



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

On September 17, 2006, the Board of Directors of NIKE, Inc. (the "Company") entered into an Employment Agreement between the Company and Adam S. Helfant, its Vice President, Global Sports Marketing. Mr. Helfant and the Company had also previously entered into a Covenant Not to Compete and Non-Disclosure Agreement on June 29, 1999.

The following descriptions of Mr. Helfant's Employment Agreement and Covenant Not to Compete and Non-Disclosure Agreement briefly summarize the material terms and conditions and are qualified in their entirety by reference to the full text of both of the agreements, which are filed as exhibits 10.1 and 10.2 to this current report on Form 8-K.

Under the terms of Mr. Helfant's Employment Agreement, Mr. Helfant will receive an annual base salary of \$800,000, \$900,000, and \$1,000,000 effective August 2006, 2007, and 2008 respectively. Mr. Helfant's incentive bonus target under the Company's annual Performance Sharing Plan will be 70% of his annual salary, the payout for which can be higher or lower depending on the Company's financial performance in relation to performance targets set annually by the Compensation Committee of the Board of Directors. Mr. Helfant will also receive (i) an annual award under the Company's Long-Term Incentive Plan with a target of \$300,000, the payout for which can be higher or lower depending on the Company's financial performance in relation to three-year performance targets set annually by the Compensation Committee of the Board of Directors, (ii) one annual grant of 12,697 shares of restricted stock as of July 14, 2006 with a value of \$1,000,000 based on the closing market price on the prior day, which will vest with respect to one-third of the shares on the first three anniversaries of the date of grant, and (iii) options to purchase 33,000, 50,000 and 50,000 shares of Class B Common Stock in fiscal years 2007, 2008 and 2009, respectively, which will vest with respect to 25% of the shares on the first four anniversaries of the date of grant. If Mr. Helfant's employment is terminated (i) without cause, or (ii) by him for good reason, he will receive continuation of his then current base salary for one year, and a one-time payment equal to 100% of his target incentive bonus for the applicable fiscal year.

Mr. Helfant's Covenant Not to Compete and Non-Disclosure Agreement contains a covenant not to compete that extends for one year following the termination of his employment with the Company. The agreement provides that if Mr. Helfant's employment is terminated, the Company will make monthly payments to him during the one-year noncompetition period in an amount equal to 1/12th of his then current annual salary. The Company may waive the covenant not to compete within 14 days of termination. If the covenant is waived, the Company will not be required to make the payments described.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

- 10.1 Covenant Not to Compete and Non-Disclosure Agreement, dated June 29, 1999, between NIKE, Inc. and Adam Helfant.
- 10.2 Employment Agreement, dated September 17, 2006, between NIKE, Inc. and Adam Helfant.

Edgar Filing: NIKE INC - Form 8-K

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.

NIKE, Inc.  
(Registrant)

Date: September 21, 2006

/s/ Donald W. Blair  
By: \_\_\_\_\_  
Donald W. Blair,  
Chief Financial Officer