from consideration

solely based on his or her diversity traits. The Nominating and Corporate Governance Committee conducts regular reviews of current directors in light of the considerations described above and their past contributions to the Board of Directors. The board reviews the effectiveness of its director candidate nominating policies annually.

The Nominating and Corporate Governance Committee will consider appropriate nominees for directors whose names are submitted in writing by a stockholder of our company. Director candidates submitted by our stockholders will be evaluated by the Nominating and Corporate Governance Committee on the same basis as any other director candidates. We did not receive any nominations of directors by stockholders for the 2014 annual meeting.

Nominations must be addressed to STAG Industrial, Inc., One Federal Street, 23rd Floor, Boston, Massachusetts, 02110, Attention: Kathryn Arnone, Corporate Secretary, indicating the nominee's qualifications and other relevant biographical information and providing confirmation of the nominee's consent to serve as director, if elected. To be considered for the next annual election of directors, any such written request must comply with the requirements set forth in our bylaws and below under "Stockholder Proposals."

#### **Compensation Committee Interlocks and Insider Participation**

None of the members of the Compensation Committee is or has been employed by us. None of our executive officers currently serves, or in the past three years has served, as a member of the board of directors or compensation committee of another entity that has one or more executive officers serving on the Board of Directors or Compensation Committee. No member of the Compensation Committee has any other business relationship or affiliation with us other than his service as a director.

#### **Board Compensation for 2013**

In 2013, we paid an annual fee of \$35,000 to each of our non-management directors for services as a director. We pay an additional annual fee of \$15,000 to the chair of the Audit Committee, an additional annual fee of \$10,000 to the chair of the Compensation Committee and an additional annual fee of \$7,500 to the chair of the Nominating and Corporate Governance Committee and any other committee of the Board of Directors. The Compensation Committee has voted to increase the annual fee to \$50,000 for each of our non-management directors commencing January 1, 2014. All members of the Board of Directors are reimbursed for their costs and expenses in attending our board meetings. Our directors have the option to receive fees in shares of common stock rather than in cash. The value of such shares of common stock is based on the 10-day average of the closing price of our common stock determined three days prior to the quarterly fee payment date. All of our independent directors have elected to receive shares of our common stock in lieu of cash for payment of the fees payable to them in 2013 and 2014. If a director is also one of our officers, we will not pay any compensation for services rendered as a director.

In January 2013, each of our non-management directors, other than Mr. Alexander Fraser who declined receipt of any grant, received an annual grant of 2,905 LTIP units. In addition, any non-management director who joins the Board of Directors in the future will receive an initial grant of LTIP units upon the commencement of his or her service. Mr. Colbert received an initial grant of 3,888 LTIP units on January 2, 2014 at the same time the other board members received their annual grant of 3,369 LTIP units. The LTIP units vest over five years in equal installments on a quarterly basis, subject to the recipient's continued service as a director. LTIP units can be converted to common units of the operating partnership on a one-for-one basis once a material equity transaction has occurred that results in the accretion of the member's capital account to the economic equivalent of the common unit.



## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

The Board of Directors (or a duly formed committee thereof) may revise our non-management directors' compensation in its discretion.

The following table summarizes the compensation that we paid to our non-management directors in 2013:

**2013 Director Compensation Table**

Name	Fees Earned(1)	Stock Awards(2)	Total
F. Alexander Fraser(3)	\$ 0	\$ 0(4)	\$ 0
Jeffrey D. Furber	\$ 35,000	\$ 50,954(4)	\$ 85,954
Larry T. Guillemette	\$ 45,000	\$ 50,954(4)	\$ 95,954
Francis X. Jacoby III	\$ 35,000	\$ 50,954(4)	\$ 85,954
Christopher P. Marr	\$ 42,500	\$ 50,954(4)	\$ 93,454
Hans S. Weger	\$ 50,000	\$ 50,954(4)	\$ 100,954

- (1) All of our independent directors elected to receive shares of our common stock in lieu of cash for payment of the fees payable to them for their service in 2013. Our non-management director, Mr. Fraser, declined payment of any fees. The aggregate number of shares of common stock issued to the independent directors for their service in 2013 was as follows: Mr. Furber, 1,716; Mr. Guillemette, 2,205; Mr. Jacoby, 1,716; Mr. Marr, 2,083; and Mr. Weger, 2,451. These shares were issued based on the calculation previously disclosed in this proxy statement and are not indicative of the fair market value on the date the members received the shares.
- (2) As of December 31, 2013, the aggregate number of unvested LTIP units held by each independent director was as follows: Mr. Furber, 8,734; Mr. Guillemette, 8,734; Mr. Jacoby, 8,734; Mr. Marr, 6,063; and Mr. Weger, 8,734.
- (3) Mr. Fraser resigned from the Board of Directors, effective August 2, 2013.
- (4) Represents 2,905 LTIP units granted to each of Messrs. Furber, Guillemette, Jacoby, Marr and Weger pursuant to the Equity Incentive Plan in January 2013. One non-management director, Mr. Fraser, declined receipt of any LTIP units. The dollar value is computed in accordance with FASB ASC Topic 718. See Note 8 to our consolidated financial statements included in our Annual Report on Form 10-K for a discussion of our accounting of LTIP units and the assumptions used. The grant date fair value of each award is \$17.54 per LTIP unit.

### Stock Ownership Guidelines for Directors

We have adopted stock ownership guidelines that apply to all non-management members of the Board of Directors. The stock ownership guidelines require that the non-management members own qualified securities equal to three times their annual cash retainer. Qualified securities include the company's common stock, preferred stock, common units and LTIP units, whether owned directly or indirectly. Current non-management members of the Board of Director have up to two years from the stock ownership guidelines' adoption in November 2013 and newly appointed non-employee members of the Board of Director have up to five years to comply with the stock ownership guidelines. All of our non-employee members of the Board of Directors, except Mr. Colbert who has until November 2018 to comply, are in compliance with our stock ownership guidelines.

**Corporate Governance Matters**

We have adopted corporate governance guidelines and a code of business conduct and ethics that apply to all our executive officers, employees and each member of the Board of Directors. We anticipate that any waivers of our code of business conduct and ethics will be posted on our website. The following documents are available at our website at [www.stagindustrial.com](http://www.stagindustrial.com) in the "Corporate Governance" area of the "Investors" section:

Investment Committee charter;

Audit Committee charter;

Compensation Committee charter;

Nominating and Corporate Governance Committee charter;

Code of Business Conduct and Ethics;

Corporate Governance Guidelines;

Stock Ownership Guidelines; and

Whistleblower Policy.

Each committee reviews its written charter annually. Copies of the documents listed above are available in print to any stockholder who requests them. Requests should be sent STAG Industrial, Inc., One Federal Street, 23rd Floor, Boston, Massachusetts, 02110, Attention: Kathryn Arnone, Corporate Secretary.

**Communication with the Board of Directors, Independent Directors and the Audit Committee**

The Board of Directors may be contacted by any party via mail at the address listed below.

Board of Directors  
STAG Industrial, Inc.  
One Federal Street, 23rd Floor  
Boston, Massachusetts 02110

The Board of Directors also may be contacted by any party via e-mail at the address listed below.

[BoardofDirectors@stagindustrial.com](mailto:BoardofDirectors@stagindustrial.com)

We believe that providing a method for interested parties to communicate directly with our independent directors, rather than to the full board, would provide a more confidential, candid and efficient method of relaying any interested party's concerns or comments. The presiding director of independent executive sessions of directors is the chairman of the Nominating and Corporate Governance Committee. The presiding director may be contacted by any party via mail at the address listed below.

Presiding Director  
STAG Industrial, Inc.  
One Federal Street, 23rd Floor  
Boston, Massachusetts 02110

Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

The Audit Committee has adopted a process for anyone to send communications to the Audit Committee with concerns or complaints concerning our company's regulatory compliance, accounting,

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

audit or internal controls issues. The Audit Committee may be contacted by any party via mail at the address listed below:

Chairman  
Audit Committee  
STAG Industrial, Inc.  
One Federal Street, 23rd Floor  
Boston, Massachusetts 02110

The Audit Committee also may be contacted by any party via e-mail at the address listed below:

[AuditCommittee@stagindustrial.com](mailto:AuditCommittee@stagindustrial.com)

Alternatively, anyone may call our toll-free whistleblower hotline toll-free at (877) 472-2110.

Relevant communications are distributed to the board, or to any individual director or directors, as appropriate, depending on the facts and circumstances outlined in the communication. In that regard, the Board of Directors has requested that certain items that are unrelated to the duties and responsibilities of the board should be excluded or redirected, as appropriate, such as: business solicitations or advertisements; junk mail and mass mailings; resumes and other forms of job inquiries; spam; and surveys.

In addition, material that is unduly hostile, threatening, potentially illegal or similarly unsuitable will be excluded; however, any communication that is excluded will be made available to any outside director upon request.

**PROPOSAL 2: RATIFICATION OF APPOINTMENT OF  
INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

The Audit Committee of the Board of Directors has selected the accounting firm of PricewaterhouseCoopers LLP to serve as our independent registered public accountants for the year ending December 31, 2014, and the Board of Directors is asking stockholders to ratify this appointment. Although current law, rules and regulations, as well as the Audit Committee charter, require the company's independent auditor to be engaged, retained and supervised by the Audit Committee, the Board of Directors considers the selection of the independent auditor to be an important matter of stockholder concern and is submitting the selection of PricewaterhouseCoopers LLP for ratification by stockholders as a matter of good corporate practice. PricewaterhouseCoopers LLP has served as our independent registered public accountants since our formation in July 2010 and is considered by our management to be well qualified.

**Fee Disclosure**

The following is a summary of the fees billed by PricewaterhouseCoopers LLP for professional services rendered for our company for the years ended December 31, 2013 and December 31, 2012:

	<b>STAG Industrial, Inc.</b>	
	<b>Year Ended December 31, 2013</b>	<b>Year Ended December 31, 2012</b>
Audit Fees	\$ 762,611	\$ 887,645
Tax Fees	347,976	288,468
Audit Related Fees		
All Other Fees	50,300	42,860
<b>Total</b>	<b>\$ 1,160,887</b>	<b>\$ 1,218,973</b>

***Audit Fees***

"Audit Fees" consist of fees and related expenses incurred for professional services rendered for the audit of the financial statements and services that are normally provided by PricewaterhouseCoopers LLP in connection with statutory and regulatory filings or engagements. For example, audit fees include fees for professional services rendered in connection with quarterly and annual reports, and the issuance of consents by PricewaterhouseCoopers LLP to be named in our registration statements and to the use of their audit report in the registration statements.

***Tax Fees***

"Tax Fees" consist of fees and related expenses incurred for professional services for tax compliance, tax advice and tax planning. These services include assistance regarding federal and state tax compliance and tax planning and structuring.

***Audit-Related Fees and All Other Fees***

"Audit Related Fees" and "All Other Fees" consist of fees and related expenses for products and services other than services described under "Audit Fees" and "Tax Fees." All other fees specifically relate to reputational due diligence performed for some of our property acquisitions.

***Pre-Approval Policy***

All audit, tax and other services provided to us were reviewed and pre-approved by the Audit Committee or a member of the Audit Committee designated by the full committee to pre-approve such

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

services. The Audit Committee or designated member concluded that the provision of such services by PricewaterhouseCoopers LLP was compatible with the maintenance of that firm's independence in the conduct of its auditing functions.

