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ALIGN TECHNOLOGY INC
Form 8-K
January 12, 2007

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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) January 9, 2007

ALIGN TECHNOLOGY, INC.

(Exact Name of Registrant as Specified in Its Charter)

Delaware

(State or Other Jurisdiction of Incorporation)

0-32259

94-3267295

(Commission File Number)

(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 5.02 DEPARTURE OF DIRECTORS OR CERTAIN OFFICERS; ELECTION OF DIRECTORS;

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APPOINTMENT OF CERTAIN OFFICERS; COMPENSATORY ARRANGEMENTS OF CERTAIN OFFICERS

On January 9, 2007, the Compensation Committee of the Board of Directors of Align Technology, Inc. ("Align") authorized the payment of the annual incentive awards (cash bonuses) to each of Align's executive officers (other than the Chief Executive Officer) for fiscal 2006. On January 9, 2007, the Board of Directors approved the recommendation of the Compensation Committee with respect to the payment of the annual incentive award to Align's Chief Executive Officer.

The following table sets forth the annual cash incentive awards paid to its Named Executive Officers set forth in Align's Proxy Statement for its 2006 Annual Meeting of Stockholders filed with the Securities and Exchange Commission on April 18, 2006:

| NAME | ANNUAL INCENTIVE AWARD |
|--|---------------------------|
| Thomas M. Prescott, President, Chief Executive Officer and Director | \$ 376,000 |
| Eldon M. Bullington, Vice President, Finance and Chief Financial Officer | \$ 153,360 |
| Len M. Hedge, Vice President, Manufacturing | \$ 149,017 |
| Roger E. George Vice President, Legal and Corporate Affairs, and General Counsel and Corporate Secretary | \$ 156,000 |
| Gil Laks, Vice President, International | \$ 134,000 |

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 12, 2007

ALIGN TECHNOLOGY, INC.

By: /s/ Eldon M. Bullington

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