

REALNETWORKS INC  
Form 8-K  
March 12, 2007

---

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):

March 7, 2007

RealNetworks, Inc.

(Exact name of registrant as specified in its charter)

Washington

0-23137

91-1628146

(State or other jurisdiction  
of incorporation)

(Commission  
File Number)

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

2601 Elliott Avenue, Suite 1000, Seattle,  
Washington

98121

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code:

(207) 674-2700

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))



**Top of the Form**

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

On March 7, 2007, the Board of Directors of RealNetworks, Inc. (the "Company") approved the payment of a cash bonus in the amount of \$325,000 to the Company's Chief Executive Officer, Robert Glaser. The bonus amount was based upon his achievement of certain financial and operating goals during fiscal year 2006.

Pursuant to the incentive compensation program for the Chief Executive Officer as established by the Compensation Committee of the Board of Directors, Mr. Glaser is eligible to earn an annual cash bonus of up to 100% of his annual base salary based on the achievement of certain financial and operating goals as determined by the Compensation Committee. For 2006, half of Mr. Glaser's bonus was based on the achievement of Company financial objectives. The remaining half of the bonus was based on Mr. Glaser's achievement of mutually agreed-upon strategic objectives.

---

**Top of the Form**

**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.

RealNetworks, Inc.

*March 9, 2007*

By: */s/ Robert Kimball*

---

*Name: Robert Kimball  
Title: Sr. Vice President, General Counsel and Corporate  
Secretary*