



Edgar Filing: Great Western Bancorp, Inc. - Form 8-K

If an emerging growth company, indicate by checkmark if the registrant has elected not to use the extended period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

---

ITEM 1.01. ENTRY INTO A MATERIAL DEFINITIVE AGREEMENT

On August 30, 2018, Great Western Bancorp, Inc. (the "Company") reported on a Form 8-K that Doug Bass, formerly serving as Executive Vice President and Regional President of the Company, was appointed President and Chief Operating Officer effective October 1, 2018, and that his then current employment agreement entered into on December 15, 2018 ("Agreement"), a copy of which was filed as Exhibit 10.3 to the Company's Form 8-K filed on December 18, 2017, and incorporated herein by this reference, would be amended. On October 27, 2018, the Company and Mr. Bass entered into an Amended and Restated Employment Agreement ("Amended Agreement"). The following is a summary of the material modifications from his prior agreement: (i) a change in his position to President and Chief Operating Officer, (ii) an increase in his base salary to \$535,000, (iii) an increase in his target annual incentive compensation opportunity to 65% of his base salary, and (iv) a long-term incentive compensation award of \$455,000. All other terms contained in the Amended Agreement are unchanged from the Agreement. The description of material changes are qualified in their entirety by reference to the full text of the Amended Agreement attached as Exhibit 10.1 and incorporated by reference.

ITEM 9.01. FINANCIAL STATEMENTS AND EXHIBITS

(d) Exhibits.

Exhibit No. Description

10.1 Employment Agreement between Great Western Bancorp, Inc. and Doug Bass

---

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.

GREAT WESTERN BANCORP,  
INC.

Date: October 29, 2018 By: /s/ Donald J. Straka  
Name: Donald J. Straka  
Title: General Counsel and Secretary

---

INDEX TO EXHIBITS

Exhibit No. Description

10.1 Employment Agreement between Great Western Bancorp, Inc. and Doug Bass