

COLUMBIA SPORTSWEAR CO  
Form 8-K  
October 22, 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):  
October 19, 2018

COLUMBIA SPORTSWEAR COMPANY  
(Exact name of registrant as specified in its charter)

Oregon 000-23939 93-0498284  
(State or other jurisdiction (Commission (I.R.S. Employer  
of incorporation) File Number) Identification No.)  
14375 Northwest Science Park Drive  
Portland, Oregon 97229  
(Address of principal executive offices) (Zip code)  
(503) 985-4000  
(Registrant's telephone number, including area code)  
No Change  
(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 company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for 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 PRINCIPAL OFFICERS; ELECTION OF DIRECTORS;  
APPOINTMENT OF PRINCIPAL OFFICERS; COMPENSATORY ARRANGEMENTS OF CERTAIN OFFICERS

On October 19, 2018, the Board of Directors (the “Board”) of Columbia Sportswear Company (the “Company”) appointed Sabrina Simmons to the Board effective immediately. A copy of the press release announcing Ms. Simmons' appointment is furnished as Exhibit 99.1 to this Current Report on Form 8-K. Ms. Simmons will also serve as a member of the Nominating and Corporate Governance Committee and the Compensation Committee.

There was no arrangement or understanding pursuant to which Ms. Simmons was elected as a director, and there are no related party transactions between the Company and Ms. Simmons.

In connection with Ms. Simmons' service as a director, she will be entitled to the Company's customary compensatory arrangement for outside directors, including an annual retainer of \$70,000 for Board service and an annual retainer of \$10,000 for service on each of the Nominating and Corporate Governance Committee and Compensation Committee.

Ms. Simmons will also be entitled to receive an annual equity award comprising a stock option grant valued at \$70,000 and a grant of time-based restricted stock units valued at \$70,000. One hundred percent of the stock option becomes exercisable and one hundred percent of the shares of restricted stock units vest on May 1 following the date of grant (the “Vest Date”). Ms. Simmons may elect to receive equity compensation in lieu of all or half of the \$70,000 annual Board service fee, and she may elect how she wishes to allocate this amount between stock options and restricted stock unit awards that vest in full on the Vest Date.

In addition, in connection with her service as a director prior to the Company's 2019 annual meeting of shareholders, Ms. Simmons will receive a prorated portion of each of the annual retainer, the Nominating and Corporate Governance Committee and the Compensation Committee retainers, the annual equity award, and reasonable out-of-pocket expenses incurred in attending any Board or committee meetings that take place prior to the 2019 annual meeting of shareholders.

ITEM 9.01 FINANCIAL STATEMENTS AND EXHIBITS

(d) Exhibits

99.1 Press Release, dated October 22, 2018.

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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.

COLUMBIA SPORTSWEAR COMPANY

Dated: October 22, 2018 By: /S/ PETER J. BRAGDON

Peter J. Bragdon

Executive Vice President, Chief Administrative Officer and General Counsel