

WASHINGTON REAL ESTATE INVESTMENT TRUST
Form 8-K
October 09, 2014

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) October 6, 2014

WASHINGTON REAL ESTATE
INVESTMENT TRUST

(Exact name of registrant as specified in its charter)

MARYLAND

1-6622

53-0261100

(State of incorporation)

(Commission File Number)

(IRS Employer Identification Number)

6110 EXECUTIVE BOULEVARD, SUITE 800, ROCKVILLE, MARYLAND 20852

(Address of principal executive office) (Zip code)

Registrant's telephone number, including area code: (301) 984-9400

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))
-

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On October 6, 2014, Thomas L. Regnell, the Senior Vice President & Managing Director - Office Portfolio of Washington Real Estate Investment Trust ("Washington REIT"), communicated to Washington REIT his intention to retire from Washington REIT.

In connection with such retirement, Washington REIT and Mr. Regnell entered into Separation Agreement and General Release (the "Separation Agreement"). Mr. Regnell's employment with Washington REIT will cease on October 17, 2014, with his resignation under the Separation Agreement effective as of such date. The Separation Agreement provides for the payment of various benefits to Mr. Regnell (provided he does not revoke such agreement during a seven-day revocation period). Pursuant to the Separation Agreement, Mr. Regnell will receive a payment of \$276,923 in installments of \$12,000 paid twice per month until March 15, 2015 (at which time the remaining balance will be paid). Washington REIT also will pay his COBRA health premium for the shorter of six months or until he becomes eligible for other coverage. Further, Mr. Regnell will also be entitled under the Separation Agreement to (a) an award under Washington REIT's Short-Term Incentive Plan with respect to the 2014 performance period (calculated based on the actual level of achievement of the performance goal for the entire performance period, with the award being prorated based on the number of days during the performance period Mr. Regnell was an employee), with any restricted shares being delivered fully vested, (b) an award under Washington REIT's Long-Term Incentive Plan with respect to the regular LTIP award opportunity for the three-year performance period commencing in 2014 and the one-time transition award opportunity commencing in 2014 (each award as described under "Transition Matters" in Washington REIT's Form 8-K dated April 23, 2014 and calculated based on the actual level of achievement of the performance goals for the period ending on Mr. Regnell's resignation date, with each award being prorated based on the number of days during the performance period Mr. Regnell was an employee), with any restricted shares being delivered fully vested, (c) vesting and delivery of common shares with respect to Mr. Regnell's 1,342 unvested restricted share units, and delivery of common shares with respect to Mr. Regnell's 5,371 vested restricted units, (d) vesting of 13,064 unvested restricted shares, (e) the distribution of Mr. Regnell's existing vested account balance in accordance with Washington REIT's Supplemental Executive Retirement Plan, subject to a six month wait period, and (f) an additional \$36,000 lump sum payment paid after the expiration of the revocation period. Pursuant to the Separation Agreement, Washington REIT has agreed to a general release of claims against Mr. Regnell, and Mr. Regnell has agreed to a general release of claims against Washington REIT. Mr. Regnell also has agreed to reasonably cooperate with and provide information to Washington REIT upon request, and he will receive hourly compensation and reasonable and necessary expenses in connection therewith. The Separation Agreement also contains confidentiality and non-solicitation obligations and other customary provisions.

A copy of the Separation Agreement is filed as an exhibit hereto. The foregoing description is qualified by reference to the Separation Agreement.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

The following exhibits are furnished with this report on Form 8-K:

| Exhibit Number | Description |
|----------------|--|
| 10.1 | Separation Agreement and General Release between Thomas L. Regnell and Washington Real Estate Investment Trust dated October 8, 2014 |

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.

WASHINGTON REAL ESTATE INVESTMENT
TRUST
(Registrant)

By: /s/ Laura M. Franklin
(Signature)

Laura M. Franklin
Executive Vice President
Accounting and Administration

October 9, 2014
(Date)

EXHIBIT INDEX

| Exhibit Number | Description |
|-------------------|--|
| 10.1 | Separation Agreement and General Release between Thomas L. Regnell and Washington Real Estate Investment Trust dated October 8, 2014 |