

AMERON INTERNATIONAL CORP
Form 8-K
January 30, 2009
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, 2009**

AMERON INTERNATIONAL CORPORATION
(Exact name of Registrant as specified in its charter)

Delaware **1-9102** **77-0100596**
(State or Other Jurisdiction (Commission (I.R.S. Employer
of Incorporation) File Number) Identification No.)

245 South Los Robles Avenue **91101**
Pasadena, California (Zip Code)
(Address of Principal Executive Offices)

Registrant's telephone number, including area code **(626) 683-4000**

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 (*see* General Instruction A.2. below):

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)

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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))

Item 2.02. Results of Operations and Financial Condition.

On January 29, 2009, Ameron International Corporation (the “Company”) issued a press release regarding the Company’s results of operations for the fiscal year ended November 30, 2008. A copy of the press release is attached hereto as Exhibit 99 and is incorporated herein by reference.

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

On January 28, 2009, the Company’s Board of Directors approved the following actions of its Compensation Committee with regard to the compensation of the following executive officers of the Company:

(a) Payments of Fiscal Year 2008

Annual Management Incentive

Compensation Plan Awards:

| | |
|---------------------|-------------|
| James S. Marlen | \$1,480,000 |
| Gary Wagner | \$650,000 |
| Stephen E. Johnson | \$182,000 |
| James R. McLaughlin | \$350,000 |
| Mark J. Nowak | \$350,000 |
| Ralph S. Friedrich | \$150,000 |

(b) Payments of Fiscal Years 2006-2008

Key Executive Long-Term Cash

Incentive Plan Awards:

| | |
|---------------------|-----------|
| James S. Marlen | \$890,000 |
| Gary Wagner | \$365,600 |
| James R. McLaughlin | \$172,800 |
| Mark J. Nowak | \$141,600 |
| Ralph S. Friedrich | \$90,000 |

(c) Fiscal Year 2009 Annualized Base

Salary Rate, Effective February 1,

2009:

| | |
|---------------------|-----------|
| James S. Marlen | \$925,000 |
| Gary Wagner | \$472,000 |
| Stephen E. Johnson | \$357,000 |
| James R. McLaughlin | \$298,000 |
| Mark J. Nowak | \$260,000 |
| Ralph S. Friedrich | \$232,000 |

(d) February 2, 2009 Grant of 18,000

Shares to James S. Marlen Pursuant

to his Employment Agreement

(e)

February 2, 2009 Grant of Restricted
Stock, Vesting 33-1/3% per Year:

| | |
|---------------------|--------------|
| Gary Wagner | 6,000 shares |
| Stephen E. Johnson | 4,000 shares |
| James R. McLaughlin | 3,000 shares |
| Mark J. Nowak | 2,000 shares |
| Ralph S. Friedrich | 1,200 shares |

(f) Fiscal Year 2009 Annual
Management Incentive
Compensation Plan Target Awards
(Expressed as a Percentage of Base
Salary Rate):

| | |
|---------------------|------|
| James S. Marlen | 100% |
| Gary Wagner | 90% |
| Stephen E. Johnson | 80% |
| James R. McLaughlin | 80% |
| Mark J. Nowak | 80% |
| Ralph S. Friedrich | 50% |

(g) Fiscal Years 2009-2011 Key Executive Long-Term Cash Incentive Plan Target Awards (Expressed as a Percentage of Base Salary Rate):

| | |
|---------------------|-----|
| James S. Marlen | 50% |
| Gary Wagner | 66% |
| Stephen E. Johnson | 59% |
| James R. McLaughlin | 52% |
| Mark J. Nowak | 42% |
| Ralph S. Friedrich | 20% |

Item 9.01. Financial Statements and Exhibits.

Exhibit No. Description

99 News Release dated January 29, 2009

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 thereto duly authorized.

AMERON INTERNATIONAL CORPORATION

Dated: January 30, 2009 By: /s/ Stephen E. Johnson

Stephen E. Johnson

Senior Vice President, Secretary and General Counsel

EXHIBIT INDEX

Exhibit

99 News Release dated January 29, 2009

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