

BED BATH & BEYOND INC
Form 8-K
November 30, 2017

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) November 28, 2017

BED BATH & BEYOND INC.
(Exact name of registrant as specified in its charter)

New York
(State or other jurisdiction

of incorporation)

0-20214
(Commission

File Number)
650 Liberty Avenue

11-2250488
(I.R.S. Employer

Identification No.)

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Union, New Jersey 07083

(Address of principal executive offices) (Zip code)

(908) 688-0888

(Registrant's telephone number, including area code)

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

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 November 28, 2017, Bed Bath & Beyond Inc. (the Company) entered into an amendment to its employment agreement dated October 6, 2014 with Susan E. Lattmann, Chief Financial Officer and Treasurer. The amendment, effective as of November 1, 2017, removes the requirement in the agreement that any severance payable to Ms. Lattmann be reduced by any monetary compensation earned as a result of her employment by another employer or otherwise. The amendment also adds a trigger for severance payments in the event of a constructive termination, defined as the Company's relocation of Ms. Lattmann's place of employment by more than twenty-five miles, or the Company's material breach of one or more terms of the employment agreement. The amendment reduces the period of required post-employment non-competition from two years to one year, but provides the Company with the ability to extend the period of non-competition for an additional year provided the Company also extends severance payments for such additional period. Further, the amendment adds a requirement that Ms. Lattmann deliver a formal release of all claims prior to, and as a condition of, her receipt of any of the severance payments or other post-employment benefits described in the agreement, as amended.

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.

BED BATH & BEYOND INC.

(Registrant)

Date: November 30, 2017

By: */s/ Susan E. Lattmann*

Susan E. Lattmann

Chief Financial Officer and Treasurer

(Principal Financial and Accounting Officer)