

TJX COMPANIES INC /DE/

Form 8-K

April 04, 2007

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, DC 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 29, 2007

**THE TJX COMPANIES, INC.**

(Exact Name of Registrant as Specified in its Charter)

DELAWARE

1-4908

04-2207613

(State or Other Jurisdiction  
of Incorporation)

(Commission File  
Number)

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

770 Cochituate Road, Framingham, MA 01701

(Address of Principal Executive Offices) (Zip Code)  
(508) 390-1000

Registrant's Telephone Number (Including Area Code)  
N/A

(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 1.01. ENTRY INTO A MATERIAL DEFINITIVE AGREEMENT.**

On March 29, 2007, The TJX Companies, Inc. ( TJX ) and Alexander W. Smith ( Smith ), former TJX Senior Executive Vice President, Group President, entered into a settlement agreement and mutual general release (the Settlement Agreement ). Pursuant to the Settlement Agreement, TJX agrees to pay Smith, subject to his compliance with the Settlement Agreement, \$175,000 in two installments, and Smith agrees to forfeit all remaining amounts that were or could be payable under TJX s Management Incentive Plan, Long Range Performance Incentive Plan and Supplemental Executive Retirement Plan. TJX and Smith agree that Smith s covenant not to compete under his employment agreement with TJX will not apply to Smith s employment as President and Chief Executive Officer at Pier 1, Incorporated, but that other restrictions on Smith under that employment agreement and the Settlement Agreement, including non-solicitation obligations, will continue in effect. Smith and TJX exchanged mutual releases. The Settlement Agreement is revocable by Smith until April 5, 2007. Pier 1 dismissed with prejudice its related civil action against TJX.

The Settlement Agreement is attached hereto as Exhibit 10.1.

**ITEM 9.01. FINANCIAL STATEMENTS AND EXHIBITS.**

(d) Exhibits

Exhibit 10.1 Settlement and Mutual Release Agreement between The TJX Companies, Inc. and Alexander W. Smith dated March 29, 2007.

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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.

THE TJX COMPANIES, INC.

/s/ Jeffrey G. Naylor  
Jeffrey G. Naylor  
Senior Executive Vice President and Chief  
Financial and Administrative Officer

Dated: April 4, 2007

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EXHIBIT INDEX

| Exhibit<br>Number | Description  |
|-------------------|--|
| 10.1              | Settlement and Mutual Release Agreement between The TJX Companies, Inc. and Alexander W. Smith dated March 29, 2007. |