

Rubicon Technology, Inc.
Form 8-K
March 19, 2008

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: March 17, 2008

(Date of earliest event reported)

RUBICON TECHNOLOGY, INC.

(Exact Name of Registrant as Specified in Its Charter)

Delaware
(State of Incorporation)

Commission File No.
001-33834

36-4419301
(I.R.S. Employer Identification No.)

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9931 Franklin Avenue

Franklin Park, Illinois
(Address of Principal Executive Offices)

60131
(Zip Code)

Registrant's Telephone Number, Including Area Code:

(847) 295-7000

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))

Item 5.02. Compensatory Arrangements of Certain Officers.

On March 17, 2008, the Compensation Committee (the Compensation Committee) of the board of directors of Rubicon Technology, Inc. (the Company) approved bonus awards for the Company s executive officers and other key employees in recognition of the Company exceeding performance targets under its 2007 Bonus Plan. The portion of the total amount payable to non-executive employees is determined by the Company s Chief Executive Officer. The Compensation Committee determines the amount payable to the Company s executive officers. The bonuses were granted in the following amounts to the Company s executive officers:

| Name and title | Amount of bonus |
|---|-----------------|
| Raja M. Parvez | |
| Chief Executive Officer and President | \$ 250,000 |
| William F. Weissman | |
| Chief Financial Officer | \$ 20,000 |
| Hap Hewes | |
| Senior Vice President Sales and Marketing | \$ 20,000 |

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.

RUBICON TECHNOLOGY, INC.

Date: March 19, 2008

By: /s/ William F. Weissman
Name: William F. Weissman
Title: Chief Financial Officer