

ALCOA INC  
Form 8-K  
January 19, 2007

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**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): January 18, 2007**

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**ALCOA INC.**

(Exact name of Registrant as specified in its charter)

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

**1-3610**  
(Commission File Number)

**25-0317820**  
(I.R.S. Employer  
Identification Number)

**390 Park Avenue, New York, New York**  
(Address of Principal Executive Offices)

**Office of Investor Relations 212-836-2674**

**10022-4608**  
(Zip Code)

**Office of the Secretary 412-553-4707**

(Registrant's telephone number, including area code)

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## Edgar Filing: ALCOA INC - Form 8-K

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

(e) *Annual Cash Incentive Awards.* At its regular meeting on January 18-19, 2007, the Compensation and Benefits Committee of the Board of Directors of Alcoa Inc. ( Alcoa ) approved annual cash incentive awards for 2006 payable to Alcoa officers. The awards approved for the principal executive officer, the principal financial officer, and the executive officers named in Alcoa's proxy statement dated February 17, 2006 (collectively, the Applicable Officers ) were as follows:

|                                                          | Annual Cash Incentive |
|----------------------------------------------------------|-----------------------|
| Name and Principal Position                              | Award for 2006        |
| Alain J. P. Belda                                        |                       |
| <i>Chairman of the Board and Chief Executive Officer</i> | \$ 2,400,000          |
| Charles D. McLane, Jr.                                   |                       |
| <i>Vice President and Chief Financial Officer</i>        | \$ 375,000            |
| Ricardo E. Belda                                         |                       |
| <i>Retired September 1, 2006</i>                         | \$ 350,000            |
| Bernt Reitan                                             |                       |
| <i>Executive Vice President and Group President,</i>     |                       |
| <i>Global Primary Products</i>                           | \$ 700,000            |
| Paul D. Thomas                                           |                       |
| <i>Executive Vice President and Group President,</i>     |                       |
| <i>Alcoa Packaging and Consumer Products</i>             | \$ 625,000            |

*Base Salaries.* On January 18-19, 2007, the Compensation and Benefits Committee also approved increases, effective January 1, 2007, to the annual base salaries of the following Applicable Officers, after a review of performance and competitive market data:

| Name                   | Year | Base Salary  |
|------------------------|------|--------------|
| Alain J. P. Belda      | 2007 | \$ 1,430,000 |
|                        | 2006 | 1,375,000    |
| Charles D. McLane, Jr. | 2007 | 525,000      |
|                        | 2006 | 360,000      |
| Bernt Reitan           | 2007 | 625,000      |
|                        | 2006 | 550,000      |
| Paul D. Thomas         | 2007 | 580,000      |
|                        | 2006 | 550,000      |

Alcoa will provide additional information regarding the compensation of executive officers in its proxy statement for the 2007 annual meeting of shareholders.

**Item 8.01 Other Events.**

On January 19, 2007, Alcoa issued a press release announcing certain actions taken by its Board of Directors at its meeting on January 19, 2007. A copy of the press release is attached hereto as Exhibit 99 and incorporated herein by reference.

**Item 9.01. Financial Statements and Exhibits.**

(d) Exhibits.

The following is filed as an exhibit to this report:

99 Alcoa Inc. press release dated January 19, 2007.

**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.

ALCOA INC.

By: /s/ Lawrence R. Purtell

Name: Lawrence R. Purtell

Title: Executive Vice President and General Counsel

Date: January 19, 2007

**EXHIBIT INDEX**

| <b>Exhibit No.</b> | <b>Description</b>                               |
|--------------------|--------------------------------------------------|
| 99                 | Alcoa Inc. press release dated January 19, 2007. |