

JUNIPER NETWORKS INC
Form DEFA14A
April 11, 2012

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 Pursuant to §240.14a-12

Juniper Networks, Inc.

(Name of Registrant as Specified In Its Charter)

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

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Dear Juniper Stockholder,

Juniper has filed its annual proxy statement in anticipation of our 2012 annual meeting of stockholders on May 22, 2012. We recognize that proxy season is a very busy time and we are committed to ensuring that our proxy communications and related materials are transparent and reflect our accountability to our stockholders.

The purpose of this note is to thank you in advance for your continued support of Juniper and to bring to your attention three important proposals in this year's proxy. These proposals seek:

Approval of a proposed amendment to the Juniper Networks, Inc. 2006 Equity Incentive Plan to authorize an additional 25 million common shares to be reserved for issuance under the plan;

Approval of a proposed amendment to the Juniper Networks, Inc. 2008 Employee Stock Purchase Plan to increase the maximum number of shares available for sale under the plan by 7 million; and,

A non-binding advisory vote in favor of our executive compensation program known as a say on pay proposal, the vote is an opportunity for Juniper's Board and Compensation Committee to review stockholder feedback as it makes future executive compensation decisions.

The attached supplemental proxy materials will provide you with more information with regard to these proposals. We recognize your support of Juniper is essential to our future growth. We hope we can count on your vote.

2012 PROXY PROPOSALS
(ANNUAL MEETING DATE: MAY 22, 2012)

2

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CONTENTS

2012 Proxy Proposals and Business Context

Executive and Equity Compensation

CEO Pay for Performance

1

1

2
2
3
3

2012 PROXY PROPOSALS AND BUSINESS
2012 PROXY PROPOSALS AND BUSINESS
CONTEXT
CONTEXT

4

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JUNIPER NETWORKS 2012 PROXY PROPOSALS

*Note: 25M request reflects shares on an adjusted share basis.

1.

Elect
three Class I directors

2.

Ratify
the
appointment
of
Ernst
&
Young
LLP
as
auditors
for
the
fiscal
year
ending
December
31, 2012

3.

Approve
an
amendment
to
the
Juniper
Networks,
Inc.
2006
Equity
Incentive
Plan
that increases the number of shares reserved for issuance by 25,000,000 shares*

4.

Approve
an
amendment
to
the

Juniper
Networks,
Inc.
2008
Employee
Stock
Purchase
Plan
to
increase
the
maximum
number
of
shares
available
for
sale
by
7,000,000 shares

5.
Stockholder
proposal
to
declassify
the
board
of
directors

6.
Non-binding advisory vote
on executive compensation

5

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JUNIPER NETWORKS: A GROWTH COMPANY

Strong

track

record

of

growth

10yr
revenue

CAGR:

17.5%

(2001-2011)

Large and growing addressable market

Our innovation drives growth in our addressable market and
creates opportunities in new markets

Compensation programs support hiring of world-class talent to
drive future growth

EXECUTIVE AND EQUITY COMPENSATION

7

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JUNIPER'S EXECUTIVE COMPENSATION PROGRAMS ARE BASED ON
RESPONSIBLE GUIDING PRINCIPLES

Principle

Strategy

1. Enhance Accountability

Executive compensation linked to a clear set of business
objectives

2. Manage to Balanced Results

Compensation strategy that drives balanced results between the following:

Short-and long-term objectives

Individual and team performance

Financial and non-financial objectives

Customer satisfaction and growth

3. Reward High Performance

Upside potential in the incentive plans for superior performance with downside risk for underperformance

4. Attract & Retain Talent

Market-competitive programs with flexibility to be aggressive for mission-critical talent retention and acquisition

5. Align with Shareholder Interests

Programs that are transparent, easily understood and meet fiduciary commitments to shareholders

6. Encourage Health and Financial

Well-Being

Market-competitive benefit programs that encourage wellness and financial savings

Equity-based compensation is a key element of our rewards program that supports the above principles

8

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JUNIPER'S COMMITMENT IS TO KEEP ITS 2012 BURN RATE AT OR
BELOW 2.75% OF COMMON SHARES OUTSTANDING (CSO)

For 2009-2011 Management

achieved its objective of keeping
annual burn rate below 3% of CSO

Our reduction in annual grants since
2009 allows us to request 25M shares

in 2012 vs. requests of 30M shares
each year in 2010-2011

At 12/31/11, weighted average
eligibility of employees to receive
focal equity was approximately 55%*

Burn rate =

Number of shares granted at FYE**

CSO at FYE

Burn Rate:

Pure Shares Granted as % of CSO

Numerator for burn rate reflects shares granted in each year with performance share awards at target (18,000,000, 18,000,000, 13,200,000, 11,700,000, and 14,700,000 shares granted in 2007-2011, respectively).

Denominator for burn rate reflects CSO used in computing net income per share in the Company's Form 10-K filings (537,800,000, 530,300,000, 523,600,000, 522,400,000, and 529,800,000 shares in 2007-2011, respectively).