A representative of PricewaterhouseCoopers LLP will be present at the annual meeting, will be given the opportunity to make a statement if he or she so desires and will be available to respond to appropriate questions.

**The Board of Directors recommends a vote FOR the ratification of the appointment of the independent registered public accountants.**

**AUDIT COMMITTEE REPORT**

*The following is a report by the Audit Committee regarding the responsibilities and functions of the Audit Committee.*

The Audit Committee oversees the company's financial reporting process on behalf of the Board of Directors, in accordance with the Audit Committee charter. Management is responsible for the company's financial statements and the financial reporting process, including implementing and maintaining effective internal control over financial reporting and for the assessment of, and reporting on, the effectiveness of internal control over financial reporting. The company's independent registered public accounting firm, PricewaterhouseCoopers LLP, is responsible for expressing opinions on the conformity of the company's audited financial statements with accounting principles generally accepted in the United States of America and on the effectiveness of the company's internal control over financial reporting.

In fulfilling its oversight responsibilities, the Audit Committee reviewed with management and PricewaterhouseCoopers LLP the audited financial statements for the year ended December 31, 2013 and the reports on the effectiveness of the company's internal control over financial reporting as of December 31, 2013 contained in the company's Annual Report on Form 10-K for the year ended December 31, 2013, and discussed with management the quality, not just the acceptability, of the accounting principles, the reasonableness of significant judgments and the clarity of disclosures in the financial statements. The Audit Committee also reviewed and discussed with management and PricewaterhouseCoopers LLP the disclosures made in "Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Controls and Procedures" included in the Annual Report on Form 10-K for the year ended December 31, 2013.

In addition, the Audit Committee received and discussed the written disclosures and the letter from PricewaterhouseCoopers LLP that are required by applicable requirements of the Public Company Accounting Oversight Board regarding the firm's communications with the Audit Committee concerning independence, discussed with PricewaterhouseCoopers LLP the firm's independence from management and the Audit Committee, and discussed with PricewaterhouseCoopers LLP the matters required to be discussed by the PCAOB Auditing Standards No. 16, as amended, as adopted by the Public Company Accounting Oversight Board in Rule 3200T.

In reliance on the reviews and discussions referred to above, prior to the filing of the company's Annual Report on Form 10-K for the year ended December 31, 2013 with the SEC, the Audit Committee recommended to the Board of Directors (and the board approved) that the audited financial statements be included in such Annual Report for filing with the SEC.

The members of the Audit Committee are not professionally engaged in the practice of auditing or accounting. Members of the Audit Committee rely, without independent verification, on the information provided to them and on the representations made by management and the independent registered public accountants. Accordingly, the Audit Committee's oversight does not provide an independent basis to determine that management has maintained appropriate accounting and financial reporting principles or appropriate internal controls and procedures designed to assure compliance with accounting standards and applicable laws and regulations. Furthermore, the Audit Committee's considerations and discussions referred to above do not assure that the audit of the company's financial statements has been carried out in accordance with generally accepted auditing standards, that the financial statements are presented in accordance with generally accepted accounting principles or that PricewaterhouseCoopers LLP is in fact "independent."

*Submitted by the Audit Committee of the Board of Directors*

Hans S. Weger (Chairman)  
Larry T. Guillemette  
Francis X. Jacoby III

**COMPENSATION COMMITTEE REPORT**

*The following is a report by the Compensation Committee regarding our executive officer compensation program.*

The Compensation Committee has reviewed and discussed the Compensation Discussion and Analysis contained in this proxy statement ("CD&A") with management of the company. Based on the Compensation Committee's review of the CD&A and the Compensation Committee's discussions regarding the CD&A with management, the Compensation Committee recommended to the Board of Directors (and the board has approved) that the CD&A be included in the company's proxy statement on Schedule 14A prepared in connection with the annual meeting.

*Submitted by the Compensation Committee of the Board of Directors*

Larry T. Guillemette (Chairman)  
Virgis W. Colbert  
Jeffrey D. Furber  
Christopher P. Marr



## EXECUTIVE OFFICER COMPENSATION

### Compensation Discussion and Analysis

The executive officers named in the "Summary Compensation Table" for 2013 are Benjamin S. Butcher, Chief Executive Officer, President and Chairman of the Board of Directors; Gregory W. Sullivan, Chief Financial Officer, Executive Vice President and Treasurer; Stephen C. Mecke, Chief Operating Officer and Executive Vice President; Kathryn Arnone, Executive Vice President, General Counsel and Secretary; and David G. King, Executive Vice President and Director of Real Estate Operations. The Compensation Committee is responsible for establishing our executive officers compensation program. The program sets the structure and levels of executive officer compensation and establishes the performance-based metrics and individual goals against which the officers' performances are evaluated by the Compensation Committee. In establishing its executive compensation program, the Compensation Committee considered, among other things, analyses prepared by and the advice of FTI Consulting, Inc. ("FTI"), an independent compensation consultant engaged by the Compensation Committee.

The principles underlying the key elements of our executive compensation program and factors relevant to an analysis of the compensation program are discussed below. The key elements are designed to be flexible and complementary and to serve, collectively, the objectives of our executive compensation program.

### *Executive Summary*

The company had a productive 2013. Among its significant achievements are the following:

acquired 39 properties, representing 31% growth in square footage from year-end 2012;

increased occupancy rate to 95.6% over year-end 2012;

reduced our total debt to total asset value to 43.8%;

raised equity capital of \$231 million;

initiated payment of monthly common stock dividends;

produced an average dividend yield of 5.7%;

increased common stock price by 13.5% over year end 2012; and

obtained an investment grade rating from Fitch of BBB-.

These significant achievements have resulted in our stock performing well, realizing a total shareholder return ("TSR") for 2013 of 20.20%, exceeding the MSCI US REIT Index ("RMZ"), as shown on the chart below.

### **Total Shareholder Return 12/31/2012 - 12/31/2013**



***Executive Compensation Program Goals and Objectives***

The Compensation Committee's overarching goal is to attract and maintain an excellent executive management team that enhances stockholder value over the long-term. The executive compensation program is, therefore, designed to provide substantial incentives to focus executive management's efforts accordingly. The compensation program also is designed to encourage and reward executives who successfully execute the company's business strategy, who provide thoughtful and creative stewardship and who exhibit outstanding performance. Specific objectives of the compensation program are to:

attract and retain talented and experienced officers who will be capable of implementing our business strategy;

align the interests of those executive officers with the interests of the stockholders;

encourage and maintain a performance-driven company culture; and

provide the Compensation Committee with the flexibility and discretion to appropriately reflect changing business conditions and individual performance.

Consistent with these objectives, executive compensation is heavily weighted toward performance-based metrics for bonuses and long term equity incentives. We believe that the executive compensation program supports these objectives by providing the named executive officers with a multi-faceted compensation package, comprised of a competitive base salary and the opportunity to earn an annual cash bonus, as well as awards under the Equity Incentive Plan and the 2011 OPP.

***How We Determine Executive Compensation***

The Compensation Committee determines compensation for our named executive officers and is currently comprised of four independent directors, Messrs. Colbert, Guillemette, Furber and Marr. The Compensation Committee exercises independent discretion with respect to executive compensation matters and administers our equity incentive programs, including reviewing and approving equity grants to our named executive officers pursuant to the Equity Incentive Plan and the 2011 OPP. The Compensation Committee operates under a written charter adopted by the Board of Directors, a copy of which is available on our website at [www.stagindustrial.com](http://www.stagindustrial.com). Information contained on our website is not incorporated by reference into this proxy statement and you should not consider information contained on our website to be part of this proxy statement.

The initial compensation arrangements with our named executive officers were determined in negotiations with each individual executive prior to our initial public offering and were formalized in the executive officers' employment agreements, as described below in " Employment Agreements." In 2013, the Compensation Committee revised the executive compensation program based on updated information provided by FTI, as well as information from other sources described in greater detail below in " Engagement of Compensation Consultant." Our executive compensation program focuses on the following factors:

- (i) the need to attract and retain qualified and experienced executive officers over the long term,
- (ii) the desire to align the interests of our executive officers with those of our stockholders and incentivize them over the near-, medium- and long-term, and
- (iii) the need to reward our executive officers for exceptional individual performance.

In making compensation decisions, the Compensation Committee evaluated the performance of the Chief Executive Officer and, together with the Chief Executive Officer, assessed the individual performance of the other named executive officers. The Compensation Committee also reviewed

market-based compensation data provided by FTI and from data publicly available from other sources such as NAREIT, Institutional Shareholder Services and SNL. During 2013, the Compensation Committee consulted with FTI and held meetings both independently and with the participation of our Chief Executive Officer.

***Compensation Committee Consideration of the 2013 Vote on Executive Compensation***

In determining our executive compensation program for the remainder of 2013 and 2014, the Compensation Committee generally considered the results of the 2013 advisory vote of our stockholders on executive compensation presented in our 2013 proxy statement. The Compensation Committee noted that more than 96% of the votes cast approved the compensation of the named executive officers in our 2013 proxy statement. The Compensation Committee considered these voting results as supportive of the committee's general executive compensation practices.

***Engagement of Compensation Consultant***

The Compensation Committee is authorized to retain the services of one or more executive compensation consultants, in its discretion, to assist with the establishment and review of our compensation programs and related policies. The Compensation Committee has sole authority to hire, terminate and set the terms of future engagement with FTI or any other compensation consultant.

The Compensation Committee engaged FTI, an independent compensation consulting firm, to provide market-based compensation data to assist the committee in the implementation of our comprehensive executive compensation program. In connection with these efforts, FTI prepared for the Compensation Committee reports that included compensation analyses for each executive position, an analysis of a recommended peer group for the company, description of the methodology used to provide the compensation analyses and an analysis of board compensation. FTI researched competitive market practices, reviewed the proxy statements of its recommended peer group and checked its own proprietary information data bases. The Compensation Committee reviewed the peer group compensation analyses and methodology and, with reference to the FTI report and other factors more specific to the company, it approved the executive compensation program.

***Peer Group***

Our focus on single tenant industrial properties in secondary markets is uncommon, making the identification of directly comparable companies difficult. As a result, FTI recommended companies with a mix of industry concentration, size and REIT status for inclusion in the peer group. In 2013 FTI recommended expanding the number of companies in the peer group such that it now includes twenty-four (24) publicly-traded REITs with implied equity market capitalizations ranging from approximately \$655 million to \$1.9 billion, having an average market capitalization of approximately \$1.1 billion, with a diverse investment focus, including the industrial sector as well as lodging, health

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

care, shopping center, multi-family, office and free-standing REITs. The companies in the peer group are listed below.

