

AVIAT NETWORKS, INC.  
Form 8-K  
October 06, 2017

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

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Form 8-K

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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, 2017

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AVIAT NETWORKS, INC.  
(Exact name of registrant as specified in its charter)

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|                              |                  |                |
|------------------------------|------------------|----------------|
| Delaware                     | 001-33278        | 20-5961564     |
| (State or other jurisdiction | (Commission File | (I.R.S.        |
| of incorporation)            | Number)          | Employer       |
|                              |                  | Identification |
|                              |                  | No.)           |

Address of principal executive offices: 860 N. McCarthy Blvd., Suite 200, Milpitas, California 95035  
Registrant's telephone number, including area code: 408-941-7100

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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 o

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 Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On October 6, 2017, the Compensation Committee (the "Committee") of the Board of Directors of Aviat Networks, Inc. (the "Company") determined that the Company achieved the adjusted earnings before interest, taxes, depreciation and amortization threshold set for its fiscal year 2017 under the Company's 2017 Annual Incentive Plan ("AIP"), pursuant to which payments of cash incentive awards for the second-half of the Company's fiscal year 2017 may be made to certain of the Company's officers. On October 6, 2017, the Company paid cash incentive awards to its named executive officers in the amounts set forth below:

| Name           | Position   | End-of-Year AIP Award Amount |
|----------------|--|------------------------------|
| Michael Pangia | President and Chief Executive Officer  | \$324,522.02                 |
| Ralph Marimon  | Senior Vice President and Chief Financial Officer                                  | \$115,057.77                 |
| Heinz Stumpe   | Senior Vice President and Chief Sales Officer                                      | \$106,269.71                 |
| Shaun McFall   | Senior Vice President, Chief Marketing and Strategy Officer                        | \$91,528.36                  |
| Meena Elliott  | Senior Vice President, Chief Legal and Administrative Officer, Corporate Secretary | \$91,528.36                  |

The Committee is responsible for administering the AIP and determining awards to officers of the Company thereunder.

SIGNATURE

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.

AVIAT NETWORKS, INC.

October 6, 2017 By: /s/ Michael Pangia  
Name: Michael Pangia  
Title: President and Chief Executive Officer