

ADVANCED ENERGY INDUSTRIES INC

Form 8-K

September 28, 2005

**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 22, 2005**

**Advanced Energy Industries, Inc.**

(Exact name of registrant as specified in its charter)

**Delaware**

(State or other jurisdiction  
of incorporation)

**000-26966**

(Commission  
File Number)

**84-0846841**

(IRS Employer  
Identification No.)

**1625 Sharp Point Drive, Fort Collins, Colorado**

(Address of principal executive offices)

**80525**

(Zip Code)

Registrant's telephone number, including area code: **(970) 221-4670**

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**

On September 22, 2005, the Compensation Committee (the *Committee*) of the Board of Directors of Advanced Energy Industries, Inc. (the *Company*) determined to award mid-year cash bonuses to the Company's executive officers and other key employees under the 2005 Executive Compensation Plan. Such awards were based upon significant improvement in the Company's results of operations in the first six months of 2005 and completion of the transition of the production of substantially all of the Company's product lines to the Shenzhen facility.

The following mid-year bonuses were awarded to the executive officers of the Company:

Douglas Schatz	\$ 96,300
Charles S. Rhoades	62,375
Michael El-Hillow	61,250
James Guilmart	27,800

The Committee also authorized the executive officers of the Company to allocate mid-year cash bonuses to other employees of the Company, in the aggregate amount of approximately \$1 million. Approximately 930 employees will participate in such bonus pool.

**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.

Advanced Energy Industries, Inc.

Date: September 28, 2005

/s/ Michael El-Hillow  
Michael El-Hillow, Executive Vice  
President and Chief Financial Officer