Company	Ticker Symbol	Implied Equity Market Cap \$ million(1) (Per SNL as of 6/6/13)	Total Assets \$ million(2) (Per SNL)	Location	Sector
Acadia Realty Trust	AKR	1,458.7	2,295.90	White Plains, NY	Shopping Centers
Ashford Hospitality Trust, Inc.	AHT	1,130.6	3,471.70	Dallas, TX	Lodging/Resorts
Associated Estates Realty Corp.	AEC	830.7	1,128.10	Richmond Heights, OH	Multi-family
Chesapeake Lodging Trust	CHSP	1,068.6	1,404.60	Annapolis, MD	Lodging/Resorts
Cousins Property Incorporated	CUZ	1,181.0	1,096.40	Atlanta, GA	Diversified
Education Realty Trust, Inc.	EDR	1,193.2	1,356.90	Memphis, TN	Multi-family
Excel Trust, Inc.	EXL	659.4	1,102.80	San Diego, CA	Shopping Centers
FedCor Lodging Trust Incorporated	FCH	736.0	2,229.30	Irving, TX	Lodging/Resorts
First Industrial Realty Trust, Inc.	FR	1,869.1	2,628.70	Chicago, IL	Industrial
First Potomac Realty Getty Realty Corporation	FPO	855.1	1,718.40	Bethesda, MD	Industrial/Office
Getty Realty Corporation	GTY	712.4	651.00	Jericho, NY	Free Standing
Hersha Hospitality Trust	HT	1,199.2	1,718.70	Philadelphia, PA	Lodging/Resorts
Hudson Pacific Properties, Inc.	HPP	1,285.0	1,687.30	Los Angeles, CA	Office
Inland Real Estate Corporation	IRC	1,014.3	1,211.50	Oak Brook, IL	Shopping Centers
LTC Properties, Inc.	LTC	1,479.8	792.70	Westlake Village, CA	Health Care
National HealthCare Corporation	NHC	668.2	949.80	Murfreesboro, TN	Health Care
Parkway Properties, Inc.	PKY	1,199.5	2,077.60	Orlando, FL	Office
Pebblebrook Hotel Trust	PEB	1,590.6	1,995.70	Bethesda, MD	Lodging/Resorts
Pennsylvania Real Estate Investment Trust	PEI	1,369.5	2,754.40	Philadelphia, PA	Regional Malls
Ramco-Gershenson Property Trust	RPT	952.0	1,479.00	Farmington Hills, MI	Shopping Centers
Retail Opportunity Investments Corp.	ROIC	963.7	992.40	Purchase, NY	Shopping Centers
Sabra Health Care REIT, Inc.	SBRA	1,000.5	964.60	Irvine, CA	Health Care
Strategic Hotels & Resorts, Inc.	BEE	1,640.8	2,383.40	Chicago, IL	Lodging/Resorts
Summit Hotel Properties, Inc.	INN	655.5	1,062.00	Sioux Falls, SD	Lodging/Resorts

(1) Includes outstanding common shares and common units.

(2) Represents amount reported per GAAP and not the fair market value (FMV) for total assets. Amount represents most recently available quarterly information.

The FTI reports analyzed actual 2013 base salaries, cash bonuses paid with respect to 2012 performance, long-term compensation including time-based share awards, performance-based share awards and stock option grants for the companies in the peer group. The reports also compared the peer group's TSR to the company's historical TSR, including stock price appreciation and dividends.

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

### Company Performance Relative to the Peer Group

The Compensation Committee reviewed the company's performance in relation to its peer group, relying on, among other things, FTI's comparison of the company's TSR to the TSR for the peer group for the periods of (i) January 1, 2013 to June 6, 2013, (ii) January 1, 2012 to December 31, 2012, and (iii) April 15, 2011 (the date of our initial public offering) through June 6, 2013. The FTI report was delivered in June 2013 and, as a result, does not contain full year data for 2013.

The company's TSR of 22.30% for the period January 1, 2013 to June 6, 2013 ranked number 8 and at the 71<sup>st</sup> percentile for its peer group, (ii) the company's TSR of 67.97% for the period January 1, 2012 to December 31, 2012 ranked number 3 and at the 92<sup>nd</sup> percentile for its peer group, and (iii) the company's TSR of 105.02% for the period April 15, 2011 through June 6, 2013 ranked number one and placed the company at the 100<sup>th</sup> percentile for its peer group. For the period January 1, 2013 to June 6, 2013, the peer group's average TSR was 14.60%. For the period of January 1, 2012 through December 31, 2012, the peer group's average TSR was 30.29%. For the period of April 15, 2011 through June 6, 2013, the peer group's average TSR was 28.51%. In each instance, the company's TSR was significantly higher than the peer group average. See the chart below provided by FTI.

Company	Ticker Symbol	Market Cap \$ million (Per SNL as of 6/6/13)	Year-to-Date	2012 TSR	IPO-to-Date
			Period TSR (1/1/13 - 6/6/13)	(1/1/12 - 12/31/12)	TSR (4/15/11 - 6/6/13)
Acadia Realty Trust	AKR	1,458.7	5.85%	28.35%	43.93%
Ashford Hospitality Trust, Inc.	AHT	1,130.6	26.44%	37.97%	26.94%
Associated Estates Realty Corp.	AEC	830.7	4.20%	5.86%	12.43%
Chesapeake Lodging Trust	CHSP	1,068.6	6.46%	41.54%	42.11%
Cousins Properties Incorporated	CUZ	1,181.0	18.32%	33.31%	22.87%
Education Realty Trust, Inc.	EDR	1,193.2	-0.69%	7.27%	34.27%
Excel Trust, Inc.	EXL	659.4	7.40%	11.44%	27.13%
FelCor Lodging Trust Incorporated	FCH	736.0	26.34%	53.11%	-4.07%
First Industrial Realty Trust, Inc.	FR	1,869.1	18.92%	37.63%	33.74%
First Potomac Realty	FPO	855.1	15.12%	0.97%	-0.85%
Getty Realty Corporation	GTY	712.4	19.29%	32.20%	-3.76%
Hersha Hospitality Trust	HT	1,199.2	15.58%	7.32%	8.87%
Hudson Pacific Properties, Inc.	HPP	1,285.0	3.86%	53.02%	61.02%
Inland Real Estate Corporation	IRC	1,014.3	24.66%	17.86%	25.04%
LTC Properties, Inc.	LTC	1,479.8	23.37%	20.42%	63.47%
National HealthCare Corporation	NHC	668.2	1.69%	17.65%	9.77%
Parkway Properties, Inc.	PKY	1,199.5	25.70%	46.59%	5.58%
Pebblebrook Hotel Trust	PEB	1,590.6	12.12%	22.97%	27.85%
Pennsylvania Real Estate Investment Trust	PEI	1,369.5	12.59%	76.45%	52.47%
Ramco-Gershenson Property Trust	RPT	952.0	16.70%	42.55%	37.73%
Retail Opportunity Investments Corp.	ROIC	963.7	12.78%	13.35%	47.93%
Sabra Health Care REIT, Inc.	SBRA	1,000.5	26.36%	93.69%	77.32%
Strategic Hotels & Resorts, Inc.	BEE	1,640.8	24.84%	19.18%	29.50%
Summit Hotel Properties, Inc.	INN	655.5	2.41%	6.10%	2.94%
STAG Industrial, Inc.	STAG	1,052.5	22.30%	67.97%	105.02%
SNL Equity REIT Index			8.34%	20.23%	31.55%
Average			14.60%	30.29%	28.51%
75 <sup>th</sup> Percentile			23.69%	41.79%	42.56%
50 <sup>th</sup> Percentile			15.35%	25.66%	27.49%
25 <sup>th</sup> Percentile			6.31%	12.87%	9.54%
Rank out of 25 companies for STAG			8	3	1
Percentile rank out of 25 companies for STAG			71%	92%	100%

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

In the interests of updating relative performance data for the full year of 2013, the Compensation Committee also reviewed peer group market data from other sources. For the period from January 1, 2013 through December 31, 2013, the company's TSR of 20.20% ranked number 12 and in the 54<sup>th</sup> percentile among its peer group, as shown on the chart below.

Company	Ticker Symbol	Implied Equity Market Cap \$ million(1) (Per SNL)	2013 TSR (1/1/13 - 12/31/13)
Acadia Realty Trust	AKR	1,430.1	2.39%
Ashford Hospitality Trust, Inc.	AHT	1,228.5	23.62%
Associated Estates Realty Corp.	AEC	922.5	4.28%
Chesapeake Lodging Trust	CHSP	1,147.5	26.46%
Cousins Properties Incorporated	CUZ	1,951.6	25.57%
Education Realty Trust, Inc.	EDR	1,053.2	-13.55%
Excel Trust, Inc.	EXL	562.7	-5.00%
FelCor Lodging Trust Incorporated	FCH	768.4	74.73%
First Industrial Realty Trust, Inc.	FR	1,864.2	26.53%
First Potomac Realty	FPO	771.3	-1.65%
Getty Realty Corporation	GTY	648.9	6.22%
Hersha Hospitality Trust	HT	1,171.6	16.20%
Hudson Pacific Properties, Inc.	HPP	1,149.4	6.28%
Inland Real Estate Corporation	IRC	1,019.6	32.72%
LTC Properties, Inc.	LTC	1,319.9	5.56%
National HealthCare Corporation	NHC	664.8	17.66%
Parkway Properties, Inc.	PKY	1,219.5	43.02%
Pebblebrook Hotel Trust	PEB	1,767.4	36.26%
Pennsylvania Real Estate Investment Trust	PEI	1,315.2	11.93%
Ramco-Gershenson Property Trust	RPT	1,084.8	23.70%
Retail Opportunity Investments Corp.	ROIC	1,039.9	19.67%
Sabra Health Care REIT, Inc.	SBRA	859.1	26.56%
Strategic Hotels & Resorts, Inc.	BEE	1,791.4	47.66%
Summit Hotel Properties, Inc.	INN	792.3	-0.70%
<b>STAG Industrial, Inc.</b>	<b>STAG</b>	<b>1,053.4</b>	<b>20.20%</b>

SNL Equity REIT Index	3.72%
Average	19.01%
75 <sup>th</sup> Percentile	26.54%
50 <sup>th</sup> Percentile	18.66%
25 <sup>th</sup> Percentile	5.24%
Rank out of 25 companies for STAG	12
Percentile rank out of 25 companies for STAG	54%

(1) Includes outstanding common shares and common units.

(Source: SNL Financial)

### *Executive Compensation Relative to the Peer Group*

In developing the executive compensation program for 2013, the Compensation Committee reviewed the FTI reports, including 2012 performance and the compensation of executive officers for the peer group companies. The Compensation Committee noted that total compensation for the company's executive officers generally was at or below the 50<sup>th</sup> percentile of the peer group. Taking into





consideration the company's relative size and brief history, the Compensation Committee decided not to make significant changes to the basic elements of compensation for its named executive officers for their 2013 compensation. However, with respect to the awarding of cash bonuses, the Compensation Committee determined it would change the relative measurement of company performance so as to rely solely on the Company's year-end percentile ranking of its TSR in comparison to the RMZ for all equity REITs (See "*Cash Incentive Program*").

### ***Key Elements of Executive Compensation***

Set forth below is an overview of the key elements of the company's compensation program for its executive officers, including annual cash compensation, equity awards and health and retirement benefits.

#### *Annual Base Salary*

Annual base salary provides a minimum level of compensation commensurate with an experienced and motivated individual of the appropriate caliber and background to perform an executive officer's job. It should be benchmarked to current market rates to ensure that we are able to attract new executive officers, if necessary. Base salary levels are intended to provide a steady source of income sufficient to permit these officers to focus effectively on their professional responsibilities.

