

Edgar Filing: Mueller Water Products, Inc. - Form 8-K

Mueller Water Products, Inc.
Form 8-K
January 12, 2018

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): January 11, 2018

MUELLER WATER PRODUCTS, INC.
(Exact Name of Registrant as Specified in Its Charter)
Delaware
(State or Other Jurisdiction of Incorporation or
Organization)

0001-32892
(Commission File
Number)

20-3547095
(I.R.S. Employer Identification
Number)

1200 Abernathy Road, Suite 1200
Atlanta, Georgia 30328
(Address of Principal Executive Offices)

(770) 206-4200
(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:

- ☐ 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))

Indicate by check
mark whether the
registrant is an
emerging growth
company as
defined in Rule

405 of the
Securities Act of
1933 (§230.405 of
this chapter) or
Rule 12b-2 of the
Securities
Exchange Act of
1934 (§240.12b-2
of this chapter).

Emerging
growth o
company

If an
emerging
growth
company,
indicate by
check mark if
the registrant
has elected
not to use the
extended
transition
period for o
complying
with any new
or revised
financial
accounting
standards
provided
pursuant to
Section 13(a)
of the
Exchange
Act.

ITEM 5.02. DEPARTURE OF DIRECTORS OR CERTAIN OFFICERS; ELECTION OF DIRECTORS; APPOINTMENT OF CERTAIN OFFICERS; COMPENSATORY ARRANGEMENTS OF CERTAIN OFFICERS

Amendment to Change-in-Control Agreement -- Removal of Tax Gross-Up Provisions

On January 11, 2018, Mueller Water Products, Inc. (the "Corporation") amended its existing Executive Change-in-Control Severance Agreements with Marietta Edmunds Zakas, Executive Vice President and Chief Financial Officer of the Corporation, and Gregory S. Rogowski, Executive Vice President, Sales and Marketing, of the Corporation, (each agreement, as amended, an "Amended Agreement"). The Amended Agreements for each of Ms. Zakas and Mr. Rogowski have been revised to delete the tax gross-up provision contained therein and to include a "best-net" provision that will apply to payments that may not be deductible under Section 280G of the Internal Revenue Code of 1986, as amended (the "Code") or that may be subject to excise taxes imposed under Code Section 4999. The "best net" provisions will cause Ms. Zakas' and Mr. Rogowski's severance payments to either be (i) reduced to an amount which does not result in a loss of deduction of the payments by the Corporation under Code Section 280G or trigger the Code Section 4999 excise tax or (ii) paid in full, depending on which payment would result in Ms. Zakas or Mr. Rogowski receiving the greatest after tax benefit.

The above summaries of the Amended Agreements are qualified by reference in their entirety to these agreements, which are attached hereto as Exhibits 10.1 and 10.2, respectively, and incorporated herein by reference.

ITEM 9.01. FINANCIAL STATEMENTS AND EXHIBITS.

(d) Exhibits.

Amendment to Executive Change-in-Control Severance Agreement of Marietta Edmunds Zakas, dated January 10.1 11, 2018.

10.2 Amendment to Executive Change-in-Control Severance Agreement of Gregory S. Rogowski, dated January 11, 2018.

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.

Dated: January 12, 2018 MUELLER WATER
PRODUCTS, INC.

By: /s/ Kristi O. Crawford
Kristi O. Crawford
Assistant Secretary