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COHERENT INC Form 8-K December 05, 2005

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): November 29, 2005

Coherent, Inc.

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction of incorporation)

000-05255 (Commission File Number) 94-1622541 (IRS Employer Identification No.)

5100 Patrick Henry Drive

Santa Clara, CA 95054

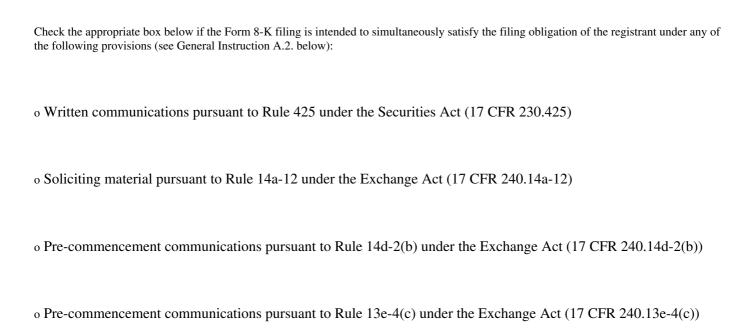
(Address of principal executive offices, including zip code)

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(408) 764-4000

(Registrant s telephone number, including area code)

(Former name or former address, if changed since last report)



Item 1.01 Entry into a Material Definitive Agreement.

On November 29, 2005, the registrant adopted the 2006 Officer s Variable Compensation Plan (the Plan). The Plan is designed to deliver incentives that are competitive with those received by executives at comparable companies in the marketplace. Its primary objectives are to encourage a high level of performance against business objectives on the part of participants. The Plan provides for quarterly bonus payments to qualifying officers of the registrant based in part upon (i) the officer s salary for the quarter, (ii) the officer s bonus rate, and (iii) the registrant s revenues and profits for the quarter. If certain minimum revenue and profit goals are not obtained in any given quarter, then no quarterly bonus payments will be made under the Plan with respect to that quarter.

SIGNATURES

SIGNATURES 4

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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.

COHERENT, INC. a Delaware corporation

By: /s/ Helene Simonet Helene Simonet Executive Vice President and Chief Financial Officer

Date: December 5, 2005