

MDC HOLDINGS INC
Form 8-K
March 27, 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): March 25, 2008
M.D.C. Holdings, Inc.**

(Exact name of registrant as specified in its charter)

Delaware
(State or other
jurisdiction of
incorporation)

1-8951
(Commission file number)

84-0622967
(I.R.S. employer
identification no.)

4350 South Monaco Street, Suite 500, Denver, Colorado 80237

(Address of principal executive offices) (Zip code)

Registrant's telephone number, including area code: (303) 773-1100

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))
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ITEM 5.02 DEPARTURE OF DIRECTORS OR CERTAIN OFFICERS; ELECTION OF DIRECTORS;
APPOINTMENT OF CERTAIN OFFICERS; COMPENSATORY ARRANGEMENTS OF CERTAIN
OFFICERS.

On March 25, 2008, the Compensation Committee of M.D.C. Holdings, Inc. (the Company) established for fiscal year 2008 the Performance Objectives for the alternative Performance Goal under the Company's proposed Amended Executive Officer Performance-Based Compensation Plan (the Amended Plan). The Compensation Committee selected performance targets for each of the following criteria as alternative Performance Objectives under the Amended Plan: EBITDA, as defined in the Company's Second Amended and Restated Credit Agreement dated as of March 22, 2006, as it may be amended or replaced; Revenues or Sales; Improvements in Capital Structure; Profitability of an identifiable business unit or product; and Cash Flow. The achievement of any one or more of the Performance Objectives will constitute attainment of the Performance Goal for fiscal year 2008.

The Amended Plan is being submitted for shareowner approval at the Company's Annual Meeting scheduled for April 29, 2008. Under the Amended Plan, the Compensation Committee must establish the Performance Goal within the first 90 days of the fiscal year and while the outcome for the Performance Goal is substantially uncertain. The Performance Goal is an alternative goal, which would provide for a fixed compensation award. Two executive officers, Larry A. Mizel and David D. Mandarich, would be eligible to receive awards under the Amended Plan. Payments under the Amended Plan would qualify as performance-based compensation for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, and would, accordingly, be deductible by the Company for federal income tax purposes if other requirements for deductibility are met.

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.

M.D.C. HOLDINGS, INC.

Dated: March 27, 2008

By: /s/ Joseph H. Fretz
Joseph H. Fretz
Secretary and Corporate Counsel