

MICROSOFT CORP  
Form 8-K  
September 19, 2018

**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) September 17, 2018**

**Microsoft Corporation**  
**(Exact Name of Registrant as Specified in Its Charter)**

**Washington**  
**(State or Other Jurisdiction**  
**of Incorporation)**

**001-37845**  
**(Commission**

**91-1144442**  
**(IRS Employer**

**File Number)**

**Identification No.)**

**One Microsoft Way, Redmond, Washington**  
**(Address of Principal Executive Offices)**

**98052-6399**  
**(Zip Code)**

**(425) 882-8080**

**(Registrant's Telephone Number, Including Area Code)**

**(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 (*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))  
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 Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers**

(e) On September 17, 2018 the Compensation Committee of the Board of Directors of Microsoft Corporation (the Company ) approved a new Microsoft Corporation Executive Incentive Plan (the Plan ), to replace the existing Executive Incentive Plan effective for fiscal year 2019 and later awards to Company executives. The Plan was approved to reflect changes in the Internal Revenue Code; it does not change the type or amount of executive awards. Awards under the Plan may be made the form of cash, stock awards or performance stock awards with payouts determined under a pre-established formula. Cash awards may be payable based on qualitative or quantitative measures. Stock awards and performance stock awards are issued under the Microsoft Corporation 2017 Stock Plan (or, for French-qualified awards, the Microsoft Corporation 2001 Stock Plan).

The summary is qualified by the text of the Plan, a copy of which is filed as an exhibit to this report and incorporated herein by reference.

**Item 9.01. Financial Statements and Exhibits**

(d) Exhibits:

10.1 Microsoft Corporation Executive Incentive Plan

**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.

MICROSOFT CORPORATION  
(Registrant)

Date: September 19, 2018

/S/ ANN HABERNIGG  
Ann Habernigg  
Assistant Secretary