3.35%

3.39%

2.52%

2.24%

2.77%

2.75%

0.00%

0.50%

1.00%

1.50%

2.00%

2.50%

3.00%

3.50%

4.00%

2007

2008

2009

2010

2011

2012

Proposed

2009-2011: Management Objective

to

Remain Under 3%

2012

Commitment:

Remain at

2.75% or Less

**Options, RSUs and PSAs are all counted as
one share each.

*Based on headcount at 12/31/11 and eligibility
for focal equity during fiscal year 2012.

9

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OUR CURRENT OVERHANG HAS REDUCED FROM 14% OF CSO TO 11%

Current Overhang:

Options, RSUs & PSAs Outstanding as % of CSO

14.00%

15.24%

14.73%

12.11%

11.06%

0%

2%

4%

6%

8%

10%

12%

14%

16%

18%

2007

2008

2009

2010

2011

Current Overhang =

Number of granted and outstanding shares at FYE

CSO at FYE

Current overhang provides a point-in-time view of potential dilution based on shares already granted

Current overhang has declined due to managing annual grants within the 3% of CSO objective, as well as exercises, vesting, and expirations.

58% and 73% of our current outstanding options expire in 2015 and 2016 as indicated in the table below:

38% of our 2011 grants were options, compared to 75% in 2009, mitigating incremental overhang build up via stock options

Numerator for current overhang is the sum of outstanding options, RSUs and PSAs (includes the maximum number of shares issuable thereunder per our Form 10-K filings) at fiscal year end (73,200,000, 80,300,000, 76,500,000, 63,600,000, and 58,200,000 shares outstanding in 2007-2011, respectively).

Denominator

for

current

overhang

reflects

CSO

at

fiscal

year

end

in

our

From

10-K

filings

(522,800,000,
526,800,000, 519,300,000, 525,400,000, and 526,400,000 shares outstanding in 2007-2011, respectively).

Outstanding

as of

12/31/2011

of Options Expiring

Through Fiscal Year

2015

2016

Stock

Options

38.6M

22.3M

28M

10

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SHARE BUY-BACK PROGRAM REDUCES THE IMPACT OF EQUITY PLANS

Impact of Share Buy-Back Program

From time to time the Company

repurchases and retires

repurchased shares

This reduces the impact of our

equity plans on the aggregate

number of shares outstanding

The table provides information on the number of shares repurchased by the Company as compared to the number of shares issued by the Company in connection with stock option exercises, restricted stock unit vesting and performance share award vesting for each of the fiscal years from 2007 through 2011

Fiscal

Year

Employee

Headcount

@ 12/31

Shares

Granted *

Shares

Issued**

Shares

Repurchased

2007

5,879

18,005,225

22,402,274

69,443,946

2008

7,014

18,003,215

7,615,406

25,088,226

2009

7,231

13,211,625

10,080,096

20,696,771

2010

8,772

11,687,750

23,833,186

19,653,004

2011

9,129

14,692,794

16,289,639

17,499,840

*Options, RSUs and PSAs are all counted as one share each

**In connection with stock option exercises, restricted stock unit vesting and performance share

award vesting

11

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OUR EQUITY COMPENSATION STRATEGY SINCE 2009 DEMONSTRATES
RESPONSIBLE EQUITY RESERVE MANAGEMENT UNDER OUR 2006
EQUITY INCENTIVE PLAN

1.

Less than 3% annual burn rate 2009-2011

2.

Commitment to manage 2012 at or below 2.75% of CSO

3.

Weighted average eligibility of employees to receive focal equity is approximately 55% in 2012*

4.

Shift from an equity compensation approach that used options as 75% of total grants in 2009 to 38% of total grants in 2011

5.

Declining current overhang with large tranche of legacy option overhang expiring in 2015-2016

6.

Stock buy-back program reduces the impact of the equity programs

*Based

on

headcount

at

12/31/11

and

eligibility

for

focal

equity

in

fiscal

year

2012.

12

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YOUR SUPPORT IS ESSENTIAL TO OUR FUTURE GROWTH

Ensures stock incentives available for future growth

Enables us to plan for additional growth in FY12 and beyond

Supports continued execution on our growth agenda

Your vote FOR proxy proposals #3 and #4:

DECLASSIFICATION OF THE BOARD

14

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**DECLASSIFICATION INCREASES BOARD AND MANAGEMENT
ACCOUNTABILITY TO STOCKHOLDERS**

By the 2015 annual meeting of stockholders, all director
nominees will stand for election each year

The decision to seek declassification was made as part of the
regular review of our governance practices, and recognizes
the desire of our shareholders to express their views on the

performance of the entire Board each year

CEO PAY FOR PERFORMANCE
CEO PAY FOR PERFORMANCE

16

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CEO PAY FOR PERFORMANCE

DISCLOSED

VS.