Each named executive officer's compensation was initially established based on negotiations in connection with our initial public offering in April 2011. The initial annual base salaries reflected a conservative approach to compensation and a desire to properly control expenses for the newly-formed company. Base salaries of our named executive officers are reviewed and may be adjusted periodically by the Compensation Committee. No formulaic base salary increases are provided to our named executive officers. After reviewing the peer group data, the Compensation Committee determined that executive officers' salaries should generally constitute no more than 25% of total annual compensation. The Compensation Committee also determined that it was in the best interests of the company to maintain a conservative approach to base salaries in 2013 and, as a result, approved salaries that were generally at or below the 50<sup>th</sup> percentile of the company's peer group. Annual base salaries paid to all of the named executive officers during 2013 are set forth in the "Summary Compensation Table" below. In its November 2013 meeting, the Compensation Committee approved three per cent (3.0%) increases over the 2013 base salary levels for the named executive officers and voted to award the following 2014 annual base salaries: Mr. Butcher, \$515,000; Mr. Sullivan, \$309,000; Mr. Mecke, \$309,000; Ms. Arnone, \$283,500; and Mr. King, \$272,950.

#### *Cash Incentive Compensation Program*

As set forth in the named executive officers' employment agreements, each named executive officer is eligible to earn a discretionary annual cash bonus. The Compensation Committee believes that cash bonuses are central to the attainment of the executive compensation program's objectives. Bonuses encourage our named executive officers to achieve both company and individual performance goals, which fosters a performance-driven company culture that aligns the executives' interests with the stockholders' interests while, at the same time, allowing the Compensation Committee flexibility and discretion. The Compensation Committee also believes that both the company's performance and the individual executive officer's performance, as well as other factors the Compensation Committee deems relevant in its discretion, should be evaluated in setting the executive officer's bonus award. The Compensation Committee has determined that the named executive officers' annual cash bonuses should generally constitute approximately 25% of total annual compensation. As described below, the Compensation Committee's (and the Chief Executive Officer's with respect to the other named executive officers) determination of the 2013 annual cash bonus program was guided by the company's performance with respect to specified performance metrics as well as individual performance.

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

In developing the 2013 annual cash bonus program, the Compensation Committee focused on TSR, which the Compensation Committee believes is the best measurement to align management's interests with the company's stockholders as it is more reflective of the company's and, by extension, the executives' performance. The Compensation Committee determined that the company's TSR performance should be measured in relation to the RMZ for U.S. equity REITs as the RMZ would provide a discrete, rational and measurable benchmark for comparison of the company's performance.

The Compensation Committee set the maximum bonus percentages (as percentages of base salary) for each named executive. In setting the bonus percentages, the Compensation Committee's considered the company's 2013 budget, the FTI reports, including peer group data, and other relevant factors. The maximum potential bonus for each named executive for 2013 were as follows: Benjamin S. Butcher, up to 200%; Stephen C. Mecke and Gregory W. Sullivan up to 150%; and Kathryn Arnone and David G. King, up to 125%. The established maximum bonus percentages and the specified performance metrics were not a guarantee of a minimum bonus or a threshold for granting bonuses. The Compensation Committee, at its discretion and after taking into consideration changing business conditions, the performance of individual executive officers and other factors, can award higher or lower amounts.

In the 2013 annual cash bonus program, the calculated bonus award for each named executive officer was the product of the executive officer's salary and a percentage that was determined based on two components weighted as follows: 75% of each calculated bonus award was based on the company's TSR for the year relative to the RMZ and 25% of each calculated bonus award was based on the individual performance of each named executive officer as assessed by the Compensation Committee (or with respect to the officers other than the Chief Executive Officer, by the Chief Executive Officer and the Compensation Committee). The Compensation Committee weighted company performance metrics more heavily than individual performance to closely identify the named executive officers' interests with our stockholders' interests.

*Company Performance Total Stockholder Return.* Seventy-five percent of each calculated bonus award is based on the company's TSR for 2013 relative to the RMZ. For example, if an officer's maximum bonus potential is 200% of his annual salary, 75% of his bonus, that is, 150% of his annual salary, potentially could be paid in bonus, depending on the Company's TSR rank in relation to the RMZ. If the Company's TSR ranks in the RMZ's 90th percentile, then the officer would garner 90% of the 75% available for the Company's performance, that is, 135% of his annual salary, toward bonus.

For 2013, the company ended the year with a TSR of 20.2% resulting in a percentile rank in the RMZ of 76.7% (using as comparison only those companies that were in the RMZ at both the beginning and end of 2013). Of the 116 companies used in the RMZ comparison, the company ranked 28<sup>th</sup>. Below is a list of the top 28 companies in the RMZ.

*Company Performance Relative to the RMZ Components***Total Return (%) 12/31/2012 to 12/31/2013**

Rank	Company	Ticker	Total Return	%
1	Felcor Lodging Trust	FCH	74.73	100.00%
2	Commonwealth REIT	CWH	54.31	99.14%
3	Strategic Hotels & Resorts	BEE	47.66	98.28%
4	Parkway Properties	PKY	43.02	97.41%
5	Pebblebrook Hotel Trust	PEB	36.26	96.55%
6	Rouse Properties	RSE	34.29	95.69%
7	DiamondRock Hospitality	DRH	32.76	94.83%
8	Inland Real Estate	IRC	32.72	93.97%
9	Omega Healthcare	OHI	32.68	93.10%
10	RLJ Lodging Trust	RLJ	30.24	92.24%
11	Host Hotels & Resorts	HST	27.30	91.38%
12	Sabra Health Care REIT	SBRA	26.56	90.52%
13	First Industrial	FR	26.53	89.66%
14	Chesapeake Lodging Trust	CHSP	26.46	88.79%
15	Sunstone Hotel	SHO	26.07	87.93%
16	LaSalle Hotel Properties	LHO	25.86	87.07%
17	Cousins Properties	CUZ	25.57	86.21%
18	WP Carey	WPC	24.05	85.34%
19	Ramco-Gershenson Properties	RPT	23.70	84.48%
20	Ashford Hospitality Trust	AHT	23.62	83.62%
21	Hospitality Properties Trust	HPT	23.48	82.76%
22	Cedar Realty Trust	CDR	22.80	81.90%
23	SL Green Realty Corp	SLG	22.55	81.03%
24	Kite Realty Group	KRG	22.30	80.17%
25	Brandywine Realty Trust	BDN	20.88	79.31%
26	Coresite	COR	20.54	78.45%
27	PS Business Parks	PSB	20.43	77.59%
<b>28</b>	<b>STAG Industrial</b>	<b>STAG</b>	<b>20.20</b>	<b>76.72%</b>
29 - 116	Companies ranked 29 - 116		19.92 - (27.62)	75.86% - 0.86%

Therefore, the Compensation Committee determined that each named executive officer should receive 76.7% of the percentage points available to him/her for the company performance component of his/her bonus award.

*Individual Performance.* Up to 25 percent of an executive officer's total calculated bonus is awarded based on the Compensation Committee's (and the Chief Executive Officer's with respect to the other named executive officers) assessment of the individual executive officer's performance in 2013. In its review, the Compensation Committee considered the following factors:

with respect to Mr. Butcher, his exemplary leadership and steady guidance of the company from its inception through a very successful 2013, including the company's successful follow on common stock offering in January and successful preferred stock offering in April;

with respect to Mr. Sullivan, his securing an investment grade rating for the company, his successful closing of the company's seven year unsecured term loan, his securing ameliorating amendments to the company's unsecured credit facility, his supervision of our accounting, control and reporting functions, and the company's continuing compliance with its Sarbanes-Oxley program;

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

with respect to Mr. Mecke, his stewardship of the company's acquisition of 39 industrial facilities at a cost of \$346 million, representing an increase in the company's portfolio of 30.8%, his successful implementation of improvements to the company's software and IT systems and his leadership in the day-to-day operations of the company;

with respect to Ms. Arnone, her timely adherence to the company's regulatory filing requirements, her supervision of all of the company's legal activities including stock offerings, closings, leasing matters and financings, and her supervision of all employment matters; and

with respect to Mr. King, his supervision of our leasing efforts resulting in the achievement of a 95.6% occupancy rate, a 59% retention rate and a same store occupancy rate of 93%, his successful disposition of non-core properties, and his success in executing the maintenance of our portfolio with only nominal capital expenditures.

As a result, the Compensation Committee determined that Messrs. Butcher, Sullivan and King should receive 90% and Mr. Mecke and Ms. Arnone should receive 100% of the percentage points available to him/her for the individual performance component of his/her bonus award.

*Calculation of the Bonus Awards.* Based on the company's actual performance in 2013 with respect to the specified performance metric and the Compensation Committee's assessment of individual performances described above, the Compensation Committee approved annual cash bonuses for the named executive officers for 2013 in the following amounts:

Executive	2013 Salary	Maximum Bonus Potential	Relative Performance			2013 Cash Bonus
			Rank % of Max Bonus Potential	Individual Performance % of Max Bonus Potential	Combined % of Max Bonus Potential	
Benjamin S. Butcher	\$ 500,000	200%	115%	45%	160%	\$ 800,400
Gregory W. Sullivan	\$ 300,000	150%	86%	34%	120%	\$ 360,180
Stephen C. Mecke	\$ 300,000	150%	86%	38%	124%	\$ 371,430
Kathryn Arnone	\$ 275,000	125%	72%	31%	103%	\$ 283,731
David G. King	\$ 265,000	125%	72%	28%	100%	\$ 265,133

### *Equity Incentive Compensation Program*

The goals of our long-term, equity-based awards are to incentivize and reward increases in long-term stockholder value and to align the interests of our named executive officers with the interests of our stockholders. Because vesting is based on continued employment, our equity-based incentives also encourage the retention of our named executive officers through the award vesting period. The Compensation Committee considers this alignment of vital importance and, as a result, long-term, equity-based awards will generally constitute 50% of total annual compensation.

The Compensation Committee has made and may make certain awards to our named executive officers in the form of LTIP units. LTIP units are a separate series of units of limited partnership interests in our operating partnership. LTIP units, granted either as free-standing awards or in tandem with other awards under the Equity Incentive Plan, will be valued by reference to the value of shares of our common stock, and will be subject to such conditions and restrictions as the Compensation Committee may determine, including continued employment or service, computation of financial metrics and/or achievement of pre-established performance goals and objectives. If applicable conditions and/or restrictions are not attained, participants will forfeit their LTIP units. Unless otherwise provided, LTIP unit awards, whether vested or unvested, will entitle the participant to receive current distributions from our operating partnership equivalent to the dividends that would be payable with respect to the number of shares of our common stock underlying the LTIP unit award.

While the Compensation Committee has the ability to grant various equity formulations to the executive officers under the Equity Incentive Plan, to date the Compensation Committee has deemed LTIP unit awards to be an effective means to ensure alignment of the executives' interests with those of the stockholders. LTIP units are structured as "profits interests" for U.S. federal income tax purposes, and we do not expect the grant, vesting or conversion of LTIP units to produce a tax deduction for us based on current U.S. federal income tax law. The key feature of LTIP units is that, at the time of award, LTIP units, as profits interests, initially will not have full parity on a per unit basis, with the operating partnership's common units with respect to liquidating distributions. Upon the occurrence of specified events, LTIP units can over time achieve full parity with common units and therefore accrete to an economic value for the participant equivalent to common units. If such parity is achieved, LTIP units may be converted, subject to the satisfaction of applicable vesting conditions, on a one-for-one basis into common units, which in turn are redeemable by the holder for shares of common stock on a one-for-one basis or for the cash value of such shares, at the company's election. However, there are circumstances under which LTIP units will not achieve parity with common units, and until such parity is reached, the value that a participant could realize for a given number of LTIP units will be less than the value of an equal number of shares of common stock and may be zero. The Compensation Committee believes that this characteristic of the LTIP units, that they achieve real value only if our share value appreciates, links the executives' compensation to our performance. Under the Equity Incentive Plan, each LTIP unit awarded will be equivalent to an award of one share of common stock reserved under the Equity Incentive Plan, thereby reducing the number of shares of common stock available for other equity awards on a one-for-one basis.

