

TENNANT CO  
Form 8-K  
February 26, 2008

UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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## 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) February 20, 2008

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## TENNANT COMPANY

(Exact name of registrant as specified in its charter)

**Minnesota**  
(State or other jurisdiction  
of incorporation)

**1-16191**  
(Commission File Number)

**41-0572550**  
(IRS Employer  
Identification No.)

**701 North Lilac Drive, P.O. Box 1452**  
**Minneapolis, Minnesota**  
(Address of principal executive offices)

**55440**  
(Zip Code)

Registrant's telephone number, including area code **(763) 540-1200**

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 (*see* General Instruction A.2. below):

- 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 2.02. Results of Operations and Financial Condition.

On February 26, 2008, Tennant Company (the Company) issued the news release that is attached hereto as Exhibit 99 and incorporated herein by reference.

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

**Approval of Targets for Long-Term Incentive Plan and Short-Term Incentive Plan**

On February 20, 2008, the Compensation Committee (the Committee) of the Company approved the following:

*Awards Under Long-Term Incentive Plan 2008.* The Committee approved targets for awards under the Long-Term Incentive Plan for 2008. Targets for the executive officers of Tennant Company who will be identified as named executive officers in the proxy statement for the 2008

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Annual Meeting of Shareholders are as follows:

	<b>Target (% of base)</b>
H. Chris Killingstad	135%
Thomas Paulson	70%
Thomas J. Dybsky	50%
Karel Huijser	60%
Don B. Westman	60%

*Awards Under Short-Term Incentive Plan 2008.* The Committee approved targets for awards under the Short-Term Incentive Plan for 2008. Targets for such named executive officers are as follows:

	<b>Target (% of base)</b>
H. Chris Killingstad	85%
Thomas Paulson	50%
Thomas J. Dybsky	40%
Karel Huijser	45%
Don B. Westman	45%

Descriptions of the Long-Term Incentive Plan for 2008 and the Short-Term Incentive Plan for 2008 were included in a Current Report on Form 8-K filed on December 18, 2007.

Item 9.01.

(d) Exhibits. The following exhibit is furnished herewith:

99 News Release dated February 26, 2008.

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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, thereunto duly authorized.

TENNANT COMPANY

Date: February 26, 2008

By: /s/ Heidi M. Hoard

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Heidi M. Hoard  
Vice President, General Counsel and  
Secretary

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EXHIBIT INDEX

Exhibit	Description	Method of Filing
99	News Release dated February 26, 2008	Filed Electronically

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