REALIZABLE

COMPENSATION

OVERVIEW

We believe that in assessing the relationship between CEO pay and company performance, it is important to consider the value of CEO pay at the end of the fiscal year

We believe that the presentation of an actual realizable compensation measure that looks at pay at the end of the fiscal year provides useful information to our stockholders, in that it aligns both pay and performance based on fiscal year end results

Summary Compensation Table
Actual Realizable Compensation
Base Salary

Actual payroll earnings for fiscal year

As reported in Summary Compensation Table (SCT)
Bonus

Actual amount paid in 2011

As reported in SCT
Restricted Stock Awards

Number of shares multiplied by closing stock price on date of grant

Number of shares multiplied by stock price at end of fiscal year
Performance Share Awards

Number of target shares multiplied by closing stock price on date of grant

Number of target shares multiplied by stock price at end of fiscal year
Option Awards

Number of options multiplied by Black

Scholes value of closing stock price on date
of grant

Number of options multiplied by the
difference between stock price at fiscal
year end and exercise price. Underwater
options valued at \$0

Non-Equity Incentive Plan
Compensation

Actual payment based on 2011 results

As reported in SCT
All Other Compensation

Value received in 2011

As reported in SCT
Total Compensation

Sum of the above

Sum of the above

17

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Year

Source

Salary

Stock Awards

Option Awards

Non Equity

Incentive Plan

Compensation
 All Other
 Compensation*
 Total
 Compensation
 2011
 Summary Comp
 Table (SCT)
 Disclosure
 \$960,000
 \$4,400,000
 \$4,565,850
 \$754,320
 \$13,233
 \$10,693,403
 Actual Realizable
 Comp
 (2011)
 1
 \$2,041,000
 \$0
 \$3,768,553
 2010
 SCT
 \$820,000
 \$2,744,000
 \$2,789,130
 \$1,599,000
 \$2,061,442
 \$10,013,572
 Actual Realizable
 Comp
 (2010)
 2
 \$3,692,000
 \$2,844,000
 \$11,016,442
 2009
 SCT
 \$740,000
 \$2,936,000
 \$1,893,210
 \$574,425
 \$1,602,291
 \$7,745,926
 Actual Realizable
 Comp
 (2009)
 3
 \$2,667,000

\$3,597,000

\$9,180,716

CEO PAY FOR PERFORMANCE

DISCLOSED

VS.

REALIZABLE

COMPENSATION

COMPARISON

*Includes sign-on bonus of \$2M in 2010 and \$1.5M in 2009

1

Reflects 100,000 performance shares at target valued using \$20.41 stock price on 12/31/11 and 300,000 options valued at \$0 g exercise price of \$44.

2

Reflects 100,000 performance shares at target valued using \$36.92 stock price on 12/31/10 and 300,000 options valued at the d exercise price.

3

Reflects 100,000 performance shares at target valued using \$26.67 stock price on 12/31/09 and 300,000 options valued at the d exercise price.

The table below provides the details on actual realizable compensation for Juniper's CEO vs. disclosed amounts in our Summary Compensation Table

18

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We believe that our CEO's actual realizable compensation is closely aligned with performance and stockholder value creation vs. our Peer Group as set forth in our Proxy and on an absolute basis relative to our stock price performance, reflecting both measured performance results in the

Executive
Annual
Incentive
Plan
and
Performance
Share
Plans,
and
the
impact
of
declining
share prices on
the actual pay delivered to our CEO

Relative
Pay-for-Performance:

This
approach
calculates
the
percentile
rank
of
actual
realizable
compensation
for
our
CEO
at
the
end
of
each
fiscal
year
over
the
past
3-year
period
(2009,
2010,
2011)
relative
to
the
actual
realizable

compensation
for
CEOs
in
Juniper's
Peer Group

as set forth in our Proxy. We measure Juniper's Total Shareholder Return (TSR) rank relative to the Peer Group over the same period as well. TSR reflects value for stockholders through share price appreciation and dividends and is calculated as follows:

Absolute
Pay-for-Performance:

This
approach
calculates
the
actual
realizable
compensation

for
our
CEO
at
the
end
of
each
fiscal
year over the

past 3-year period and compares it to the Company's stock price at the end of the respective years (2009, 2010, 2011)

JUNIPER'S CEO PAY IS CLOSELY ALIGNED WITH PERFORMANCE

*Note: Shading in Relative Pay for Performance chart indicates aligned pay for performance.

*

*Stock price close data from finance.google.com

Juniper CEO

0%
50%
100%
0%
50%
100%

Pay Percentile Rank
Relative Pay for Performance

2009
2010
2011

Total CEO Pay (000s)

\$9,181
\$11,016
\$3,769

Stock Price (@ 12/31)
\$26.67

\$36.92

\$20.41

\$0

\$5

\$10

\$15

\$20

\$25

\$30

\$35

\$40

\$0

\$2,000

\$4,000

\$6,000

\$8,000

\$10,000

\$12,000

Absolute Pay for Performance

Stock

Price

at

Ending

Date

-

Stock

Price

at

Beginning

Date

+

Dividends

Stock

Price

at

Beginning

Date

19

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YOUR SUPPORT IS ESSENTIAL TO ATTRACT AND RETAIN AN EXECUTIVE
LEADERSHIP TEAM TO POSITION US FOR GROWTH

Ensures

continued

executive

compensation

programs

that
align
pay
with
performance

Enables us to attract and retain executive leadership that positions the
company for future growth

Your vote FOR proxy proposal #6:

