

COLUMBIA SPORTSWEAR CO

Form 8-K

September 07, 2006

**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 1, 2006  
Columbia Sportswear Company  
(Exact name of registrant as specified in its charter)**

**Oregon**  
(State or other jurisdiction of  
incorporation)

**0-23939**  
(Commission File Number)

**93-0498284**  
(I.R.S. Employer Identification No.)

**14375 Northwest Science Park Drive  
Portland, Oregon 97229**  
(Address of principal executive offices)  
**(503) 985-4000**

(Registrant's telephone number, including area code)  
(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 1.01 ENTRY INTO A MATERIAL DEFINITIVE AGREEMENT

On September 1, 2006, Columbia Sportswear Company entered into a Consulting and Confidentiality Agreement with Robert Masin, the Company's former Senior Vice President of Sales and Merchandising. Under the Agreement, Mr. Masin will:

use his expertise to provide consulting services to the Company for six months;

work only for the Company during the six month consulting term of the Agreement; and

thereafter through December 31, 2007, will not work or serve in any capacity for any business which competes with the Company.

As consideration for these services and commitments, during the six month consulting term of the Agreement, Mr. Masin will receive weekly compensation of \$7,571.19 and family health insurance coverage with premiums paid by the Company. At the termination of the consulting term of the Agreement, the Company will enter into a severance agreement with Mr. Masin that will extend the weekly compensation amount through August 31, 2008, in consideration of Mr. Masin signing a release of claims and meeting certain other conditions.

The terms of the Agreement summarized above are qualified in their entirety by the actual terms of the Agreement, which is attached hereto as Exhibit 10.1 and is incorporated herein by reference.

ITEM 9.01 FINANCIAL STATEMENTS AND EXHIBITS

(d) Exhibits.

Exhibit 10.1 Consulting and Confidentiality Agreement entered into as of September 1, 2006, by and between Columbia Sportswear Company and Robert Masin.

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**SIGNATURE**

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.

**Columbia Sportswear Company**

Date: September 7, 2006

By: /s/ Peter J. Bragdon

Name: Peter J. Bragdon

Title: Vice President and General Counsel

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**EXHIBIT INDEX**

Exhibit Number	Description
10.1	Consulting and Confidentiality Agreement entered into as of September 1, 2006, by and between Columbia Sportswear Company and Robert Masin.