

COMMUNITY TRUST BANCORP INC /KY/
Form 8-K
January 25, 2007

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)
January 23, 2007

Community Trust Bancorp, Inc.

(Exact name of registrant as specified in its charter)

Kentucky

*(State or other jurisdiction of
Incorporation or organization)*

61-0979818

(IRS Employer Identification Number)

346 North Mayo Trail

Pikeville, Kentucky

(Address of principal executive offices)

41501

(Zip code)

(606) 432-1414

(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 425 under the Securities 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 1.01—Entry Into a Material Definitive Agreement

On January 23, 2007, the Compensation Committee (the "Committee") of the Board of Directors of Community Trust Bancorp, Inc. (the "Company") took the following actions:

Base Salary Increases

The Committee approved new annual base salaries (effective January 23, 2007) for the following named executive officers:

Name and Principal Position	2007 Base Salary (\$)
Jean R. Hale Chairman, President and Chief Executive Officer	402,000
Mark A. Gooch Executive Vice President and Secretary	297,000
Michael S. Wasson Executive Vice President	184,000
Tracy E. Little Executive Vice President	166,000
Larry W. Jones Executive Vice President	167,500
Jim Draughn Executive Vice President	167,500

2006 Annual Incentive Compensation Awards

The Company's named executive officers were participants in the Company's Senior Management Incentive Compensation Plan (the "Plan"). On January 23, 2007, the Committee reviewed the performance measures established under the Plan for the 2006 Plan year and determined the level of performance measure actually achieved by the Company under the Plan for 2006. In addition, the Committee determined the amount earned in 2006 under the Plan (to be paid in January 2007) by each below named executive officer.

Name and Principal Position	2006 Cash Bonus Awarded Under the Senior Management Incentive Compensation Plan (\$)
Jean R. Hale Chairman, President and Chief Executive Officer	70,400
Mark A. Gooch Executive Vice President and Secretary	54,000

Michael S. Wasson Executive Vice President	35,600
Tracy E. Little Executive Vice President	32,500
Larry W. Jones Executive Vice President	31,500
Jim Draughn Executive Vice President	30,000

The actual amounts of the Senior Management Incentive Compensation Plan awards are calculated according to a schedule comparing earnings per share ("EPS") and return on average assets ("ROAA") for the Award Period to a pre-determined performance standard. For 2006, 100% of the target ROAA of 1.26% and \$2.43 EPS was required for an incentive to be earned. The Company achieved an ROAA of 1.33% and an EPS of \$2.59 which earned the second tier of the Senior Management Incentive Compensation Plan, which was 20% of 2006 base salary. For 2007, actual amounts of the Senior Management Incentive Compensation Plan awards will also be calculated according to a schedule comparing EPS and ROAA for the Award Period to a pre-determined performance standard.

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 thereunto duly authorized.

COMMUNITY TRUST BANCORP, INC.

By:

Date: January 25, 2007

/s/ Jean R. Hale

Jean R. Hale

Chairman, President and Chief Executive Officer