LTIP units are awarded as an alternative to restricted stock. One key disadvantage of restricted stock is that executives are generally taxed on the full market value of a grant at the time of vesting, even if they choose to hold the stock. As a result, executives may need to sell a portion of their vested shares to pay taxes on their restricted stock awards from prior years. Conversely, an executive who received LTIP units would generally be taxed only when he or she chooses to liquidate his or her LTIP units, rather than at the time of vesting. Another key disadvantage of restricted stock is that, unlike LTIP units that achieve real value only if our share value appreciates, restricted stock has value from the date of grant and requires only the passage of time to achieve real value to the executives.

The Compensation Committee believes that using LTIP units for equity-based awards (1) links the executives' compensation to the performance of the company, (2) serves our objectives by increasing the after-tax value of a given equity grant and, therefore, enhances our equity-based compensation package for executives as a whole, (3) advances the separate goal of promoting long-term equity ownership by executives, (4) has no adverse impact on dilution as compared to using restricted stock, (5) does not increase our recorded expense on account of equity-based compensation awards, (6) further aligns the interests of executives with the interests of stockholders and (7) because LTIP units are offered by many of our peers, it enables us to remain competitive with our peers in recruiting and retaining talented executives.

In January 2013, the Compensation Committee approved equity awards for the following fiscal year in dollar values, with the number of shares/units granted calculated by dividing the dollar value of the approved awards by the closing market price on the NYSE of a share of our common stock on the effective date of grant. The timing, amounts and types of future awards will be in the Compensation Committee's discretion. In January 2014, the Compensation Committee approved the grant of an aggregate of 203,691 LTIP units to our named executive officers for 2014 compensation. The grants were made on January 2, 2014. Such grants will be reflected in the Summary Compensation and Grants of Plan-Based Awards tables in our proxy statement for the 2015 annual meeting of stockholders.

In determining the size of the long-term equity incentives awarded to our named executive officers for 2013 service, the Compensation Committee considered, among other things, the role and responsibilities of the individual, competitive factors and individual performance history. These awards

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

were intended to enable our executive officers to establish a meaningful equity stake in our company that would vest over a period of years based on continued service. We believe that these awards enable us to deliver competitive compensation value to the executive officers at levels sufficient to attract and retain top talent within our executive officer ranks. The Compensation Committee did not determine annual equity awards based on the attainment of any particular individual or company-level performance goals or the application of any benchmarking or formula. Instead, the Compensation Committee considered all of the relevant factors as applied to each named executive officer, and made a subjective determination as to the appropriate equity grant level based on that information, taking into consideration the Compensation Committee's collective experience regarding appropriate annual equity grant levels.

Based on this assessment and pursuant to the Equity Incentive Plan, the Compensation Committee approved the following awards of LTIP units to our named executive officers. The following table sets forth the number and value of the LTIP unit awards to our named executive officers granted on January 3, 2013 for 2013 compensation. The LTIP unit awards were issued on January 3, 2013 based on the full grant date fair value determined in accordance with ASC Topic 718, disregarding for this purpose the estimate of forfeitures. See Note 8 to our consolidated financial statements included in our Annual Report on Form 10-K for a discussion of our accounting of LTIP units.

<b>Executive</b>	<b>Number of LTIP Units Issued</b>	<b>Value of LTIP Unit Award</b>
Benjamin S. Butcher	47,063	\$ 825,485
Gregory W. Sullivan	32,932	\$ 577,627
Stephen C. Mecke	32,932	\$ 577,627
Kathryn Arnone	30,657	\$ 537,724
David G. King	29,460	\$ 516,728

These LTIP unit awards vest over five years in equal installments on a quarterly basis beginning on March 31, 2013, subject to continued service as an employee (and, as applicable, director).

### *2011 Outperformance Program*

On September 20, 2011, the Compensation Committee approved the 2011 OPP under the Equity Incentive Plan as a fourth element of our executive compensation program to provide certain key employees of our company with incentives to contribute to our growth and financial success. The Compensation Committee, which is responsible for administering the 2011 OPP, worked with independent compensation consultants to develop the terms of the 2011 OPP. In furtherance of the Compensation Committee's intent to align the officers' interests with the stockholders' interests, the 2011 OPP utilizes TSR over a three-year measurement period as the performance measurement.

Recipients of awards under the 2011 OPP will share in an outperformance pool if our TSR, including both share appreciation and dividends, exceeds absolute and relative hurdles over a three-year measurement period from September 20, 2011 to September 20, 2014, based on a beginning value of \$12.50 per share of our common stock. The aggregate reward that all recipients collectively can earn, as measured by the outperformance pool, is capped at \$10 million.

Provided our increase in cumulative absolute TSR over the three-year measurement period is equal to or greater than 25% (the "Threshold Percentage") of a beginning value of \$12.50 per share of our common stock, the outperformance pool will consist of 10% of the excess TSR above a relative TSR hurdle. The hurdle is equal to the total return of the RMZ plus five percentage points over the three-year measurement period. No awards will be granted under the 2011 OPP if our absolute TSR is below the Threshold Percentage. If our TSR is equal to or in excess of the Threshold Percentage and greater than the relative TSR hurdle, then the award recipients will be entitled to the payments described below. Based on our closing share price of \$11.01 on September 20, 2011, the beginning of

the three-year measurement period, the Threshold Percentage is effectively 42% before any amount is earned under the program.

Each participant's award under the 2011 OPP is designated as a specified percentage of the aggregate outperformance pool. Assuming the applicable absolute and relative TSR thresholds are achieved at the end of the measurement period, the outperformance pool will be calculated and then allocated among the award recipients in accordance with each individual's percentage. The award will be paid in the form of fully vested shares of our common stock, unless the Compensation Committee elects, with the award recipient's consent, to issue the award recipient other securities or to make a cash payment to the award recipient equal to all or a portion of the award recipient's share of the outperformance pool. The number of shares of common stock earned by each award recipient will be determined at the end of the performance measurement period by dividing his or her share of the outperformance pool by the closing price of our common stock on the valuation date. If a participant's employment terminates for any reason other than cause or a change of control (as defined in the Equity Incentive Plan) occurs prior to the end of the performance measurement period, the participant's award will be pro-rated to reflect the participant's employment period through such date. If a change of control (as defined in the Equity Incentive Plan) occurs prior to the end of the performance measurement period and, at the time of the change of control, the applicable absolute and relative TSR thresholds are achieved, then the each participant's award will be pro-rated to reflect the commensurate reduction in the three-year measurement period.

On September 26, 2011, the Compensation Committee approved the 2011 awards under the 2011 OPP for our Chief Executive Officer, Chief Financial Officer and other named executive officers as follows (each award is expressed as a percentage of the maximum dollar value of the aggregate outperformance pool): Mr. Butcher, 20.0%; Mr. Sullivan, 14.0%; Mr. Mecke, 14.0%; Ms. Arnone, 11.0%; and Mr. King, 11.0%. The remaining 30.0% of the 2011 OPP was granted to other employees of the company.

The Compensation Committee may, in its absolute discretion, without amendment to the 2011 OPP, adjust any of the terms applicable to any award; provided, however, that no amendment shall adversely affect any outstanding award without the consent of the recipient thereof.

#### *Employee Benefits*

Our full-time employees, including our named executive officers, are eligible to participate in health and welfare benefit plans, which provide medical, dental, prescription, life insurance, disability insurance and related benefits.

#### *Additional Compensation Components*

In the future, as we further formulate and implement our compensation program, we may provide different and/or additional compensation components, benefits and/or perquisites to our named executive officers, to ensure that we provide a balanced and comprehensive compensation structure. We believe that it is important to maintain flexibility to adapt our compensation structure at this time to properly attract, motivate and retain the top executive talent for which we compete.

#### *Employment Agreements*

In connection with the completion of our initial public offering, we entered into employment agreements with each of our named executive officers. We believe that the agreements benefit us by helping to retain the executives and by requiring the executive officers to devote the necessary business attention and time to our affairs. The employment agreement with Mr. Butcher is for a term of four years and the employment agreements with Messrs. Sullivan, Mecke and King and Ms. Arnone are for a term of three years; provided, however, that the term is automatically extended at the end of each

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

term for successive one-year periods unless, not less than 60 days prior to the termination of the then existing term, either party provides a notice of non-renewal to the other party. The initial three year term of the employment agreements for Messrs. Mecke and King and Ms. Arnone expire in April 2014 and all have been automatically renewed. Mr. Sullivan notified the Board of Directors in February 2014 of his decision to not renew his employment agreement with the company and to resign effective April 21, 2014. Pursuant to a consulting agreement that the company and Mr. Sullivan plan to enter, Mr. Sullivan is expected to continue to serve as our Senior Financial Advisor until April 21, 2015

Pursuant to the employment agreements, our named executive officers also are eligible to receive additional awards of LTIP units and other equity awards, subject to the terms of the Equity Incentive Plan (or other then effective incentive plan) and the applicable award agreement. The employment agreements provide for immediate vesting of all outstanding equity-based awards held by the executive officers upon a change in control of us and their subsequent termination or non-renewal, termination of the executive officer's employment by us without "cause" or by the executive officer for "good reason." In addition, each of Messrs. Butcher, Mecke, Sullivan and King and Ms. Arnone will be subject to a non-competition provision for the twelve-month period following any termination of employment other than a termination by us without "cause" or by the executive officer for "good reason." The employment agreements also provide for participation in any other employee benefit plans, insurance policies or contracts maintained by us relating to retirement, health, disability, vacation and other related benefits.

The employment agreement with Mr. Butcher provides that upon the termination of his employment either by us without "cause" or by the executive officer for "good reason," or in the event that following a change of control we or our successor gives him a notice of non-renewal within 12 months following the change of control, Mr. Butcher will be entitled to the following severance payments and benefits, subject to his execution of a general release in our favor:

a lump-sum cash payment equal to three times the sum of (1) Mr. Butcher's then-current annual base salary; and (2) the bonus paid to Mr. Butcher for the most recently completed fiscal year for which the amount of his bonus was determined;

our direct-to-insurer payment of any group health or other insurance premiums that Mr. Butcher would otherwise have been required to pay to obtain coverage under our group health and other insurance plans for a period of 18 months; and

immediate vesting of all outstanding equity-based awards held by Mr. Butcher.

In addition, the employment agreement with Mr. Butcher provides that upon termination of his employment by his death or disability, Mr. Butcher will be entitled to receive his accrued and unpaid then-current annual base salary as of the date of his death or disability and the bonus pro-rated through the date of his death or disability.

The employment agreements with Messrs. Sullivan, Mecke and King and Ms. Arnone provide that upon the termination of an executive officer's employment either by us without "cause" or by the executive officer for "good reason," or in the event that following a change of control we or our successor gives the executive officer a notice of non-renewal within 12 months following the change of control, the executive officer will be entitled under his or her employment agreement to the following severance payments and benefits, subject to the executive officer's execution of a general release in our favor:

a lump-sum cash payment equal to two times the sum of (1) the executive officer's then-current annual base salary; and (2) the bonus paid to the executive officer for the most recently completed fiscal year for which the amount of his or her bonus was determined;



our direct-to-insurer payment of any group health premiums or other insurance that the executive officer would otherwise have been required to pay to obtain coverage under our group health and other insurance plans for a period of 18 months; and

immediate vesting of all outstanding equity-based awards held by the executive officer.

