

KIRKLAND'S, INC
Form 8-K
September 08, 2009

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):

August 31, 2009

Kirkland's, Inc.

(Exact name of registrant as specified in its charter)

Tennessee

000-49885

621287151

(State or other jurisdiction
of incorporation)

(Commission
File Number)

(I.R.S. Employer
Identification No.)

431 Smith Lane, Jackson, Tennessee

38301

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code:

731-988-3600

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))

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

(e) At its meeting on August 31, 2009, the Compensation Committee (the "Compensation Committee") of the Board of Directors formally approved the Company's fiscal year 2009 Bonus and Non-Equity Incentive Plan (the "2009 Incentive Plan"). The 2009 Incentive Plan sets forth the methodology by which the Company will calculate annual bonuses for fiscal year 2009 for specified employees of the Company, including executive officers, based upon the achievement of specified corporate and individual performance objectives.

The corporate performance objective under the 2009 Incentive Plan has been established by the Compensation Committee and relates to the achievement of a specified level of earnings before adjustments for interest and taxes (EBIT). Bonuses for the named executive officers are based entirely on the Company's corporate performance objective.

The 2009 Incentive Plan also sets forth the fiscal year 2009 target bonus amounts, expressed as a percentage of base salary, for the following executive officers of the Company, each of whom is considered a "named executive officer" for fiscal year 2009 under U.S. Securities and Exchange Commission rules:

Name

Robert E. Alderson (President and Chief Executive Officer):

Target Bonus of \$400,000.00 (which is 100% of base salary)

W. Michael Madden (Senior Vice President and Chief Financial Officer):

Target Bonus of \$195,000.00 (which is 75% of \$260,000.00 base salary)

The actual bonus payable to a participating employee under the 2009 Incentive Plan may be more or less than his or her target bonus amount, depending on whether actual performance meets or exceeds the stated objectives.

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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.

Kirkland's, Inc.

September 8, 2009

By: */s/ W. Michael Madden*

Name: W. Michael Madden

Title: Senior Vice President and Chief Financial Officer