

KULICKE & SOFFA INDUSTRIES INC  
Form 8-K  
September 15, 2004

---

**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): September 13, 2004

---

**Kulicke and Sofa Industries, Inc.**

(Exact Name of Registrant as Specified in Charter)

---

**Pennsylvania**  
(State or Other Jurisdiction  
  
of Incorporation)

**000-00121**  
(Commission File Number)

**23-1498399**  
(I.R.S. Employer  
  
Identification No.)

**2101 Blair Mill Road, Willow Grove, PA**  
(Address of Principal Executive Offices)

**19090**  
(Zip Code)

Registrant's telephone number, including area code: (215) 784-6000

**(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))
-

**Item 1.01. Entry into a Material Definitive Agreement.**

On September 13, 2004, Bruce Griffing joined Kulicke and Soffa Industries, Inc. (the Company) as Vice President, Engineering. Also on September 13, 2004, the Company entered into a Termination of Employment Agreement (the Agreement) with Mr. Griffing. Under the Agreement, if Mr. Griffing's employment with the Company is terminated, other than voluntarily by Mr. Griffing or for cause, within 18 months after certain change in control transactions involving the Company, the Company will pay Mr. Griffing a termination payment equal to 18 months total targeted cash compensation. A copy of the form of Termination of Employment Agreement entered into by Mr. Griffing and the Company is filed as Exhibit 10(a) to the Company's quarterly report on Form 10-Q for the quarterly period ended December 31, 2000.

**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.

**KULICKE AND SOFFA INDUSTRIES, INC.**

Date: September 15, 2004

By: /s/ C. Scott Kulicke

---

C. Scott Kulicke  
Chief Executive Officer