In addition, the employment agreements with Messrs. Sullivan, Mecke and King and Ms. Arnone provide that, upon termination of the officer's employment by the officer's death or disability, the officer will be entitled to receive his or her accrued and unpaid then-current annual base salary as of the date of his or her death or disability and the bonus pro-rated through the date of his or her death or disability.

Pursuant to the employment agreements, Mr. Butcher receives a monthly vehicle and parking allowance of \$1,400 and Messrs. Sullivan, Mecke and King and Ms. Arnone receive a monthly parking allowance of up to \$500.

None of the employment agreements contains a Code Section 280G excise tax gross-up provision.

#### **Stock Ownership Guidelines for Executive Officers**

We have adopted stock ownership guidelines that apply to all our executive officers. The stock ownership guidelines require that the Chief Executive Officer and President own qualified securities equal to six times his/her annual base salary and the Chief Financial Officer, Chief Operating Officer and other executive officers own qualified securities equal to three times his/her annual base salary. Qualified securities include the company's common stock, preferred stock, common units and LTIP units, whether owned directly or indirectly. Current executive officers have up to two years from the stock ownership guidelines adoption in November 2013 and newly appointed executive officers will have up to five years to comply with the stock ownership guidelines. All of our executive officers are in compliance with the stock ownership guidelines.

## EXECUTIVE OFFICER COMPENSATION TABLES

## Summary Compensation Table

The following table sets forth the information required by Item 402 of Regulation S-K promulgated by the SEC. The table sets forth the base salary and other compensation that was paid or earned in 2013 by our named executive officers. With respect to equity incentive awards, the dollar amounts indicated in the table under "Stock Awards" are the aggregate grant date fair value of awards computed in accordance with FASB ASC Topic 718.

Name and Principal Position	Year	Salary	Bonus	Stock Awards	All Other Compensation(6)	Total
Benjamin S. Butcher	2013	\$ 500,000	\$ 800,400	\$ 825,485(3)	\$ 192,941	\$ 2,318,826
Chief Executive Officer, President and Chairman of the Board	2012	\$ 412,650	618,975	\$ 775,888(4)	156,090	1,963,603
	2011	\$ 276,588(1)	392,125(2)	\$ 1,082,030(5)	69,119	1,819,862
Gregory W. Sullivan	2013	\$ 300,000	360,180	\$ 577,627(3)	113,806	1,351,613
Chief Financial Officer, Executive Vice President and Treasurer	2012	\$ 288,750	360,938	\$ 443,365(4)	79,770	1,172,823
	2011	\$ 192,181(1)	216,563(2)	\$ 394,112(5)	26,384	829,240
Stephen C. Mecke	2013	\$ 300,000	371,430	\$ 577,627(3)	123,983	1,373,040
Chief Operating Officer and Executive Vice President	2012	\$ 288,750	360,938	\$ 443,365(4)	87,832	1,180,885
	2011	\$ 192,181(1)	216,563(2)	\$ 563,335(5)	40,652	1,012,731
Kathryn Arnone	2013	\$ 275,000	283,731	\$ 537,724(3)	87,473	1,183,928
Executive Vice President, General Counsel and Secretary	2012	\$ 268,800	268,800	\$ 285,410(4)	57,249	880,259
	2011	\$ 180,520(1)	201,600(2)	\$ 328,867(5)	22,451	733,438
David G. King	2013	\$ 265,000	265,133	\$ 516,728(3)	92,643	1,139,504
Executive Vice President and Director of Real Estate Operations	2012	\$ 258,300	258,300	\$ 285,410(4)	63,858	865,868
	2011	173,161(1)	129,150(2)	308,951(5)	24,196	635,458

- (1) Salary amounts for 2011 are the actual amounts paid for the period April 20, 2011 to December 31, 2011 and reflect pro-rations of the salary amounts stated in the employment agreements that we entered into upon completion of our initial public offering.
- (2) Includes one-time cash bonuses for each named executive officer's contribution to our successful initial public offering and formation transactions in April 2011 as follows: Benjamin S. Butcher \$254,625; Gregory W. Sullivan \$128,563; Stephen C. Mecke \$128,563; Kathryn Arnone \$119,600; and David G. King \$52,150. Includes annual cash bonuses paid to each of the named executive officers in 2011 to reflect performance in 2011 as follows: Benjamin S. Butcher \$137,500; Gregory W. Sullivan \$88,000; Stephen C. Mecke \$88,000; Kathryn Arnone \$82,000; and David G. King \$77,000. Bonus amounts were determined by the Compensation Committee in its sole discretion.
- (3) Represents the total grant date fair value of LTIP units granted under the Equity Incentive Plan in 2013, determined in accordance with ASC Topic 718, disregarding for this purpose the estimate of forfeitures. The LTIP unit awards vest over five years in equal installments on a quarterly basis beginning on March 31, 2013, subject to continued service as an employee or director.
- (4) Represents the total grant date fair value of LTIP units granted under the Equity Incentive Plan in 2012, determined in accordance with ASC Topic 718, disregarding for this purpose the estimate of forfeitures. The LTIP unit awards vest over five years in equal installments on a quarterly basis beginning on March 31, 2012, subject to continued service as an employee or director.
- (5)

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

Represents the total grant date fair value of LTIP units granted under the Equity Incentive Plan upon completion of our initial public offering in 2011 and awards under the 2011 OPP, determined in accordance with ASC Topic 718, disregarding for this purpose the estimate of forfeitures. The grant date fair values for the named executive officers relating to LTIP unit awards are as follows: Benjamin S. Butcher \$846,030; Gregory W. Sullivan \$228,912; Stephen C. Mecke \$398,135; Kathryn Arnone \$199,067; and David G. King \$179,151. The LTIP unit awards vest over five years in equal installments on a quarterly basis beginning on June 30, 2011, subject to continued service as an employee or director. The grant date fair values for the named executive officers relating to awards under the 2011 OPP based upon the probable outcome of the performance conditions as of the grant date for the award are as follows: Benjamin S. Butcher \$236,000; Gregory W. Sullivan \$165,200; Stephen C. Mecke \$165,200; Kathryn

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

Arnone \$129,800; and David G. King \$129,800. The maximum value of the awards under the 2011 OPP assuming that the highest level of performance conditions was achieved are as follows: Benjamin S. Butcher \$2,000,000; Gregory W. Sullivan \$1,400,000; Stephen C. Mecke \$1,400,000; Kathryn Arnone \$1,100,000; and David G. King \$1,100,000. For the awards to have value, the 2011 OPP requires our company to outperform absolute and relative return thresholds as of September 2014.

(6)

All other compensation for 2013 represents amounts paid for health insurance premiums, 401(k) matching contributions, automobile/parking allowances, and distributions on unvested common units, as follows:

Name	Insurance Premiums	401(K) Matching Contributions	Automobile/ Parking Allowances	Distributions on unvested common units(1)	Total
Benjamin S. Butcher	\$ 6,783	\$ 7,650	\$ 16,800	\$ 161,708	\$ 192,941
Gregory W. Sullivan	\$ 16,746	\$ 7,650	\$ 5,390	\$ 84,020	\$ 113,806
Stephen C. Mecke	\$ 16,892	\$ 7,650	\$ 5,390	\$ 94,051	\$ 123,983
Kathryn Arnone	\$ 6,783	\$ 7,650	\$ 5,390	\$ 67,650	\$ 87,473
David G. King	\$ 16,892	\$ 7,650	\$ 2,963	\$ 65,138	\$ 92,643

(1)

Includes the monthly dividend of \$0.10 per share paid on January 15, 2014 and excludes the 2012 fourth quarter dividend of \$0.27 per share paid on January 15, 2013.

### 2013 Grants of Plan-Based Awards

The following table sets forth information with respect to plan-based awards granted in 2013 to the named executive officers.

Name	Date of Grant	All Other Stock Awards: Number of Shares of Stock or Units(1)	Grant Date Fair Value(2)
Benjamin S. Butcher	January 3, 2013	47,063	\$ 825,485
Gregory W. Sullivan	January 3, 2013	32,932	\$ 577,627
Stephen C. Mecke	January 3, 2013	32,932	\$ 577,627
Kathryn Arnone	January 3, 2013	30,657	\$ 537,724
David G. King	January 3, 2013	29,460	\$ 516,728

(1)

Stock awards were made in the form of LTIP units. The LTIP units will vest over five years in equal installments on a quarterly basis beginning on March 31, 2013, subject to continued service as an employee (or, as applicable, director).

(2)

The amounts included in this column represent the full grant date fair value of the LTIP unit awards, determined in accordance with ASC Topic 718, disregarding for this purpose the estimate of forfeitures. See Note 8 to our consolidated financial statements included in our Annual Report on Form 10-K for a discussion of our accounting of LTIP units and the assumptions used.

**Outstanding Equity Awards at Fiscal Year-End 2013**

The following table sets forth information with respect to outstanding equity awards held by the named executive officers as of December 31, 2013. No option awards were outstanding for the named executive officers as of December 31, 2013.

Name	Number of Shares of Stock or Units That Have Not Vested(3)	Market Value of Shares or Units That Have Not Vested(1)	Stock Awards	
			Equity Incentive Plan Awards: Number of Unearned Shares, Units or Other Rights That Have Not Vested(2)	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested(2)
Benjamin S. Butcher	111,267	\$ 2,268,734	98,087	\$ 2,000,000
Gregory W. Sullivan	58,572	\$ 1,194,283	68,661	\$ 1,400,000
Stephen C. Mecke	65,113	\$ 1,327,654	68,661	\$ 1,400,000
Kathryn Arnone	47,270	\$ 963,835	53,948	\$ 1,100,000
David G. King	45,539	\$ 928,540	53,948	\$ 1,100,000

(1) Based on our common stock closing price of \$20.39 on December 31, 2013.

(2) On September 26, 2011, the named executive officers received 2011 OPP Awards. The number and market or payout value of equity incentive plan awards is based on the amount that the named executive officers would have earned under the 2011 OPP if our performance for the three-year performance period under the program continued at the same annualized rate as we experienced from September 20, 2011, the first day of the performance period, through December 31, 2013. However, the payout value is no guarantee of payment. In no event will the 2011 OPP Awards be earned unless our performance satisfies both the absolute and relative thresholds in the 2011 OPP on September 20, 2014. The terms of the 2011 OPP are described above under "Executive Officer Compensation 2011 Outperformance Program."

(3) The following table summarizes the time-based LTIP unit awards for which a portion of the LTIP units remain unvested as of December 31, 2013. The table also provides information about the applicable vesting periods.

Grant Date	Fair Value	Number of LTIP Units Granted to Named Executive Officers					Vesting Periods
		Butcher	Sullivan	Mecke	Arnone	King	
April 20, 2011	\$ 11.64	72,683	19,666	34,204	17,102	15,391	Over five years in equal installments on a quarterly basis beginning on June 30, 2011
January 3, 2012	\$ 11.38	68,180	38,960	38,960	25,080	25,080	Over five years in equal installments on a quarterly basis beginning on March 31, 2012
January 3, 2013	\$ 17.54	47,063	32,932	32,932	30,657	29,460	Over five years in equal installments on a quarterly basis beginning on March 31, 2013

**2013 Option Exercises and Stock Vested**

The following table sets forth the aggregate number of LTIP units that vested in 2013. The value realized on vesting is the product of (1) the fair market value of a share of common stock on the vesting date, multiplied by (2) the number of LTIP units vesting. The value realized is before payment of any applicable withholding tax and brokerage commissions.

