

LINCOLN ELECTRIC HOLDINGS INC  
Form 8-K  
October 24, 2016

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**WASHINGTON, DC 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): October 19, 2016**

**LINCOLN ELECTRIC HOLDINGS, INC.**

**(Exact name of registrant as specified in charter)**

**Ohio**  
**(State or other jurisdiction**

**of incorporation)**

**000-1402**  
**(Commission**

**File Number)**  
**22801 St. Clair Avenue**

**34-1860551**  
**(IRS Employer**

**Identification No.)**

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**Cleveland, Ohio 44117**

**(Address of principal executive offices) (Zip Code)**

**(216) 481-8100**

**(Registrant's telephone number, including area code)**

**Not applicable**

**(Former name and 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))

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

On October 19, 2016, the Board of Directors of Lincoln Electric Holdings, Inc. authorized a proposal to freeze and vest all benefit accruals under the Lincoln Electric Holdings, Inc. Supplemental Executive Retirement Plan (as amended and restated December 31, 2008) (the "SERP") prior to the end of 2016. The value of the frozen accrued vested benefit will be converted into an account balance. Each participant will have the ability to make investment elections for their account balance in a manner similar to that undertaken by participants in the amended and restated 2005 Deferred Compensation Plan for Executives. The SERP amendment implementing these changes is expected to be adopted by mid-December 2016 and be effective as of December 31, 2016.

**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.

**LINCOLN ELECTRIC HOLDINGS, INC.**

Date: October 24, 2016

By: /s/ Frederick G. Stueber  
Frederick G. Stueber  
Executive Vice President, General Counsel &  
Secretary