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ALIGN TECHNOLOGY INC
Form 8-K
January 09, 2006

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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) December 30, 2005

ALIGN TECHNOLOGY, INC.

(Exact Name of Registrant as Specified in Its Charter)

Delaware

(State or Other Jurisdiction of Incorporation)

0-32259
(Commission File Number)

94-3267295
(IRS Employer Identification No.)

881 Martin Avenue, Santa Clara, California

95050

(Address of Principal Executive Offices)

(Zip Code)

(408) 470-1000

(Registrant's Telephone Number, Including Area Code)

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)
- 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 1.01 ENTRY INTO A MATERIAL DEFINITIVE AGREEMENT

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On December 30, 2005, Align Technology, Inc. (the "Company"), entered into an employment agreement (the "Agreement") with Darrell Zoromski, Vice President, Global Marketing and Chief Marketing Officer. The Agreement provides for a base salary of \$240,000 per year and a target bonus of 60% of his base salary. The target bonus is contingent upon the attainment by Mr. Zoromski of specified performance objectives and his being employed by the Company at the time the bonus is paid. If, during the term of his employment, and not in connection with a Change of Control (as defined in the Agreement), the Company terminates Mr. Zoromski's employment without Cause (as defined in the Agreement) or due to Permanent Disability (as defined in the Agreement) or Mr. Zoromski resigns for Good Reason (as defined in the Agreement), then (X) Mr. Zoromski shall immediately vest in an additional number of shares under all outstanding options as if he had performed additional 12 months of service and (Y) Mr. Zoromski will be entitled to (i) the then current year's target bonus, prorated for the number of days Mr. Zoromski has been employed during the year, (ii) one year's base salary and (ii) the greater of the then current year's target bonus or the actual prior year's bonus. In the event of a Change of Control, (i) Mr. Zoromski will immediately vest in options representing an additional 12 months of service and (ii) if within 12 months of a Change of Control either (a) Mr. Zoromski's employment is terminated without Cause or (b) Mr. Zoromski resigns for Good Reason, Mr. Zoromski will immediately vest in all outstanding options and be entitled to (x) the then current year's target bonus prorated for the number of days Mr. Zoromski has been employed during the year, (y) one year's base salary and (z) the greater of the then current year's target bonus or the actual prior year's bonus.

A copy of the Agreement is attached hereto as Exhibit 10.1 and is incorporated herein by this reference.

ITEM 8.01 OTHER EVENTS

On January 9, 2006, Align announced the appointment of Darrell Zoromski to Vice President, Global Marketing and Chief Marketing Officer, effective December 30, 2005. The full text of the press release is attached hereto as Exhibit 99.1.

ITEM 9.01. FINANCIAL STATEMENTS AND EXHIBITS

(c) EXHIBITS.

| EXHIBIT NO. | DESCRIPTION |
|-------------|--|
| 10.1 | Employment Agreement with Darrell Zoromski |
| 99.1 | Press Release dated January 9, 2006 announcing the appointment of Darrell Zoromski |

SIGNATURES

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

Dated: January 9, 2006

ALIGN TECHNOLOGY, INC.

By: /s/ Eldon M. Bullington

Eldon M. Bullington
Vice President of Finance and
Chief Financial Officer

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