

PORTFOLIO RECOVERY ASSOCIATES INC  
Form 8-K  
January 29, 2008

---

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

FORM 8-K

CURRENT REPORT

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

Date of Report (Date of Earliest Event Reported):

January 28, 2008

Portfolio Recovery Associates, Inc.

(Exact name of registrant as specified in its charter)

Delaware

000-50058

75-3078675

(State or other jurisdiction  
of incorporation)

(Commission  
File Number)

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

120 Corporate Boulevard, Norfolk, Virginia

23502

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code:

888-772-7326

Not Applicable

Former name or former address, if changed since last report

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

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

**Top of the Form**

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

Cash Bonuses Awarded to Named Executive Officers

On January 28, 2008 Portfolio Recovery Associates, Inc. (the "Company"), upon the recommendation of its Compensation Committee, awarded annual incentive cash bonuses to its named executive officers, based on the Company's 2007 fiscal year performance targets. These bonus awards are designed to provide the named executive officers with incentive compensation based upon the Company's achievement of certain performance targets, and each executive officer's individual contribution to the Company's performance. The bonuses paid in 2008 were based on the Company's achievement of its 2007 performance goals. The bonuses awarded to the named executive officers are set forth below:

Steven D. Fredrickson Chairman and Chief Executive Officer \$550,000  
Kevin P. Stevenson EVP/Chief Financial & Administrative Officer \$375,000  
Craig A. Grube EVP, Acquisitions \$400,000  
Judith S. Scott EVP, General Counsel & Secretary \$148,000

The information in this Current Report on Form 8-K, including the exhibit, shall not be deemed "filed" for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that section.

---

**Top of the Form**

**SIGNATURES**

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

Portfolio Recovery Associates, Inc.

*January 29, 2008*

By: */s/ Kevin P. Stevenson*

---

*Name: Kevin P. Stevenson*

*Title: EVP/CFO*