Name	Number of Shares	
	Acquired on Vesting(1)	Value Realized on Vesting(2)
Benjamin S. Butcher	37,584	\$ 767,935
Gregory W. Sullivan	21,220	\$ 433,578
Stephen C. Mecke	18,312	\$ 374,160
Kathryn Arnone	14,568	\$ 297,661
David G. King	13,988	\$ 285,810

(1) Represents LTIP units that vested in 2013. Vested LTIP units can be converted to common units in our operating partnership on a one-for-one basis once a material equity transaction has occurred that results in the accretion of the member's capital account to the economic equivalent of the common unit.

(2) The LTIP units vested on March 31, 2013, June 30, 2013, September 30, 2013 and December 31, 2013. Value based on the closing prices of \$21.27, \$19.95, \$20.12 and \$20.39 on March 28, 2013, June 28, 2013, September 30, 2013 and December 31, 2013, respectively. During 2013, there was a material equity transaction in our operating partnership which resulted in an accretion of the member's capital account to the economic value equivalent of the common units. The LTIP units may be converted to common units.

**Equity Compensation Plan Information**

The following table summarizes information, as of December 31, 2013 relating to our equity compensation plans pursuant to which we grant options, restricted common stock, LTIP units or other rights to acquire shares from time to time.

Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights	Weighted-average exercise price of outstanding options, warrants and rights	Number of securities remaining available for future issuance under equity compensation plans
Equity compensation plans approved by security holders(1)	863,682		2,778,779
Equity compensation plans not approved by security holders	0		0
<b>Total</b>	<b>863,682</b>		<b>2,778,779</b>

(1) Includes 599,464 LTIP units that, upon the satisfaction of certain conditions, are convertible into common units, which may then be redeemed for cash, or at our option, an equal number of shares of common stock. There is no exercise price associated with LTIP units.

**Termination Payment Table**

The following table indicates the cash amounts and accelerated vesting that Messrs. Butcher, Sullivan, Mecke and King and Ms. Arnone would be entitled to receive under various termination circumstances pursuant to the terms of their employment agreements, the LTIP unit agreements and the 2011 OPP. This table assumes that termination of the named executive officer occurred on December 31, 2013.

<b>Name and Termination Scenario</b>	<b>Cash Payment</b>	<b>Acceleration of Vesting of LTIP Units/ 2011 OPP Awards(1)(2)</b>	<b>Total</b>
<b>Benjamin S. Butcher</b>			
Voluntary termination, retirement or involuntary termination for cause	\$ 0	\$ 0	\$ 0
Termination by company without cause or by employee for good reason	\$ 3,901,200	\$ 3,788,821	\$ 7,690,021
Notice of non-renewal within 12 months following change of control	\$ 3,901,200	\$ 3,788,821	\$ 7,690,021
Death or disability(3)	\$ 800,400	\$ 3,788,821	\$ 4,589,221
<b>Gregory W. Sullivan</b>			
Voluntary termination, retirement or involuntary termination for cause	\$ 0	\$ 0	\$ 0
Termination by company without cause or by employee for good reason	\$ 1,320,360	\$ 2,258,344	\$ 3,578,704
Notice of non-renewal within 12 months following change of control	\$ 1,320,360	\$ 2,258,344	\$ 3,578,704
Death or disability(3)	\$ 360,180	\$ 2,258,344	\$ 2,618,524
<b>Stephen C. Mecke</b>			
Voluntary termination, retirement or involuntary termination for cause	\$ 0	\$ 0	\$ 0
Termination by company without cause or by employee for good reason	\$ 1,342,860	\$ 2,391,715	\$ 3,734,575
Notice of non-renewal within 12 months following change of control	\$ 1,342,860	\$ 2,391,715	\$ 3,734,575
Death or disability(3)	\$ 371,430	\$ 2,391,715	\$ 2,763,145
<b>Kathryn Arnone</b>			
Voluntary termination, retirement or involuntary termination for cause	\$ 0	\$ 0	\$ 0
Termination by company without cause or by employee for good reason	\$ 1,117,462	\$ 1,799,883	\$ 2,917,345
Notice of non-renewal within 12 months following change of control	\$ 1,117,462	\$ 1,799,883	\$ 2,917,345
Death or disability(3)	\$ 283,731	\$ 1,799,883	\$ 2,083,614
<b>David G. King</b>			
Voluntary termination, retirement or involuntary termination for cause	\$ 0	\$ 0	\$ 0
Termination by company without cause or by employee for good reason	\$ 1,060,266	\$ 1,764,588	\$ 2,824,854
Notice of non-renewal within 12 months following change of control	\$ 1,060,266	\$ 1,764,588	\$ 2,824,854
Death or disability(3)	\$ 265,133	\$ 1,764,588	\$ 2,029,721

(1) Amounts in this column reflect accelerated vesting of unvested LTIP units granted pursuant to the Equity Incentive Plan. For purposes of this table, each LTIP unit was valued at \$20.39, the closing price of our common stock on the NYSE on December 31, 2013.

(2) For a detailed discussion of the vesting of 2011 OPP Awards upon the occurrence of a change in control and certain termination triggering events, see "Executive Officer Compensation 2011 Outperformance Program" above. To have value, the 2011 OPP Awards require our company to outperform absolute and relative return thresholds. As of December 31, 2013, the thresholds were met

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

for the maximum outperformance pool amount of \$10,000,000; however, in no event will the 2011 OPP Awards be earned unless the company achieves the absolute and relative thresholds required by the 2011 OPP on September 20, 2014.

(3)

Upon death of the named executive officer, the executive officer will receive a prorated bonus for services performed during the year. The prorated bonus will be derived from the bonus paid in the previous fiscal year. Under the LTIP unit agreements, the vesting of unvested LTIP units is accelerated at death or disability.



**PROPOSAL 3: ADVISORY (NON-BINDING) VOTE  
APPROVING EXECUTIVE COMPENSATION**

We are presenting the following proposal, which gives you as a stockholder the opportunity to endorse or not endorse our executive compensation program for named executive officers by voting for or against the following resolution.

" RESOLVED, that the stockholders approve, on an advisory basis, the compensation of the Company's named executive officers, as disclosed in the Company's proxy statement for the 2014 annual meeting of stockholders pursuant to the compensation disclosure rules of the Securities and Exchange Commission, including the Compensation Discussion and Analysis, the compensation tables and the other related disclosure."

While this vote is advisory and not binding on us, it will provide information to us and the Compensation Committee regarding stockholder sentiment about our executive compensation philosophy, policies and practices, which the Compensation Committee will be able to consider when determining executive compensation for the remainder of 2014 and beyond.

The earlier discussion of executive compensation under "Executive Officer Compensation" and information disclosed in the compensation tables reflect executive compensation paid and grants awarded during the year ended December 31, 2013.

Following is a discussion of the role of certain components of our executive compensation program. We urge our stockholders to review the "Executive Officer Compensation" and "Executive Officer Compensation Tables" sections of this proxy statement for more information.

***We emphasize pay-for-performance with regard to cash compensation.*** We believe that a significant portion of our executive officers' cash compensation should be variable, at risk and tied to our near-term success and should align the interest of management with our stockholders. Performance-based compensation motivates and rewards individual efforts and company success. Approximately 75% of the executive officer's targeted compensation is linked to individual or company performance.

***We believe that our equity compensation programs further align our executives' interests with those of our stockholders.*** We grant equity awards as a substantial component of our compensation program to reward long-term performance and further align the interests of management with those of our stockholders. To date, we have used LTIP units as our equity incentive awards because using LTIP units for equity-based awards serves our objectives of promoting long-term equity ownership by executives, aligning the interests of executives with the interests of stockholders and enabling us to remain competitive with our peers in recruiting and retaining talented executives. These awards tie our executive officers' interests to those of long-term stockholders and serve to motivate our executives to lead us to achieve long-term financial goals that are expected to lead to increased stockholder value. In addition, LTIP unit awards generally require continued service over a multi-year period (typically five years) as a condition to vesting, which creates a strong retention incentive and helps ensure the continuity of our operations.

***We are committed to strong governance standards with respect to our compensation programs.*** As part of its commitment to strong corporate governance and best practices, the Compensation Committee engaged and received advice on the compensation program from a third-party compensation consultant to supplement the committee's collective knowledge and experience and provide important empirical compensation data. The Compensation Committee meets as necessary to address compensation matters in a timely manner and reviews our executive compensation program to ensure that it provides competitive pay opportunities to help attract and retain the highly-qualified and dedicated executive talent that is so important to our business. We believe that the severance protections we provide to our named executive officers are within market norms. We further believe that the "double trigger"

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

change-in-control cash severance benefits we provide properly incentivize our executive officers by providing appropriate protections against job loss without creating the potential for "single trigger" cash severance windfalls just for completing a transaction. Moreover, our executive officers are not entitled to any excise tax gross-ups in connection with change in control payments.

**The Board of Directors recommends a vote FOR the approval of the compensation of our named executive officers as disclosed in this proxy statement.**

## SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT

The following table sets forth the beneficial ownership of shares of our common stock and common units in our operating partnership for (i) each stockholder of our company that is known to us to be the beneficial owner of 5% or more of our common stock based upon filings made with the SEC, (ii) directors and named executive officers and (iii) all directors and named executive officers as a group as of the record date, March 7, 2014.

In accordance with SEC rules, each listed person's beneficial ownership includes all shares the person actually owns beneficially or of record, all shares over which the person has or shares voting or dispositive control (such as in the capacity as a general partner of an investment fund), and all shares the person has the right to acquire within 60 days.

Unless otherwise indicated, each person named in the table has sole voting and investment power with respect to all of the shares of common stock shown as beneficially owned by such person and none of the executive officers or directors has pledged his shares of common stock as collateral. Furthermore, unless otherwise indicated, the business address for each of the identified stockholders is our principal executive office, One Federal Street, 23rd Floor, Boston, Massachusetts 02110.

Name of Beneficial Owner	Number of Shares and/or Common Units Beneficially Owned(1)	Percent of All Shares(2)	Percent of All Shares and Common Units(3)
GI STAG Invesco LLC(4)(12)	5,087,497	10.1%	9.7%
Vanguard Specialized Funds Vanguard REIT Index Fund 23-2834924(8)	2,863,780	6.3%	5.5%
The Vanguard Group 23-1945930(9)	5,485,821	12.1%	10.5%
BlackRock, Inc.(10)	3,452,521	7.6%	6.6%
AllianceBernstein LP(11)	3,558,460	7.9%	6.8%
Benjamin S. Butcher(5)	388,555	*	*
Gregory W. Sullivan(6)	252,588	*	*
Stephen C. Mecke(6)	156,670	*	*
Kathryn Arnone(6)	114,682	*	*
David G. King(6)	105,051	*	*
Virgis W. Colbert (7)	3,888	*	*
Jeffrey D. Furber(7)	50,126	*	*
Larry T. Guillemette(7)	30,869	*	*
Francis X. Jacoby III(7)	26,626	*	*
Christopher P. Marr(7)	14,695	*	*
Hans S. Weger(7)	33,342	*	*
All directors and executive officers as a group (11 persons)	1,177,092	2.6%	2.2%

\*

Represents ownership of less than 1.0%.

