

FORCE PROTECTION INC  
Form 8-K  
March 21, 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 (Date of earliest event reported): **March 18, 2008**

**FORCE PROTECTION, INC.**

(Exact name of registrant as specified in its charter)

**Nevada**  
(State or other jurisdiction  
of incorporation)

**000-22273**  
(Commission  
File Number)

**84-1383888**  
(IRS Employer  
Identification No.)

**9801 Highway 78, Building No. 1, Ladson, SC**  
(Address of principal executive offices)

**29456**  
(Zip Code)

Registrant's telephone number, including area code: **(843) 574-7000**

**N/A**  
(Former name or former address, if changed since last report)

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):

## Edgar Filing: FORCE PROTECTION INC - Form 8-K

- o Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
  
  - o Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
  
  - o Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
  
  - o Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
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**Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On March 18, 2008, a Separation Agreement (the "Separation Agreement") between Force Protection, Inc. (the "Company") and Raymond Pollard became effective. On March 3, 2008, Raymond Pollard, Chief Operating Officer of the Company, departed from the Company effective March 3, 2008.

The Separation Agreement provides for severance payments in an amount equal to Mr. Pollard's current annual base salary for a period of one year on a bi-weekly basis and any accrued and unpaid vacation pay payable within the next regular payroll, with such payments reduced by the applicable tax withholding. If Mr. Pollard elects to receive continuation of coverage under the Company's medical, dental and vision insurance plans, the Company will pay the employer portion of the insurance premiums. Mr. Pollard shall be indemnified as an executive officer of the Company to the extent provided in the Company's by-laws as in effect on the day of his departure. For a period of twelve months after the date of his departure, Mr. Pollard agreed not to compete with the Company and not solicit any clients or employees of the Company. Mr. Pollard also agreed not to disclose any confidential information of the Company gained during the course of his employment, except as required by law or with the prior written consent of the Company. Mr. Pollard agreed to release, waive and discharge any claims he may have against the Company and its subsidiaries, including but not limited to any claims arising out of his employment.

A copy of the Severance Agreement is attached as Exhibit 10.1 to this Current Report on Form 8-K and incorporated by reference herein.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits

| <b>Exhibit</b> | <b>Description</b>   |
|----------------|--|
| 10.1           | Severance Agreement dated as of March 11, 2008 by and between Force Protection, Inc. and Raymond Pollard |

**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.

Force Protection, Inc.  
(Registrant)

Date: March 20, 2008

/s/ Michael Moody  
(Signature)

Name: Michael Moody  
Title: President and Chief Executive Officer

**EXHIBIT LIST**

| <b>Exhibit</b> | <b>Description</b>   |
|----------------|--|
| 10.1           | Severance Agreement dated as of March 11, 2008 by and between Force Protection, Inc. and Raymond Pollard |