

DAKTRONICS INC /SD/  
Form 8-K  
March 25, 2005

---

---

**UNITED STATES**

**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): March 25, 2005

**Daktronics, Inc.**

(Exact name of registrant as specified in its charter)

---

**South Dakota**  
(State or other jurisdiction of  
incorporation or organization)

**0-23246**  
(Commission  
File Number)

**46-0306862**  
(I.R.S. Employer  
Identification Number)

**331 32<sup>nd</sup> Avenue**  
**Brookings, SD**  
(Address of principal executive office)

**57006**  
(zip code)

**(605) 697-4000**  
(Registrant's telephone number, including area code)

**Not Applicable**  
(Former name or former address, if changed since last report.)

---

**Item 1.01 Entry into a Material Definitive Agreement**

(a) On February 24, 2005, the Compensation Committee of the Board of Directors of Daktronics, Inc. (the Company) recommended and the Board of Directors approved a change in the compensation plans for Brad Wiemann, Reece Kurtenbach and Seth Hansen, all Vice Presidents of the Company. All three individuals earn a fixed salary (described below). In addition, each of these individuals is eligible to receive a discretionary bonus of up to 1 ½ month's pay and a formula-based performance bonus equal to ½ month's pay if after-tax earnings exceed 13% of stockholders' equity at the beginning of the fiscal year, increasing linearly with performance to a maximum bonus of 1 ½ month's salary if after-tax earnings exceed 19% of beginning stockholders' equity. The formula-based performance bonus is determined at the end of each fiscal year.

Effective December 26, 2004, Mr. Wiemann's base compensation was increased to \$132,000, and he was awarded a discretionary bonus in the amount of \$15,960.

Effective January 30, 2005, Mr. Kurtenbach's base compensation was increased to \$137,400, and he was awarded a discretionary bonus in the amount of \$16,650.

Effective November 28, 2004, Mr. Hansen's base compensation was increased to \$127,200, and he was awarded a discretionary bonus in the amount of \$10,300.

---

**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.

**DAKTRONICS, INC.**

By: /s/ William R. Retterath  
William R. Retterath, Chief Financial Officer

Date: March 25, 2005

---