(1)

Ownership consists of shares of common stock, common units and LTIP units. Common units may be redeemed for cash, or at our option, an equal number of shares of common stock. Upon achieving parity with the common units and becoming "redeemable" in accordance with the terms of the partnership agreement of our operating partnership, LTIP units may be redeemed for cash, or at our option, an equal number of shares of common stock.

(2)

Based on 45,222,889 shares of common stock outstanding as of March 7, 2014. In computing the percentage ownership of a person or group, we have assumed that the common units and LTIP units held by that person or the persons in the group have been redeemed for shares of common stock and that those shares are outstanding but that no common units or LTIP units held by other persons are redeemed for shares of common stock, notwithstanding that not all of the LTIP units have vested to date.

## Edgar Filing: STAG Industrial, Inc. - Form DEF 14A

- (3) Based on 52,330,174 shares of common stock and units outstanding as of March 7, 2014 on a fully-diluted basis, comprised of 45,222,889 shares of common stock, 6,283,397 common units and 823,888 LTIP units.
- (4) Amount shown reflects the number of common units that were distributed to GI STAG Investco LLC pursuant to its ownership interest in STAG GI Investments, LLC. The address for to GI STAG Investco LLC is 2180 Sand Hill Road, Suite 210, Menlo Park, California 94025.
- (5) Includes (a) 15,935 common units that are owned directly by Mr. Butcher and (b) 276,378 LTIP units. Mr. Butcher has pledged 96,242 shares of common stock, or approximately 0.2% of our outstanding shares of common stock, as collateral for a personal loan. The company's insider trading policy strongly discourages pledging of company shares and requires the approval of the company's compliance officer of any such pledge. See the table at " Outstanding Equity Awards at Fiscal Year-End 2013" for a description of the number of LTIP units owned but not yet vested as of December 31, 2013.
- (6) Includes 121,884, 136,422, 100,638 and 96,719 LTIP units held by each of Mr. Sullivan, Mr. Mecke, Ms. Arnone and Mr. King, respectively, and 16,248, 9,844 and 7,568 common units held by each of Mr. Mecke, Ms. Arnone and Mr. King, respectively. See the table at " Outstanding Equity Awards at Fiscal Year-End 2013" for a description of the number of LTIP units owned but not yet vested as of December 31, 2013.
- (7) Includes 19,029 LTIP units held by each of Mr. Furber, Mr. Guillemette, Mr. Jacoby and Mr. Weger, 14,695 LTIP units held by Mr. Marr and 3,888 LTIP units held by Mr. Colbert. Not all of these LTIP units have vested.
- (8) The information and the information in this footnote were obtained from a Schedule 13G/A filed with the SEC on February 4, 2014. Vanguard Specialized Funds Vanguard REIT Index Fund 23-2834924 ("Vanguard Funds"), in its capacity as an investment company, is deemed to have sole power to vote or to direct the vote with respect to 2,863,780 shares of common stock. Vanguard Funds has its principal business office at 100 Vanguard Blvd., Malvern, Pennsylvania 19355.
- (9) The information and the information in this footnote were obtained from a Schedule 13G/A filed with the SEC on February 11, 2014. The Vanguard Group 23-1945930 ("Vanguard Group"), in its capacity as an investment adviser, is deemed to have sole power to vote or to direct the vote with respect to 117,881 shares of common stock, is deemed to have sole power to dispose or to direct the disposition with respect to 5,425,440 shares of common stock, and is deemed to have shared power to dispose or to direct the disposition with respect to 60,381 shares of common stock. Vanguard Funds has its principal business office at 100 Vanguard Blvd., Malvern, Pennsylvania 19355.
- (10) This information and the information in this footnote were obtained from a Schedule 13G/A filed with the SEC on January 30, 2014. BlackRock, Inc., in its capacity as a parent holding company, is deemed to have sole power to vote or to direct the vote with respect to 3,318,307 shares of common stock and is deemed to have the sole power to dispose or direct the disposition with respect to 3,452,521 shares of common stock. The business address for BlackRock, Inc. is 40 East 52<sup>nd</sup> Street, New York, New York 10022.
- (11) This information and the information in this footnote were obtained from a Schedule 13G filed with the SEC on February 11, 2014. AllianceBernstein LP, in its capacity as a registered investment advisor, is deemed to have sole power to vote or to direct the vote with respect to 2,986,752 shares of common stock and is deemed to have sole power to dispose or to direct the disposition with respect to 3,558,460 shares of common stock. The business address for AllianceBernstein LP is 1345 Avenue of the Americas, New York, New York 10105.
- (12) Information is based solely on our records and may not include shares of common stock they hold in street name.

## SECTION 16(A) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE

Section 16(a) of the Exchange Act requires our executive officers and directors, and persons who own more than 10% of a registered class of our equity securities ("10% Holders"), to file reports of ownership and changes in ownership with the SEC. Officers, directors and 10% Holders are required by SEC regulations to furnish our company with copies of all Section 16(a) forms that they file. To our knowledge, based solely on review of the copies of such reports furnished to us, or written representations from reporting persons that all reportable transactions were reported, we believe that during the fiscal year ended December 31, 2013, the executive officers, directors and 10% Holders timely filed all reports they were required to file under Section 16(a).

## CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS

### Services Agreements

In connection with our formation transactions and our initial public offering, we entered into separate services agreements with STAG Investments II, LLC ("Fund II"), STAG Investments III, LLC ("Fund III") and STAG Investments IV, LLC ("Fund IV") pursuant to which we managed their operations and certain other properties, as set forth in greater detail below.

Fund II continues to operate as a private, fully-invested fund and currently owns 44 properties, with approximately 7.4 million rentable square feet. We have entered into a services agreement with Fund II on terms we believe to be customary, pursuant to which we manage its properties in return for an annual asset management fee based on the equity investment in such assets, which will initially equal 0.94% of the equity investment and may increase up to 1.25% of the equity investment to the extent assets are sold and the total remaining equity investment is reduced. The services agreement is terminable by either party on 30 days' written notice. Certain of our executive officers and their affiliates have direct or indirect interests in Fund II, including residual interests, or contingent profit interests, in Fund II and may receive portions of distributions from the assets of Fund II after return of capital and preferred returns to the equity investors in Fund II.

At our formation, Fund III continued to own three properties (the "Option Properties"). We have entered into a services agreement with Fund III pursuant to which we managed the Option Properties for an annual fee of \$30,000 per property and we provide limited administrative services (including preparation of reports for the Fund III investors, bookkeeping, tax and accounting services) until Fund III's liquidation for an annual fee of \$20,000. During 2013, the Option Properties were sold and, at the sale of each, we ceased receiving the annual fee of \$30,000 per property. We continue to provide limited administrative services (including preparation of reports for the Fund III investors, bookkeeping, tax and accounting services) for an annual fee of \$20,000.

### Fund II

On August 9, 2012, upon the approval of a special committee of disinterested directors, we entered into a purchase and sale agreement to acquire 33 industrial properties owned by Fund II (the "Fund II Portfolio") for a total purchase price of approximately \$138.8 million. On October 9, 2012 and October 31, 2012, we completed the acquisition of 32 industrial properties in the Fund II Portfolio for a total purchase price, including closing costs, of approximately \$132.6 million. On April 5, 2013, we completed the acquisition of one additional property for a purchase price, including closing costs, of approximately \$6.2 million. We funded a portion of the purchase price with the net proceeds from our common stock offering in August 2012 and the balance of the purchase price with available cash and borrowings under our unsecured credit facility.

Certain of our executive officers and their affiliates have direct or indirect interests in Fund II, including residual interests, or contingent profit interests, in Fund II and may receive portions of

distributions from the assets of Fund II after return of capital and preferred returns to the equity investors in Fund II. Because of these interests, our board of directors appointed a special committee of disinterested directors to negotiate, evaluate and approve or disapprove of our acquisition of the Fund II Portfolio. In connection with its evaluation of the transaction and negotiation of definitive documentation, including the purchase and sale agreement, the special committee hired its own independent legal counsel, an independent broker, who opined as to the fair value of the Fund II Portfolio and other consultants. In addition, as a result of the interests of certain of our executive officers, the sale of the Fund II Portfolio to us was an "affiliate sale" under Fund II's operating agreement and required that Fund II's third-party institutional investors approve the sale. Fund II received the necessary consent from the Fund II investors. None of the Fund II investors, including the executive officers or affiliates with direct or indirect interests in Fund II, received any of the proceeds resulting from the sale.

#### **Review and Approval of Future Transactions with Related Persons**

The Board of Directors has adopted a policy for the review and approval of related person transactions requiring disclosure under Rule 404(a) of Regulation S-K. The policy provides that the Nominating and Corporate Governance Committee is responsible for reviewing and approving or disapproving all interested transactions, meaning any transaction, arrangement or relationship in which (i) the amount involved may be expected to exceed \$120,000 in any fiscal year, (ii) we will be a participant and (iii) a related person has a direct or indirect material interest. A related person will be defined as an executive officer, director or nominee for election as director, or a greater than 5% beneficial owner of our common stock, or an immediate family member of the foregoing.

**STOCKHOLDER PROPOSALS**

Stockholder proposals intended to be presented at the 2015 annual meeting of stockholders must be received by the corporate secretary of the company no later than November 26, 2014 in order to be considered for inclusion in our proxy statement relating to the 2015 meeting pursuant to Rule 14a-8 under the Exchange Act ("Rule 14a-8").

Our bylaws currently provide that in order for a proposal of a stockholder to be presented at our 2015 annual meeting of stockholders, other than a stockholder proposal included in our proxy statement pursuant to Rule 14a-8, it must be received at our principal executive offices no earlier than the close of business on October 27, 2014 and on or before November 26, 2014. If the 2015 annual meeting of stockholders is scheduled to take place before April 5, 2015 or after June 4, 2015, then notice must be delivered no earlier than the close of business on the 150<sup>th</sup> day prior to the 2015 annual meeting of stockholders and not later than the close of business on the later of the 120<sup>th</sup> day prior to the 2015 annual meeting of stockholders or the tenth day following the day on which public announcement of the date of the 2015 annual meeting of stockholders is first made public by our company. Any such proposal should be mailed to: STAG Industrial, Inc., One Federal Street, 23rd Floor, Boston, Massachusetts, 02110, Attention: Kathryn Arnone, Corporate Secretary. A copy of the bylaws may be obtained from our corporate secretary by written request to the same address.

*By Order of the Board of Directors*

**KATHRYN ARNONE**

***Executive Vice President, General Counsel and Secretary***

Boston, Massachusetts  
March 26, 2014













QuickLinks

[QUESTIONS AND ANSWERS](#)

[PROPOSAL 1: ELECTION OF DIRECTORS](#)

[2013 Director Compensation Table](#)

[PROPOSAL 2: RATIFICATION OF APPOINTMENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM](#)

[AUDIT COMMITTEE REPORT](#)

[COMPENSATION COMMITTEE REPORT](#)

[EXECUTIVE OFFICER COMPENSATION](#)

[Total Shareholder Return 12/31/2012 - 12/31/2013](#)

[Company Performance Relative to the RMZ Components](#)

[EXECUTIVE OFFICER COMPENSATION TABLES](#)

[PROPOSAL 3: ADVISORY \(NON-BINDING\) VOTE APPROVING EXECUTIVE COMPENSATION](#)

[SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT](#)

[SECTION 16\(A\) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE](#)

[CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS](#)

[STOCKHOLDER PROPOSALS](#)