

HORACE MANN EDUCATORS CORP /DE/  
Form 8-K  
March 13, 2012

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: March 7, 2012

**HORACE MANN EDUCATORS CORPORATION**

(Exact name of registrant as specified in its charter)

Delaware  
(State of incorporation)

1-10890  
(Commission File Number)

37-0911756  
(I.R.S. Employer

Identification No.)

1 Horace Mann Plaza, Springfield, Illinois 62715-0001

(Address of principal executive offices, including zip code)

Registrant's telephone number, including area code: 217-789-2500

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 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 1.01: Entry into a Material Definitive Agreement**

On March 7, 2012, the Horace Mann Educators Corporation Board of Directors adopted the Horace Mann Service Corporation ( HMSC ) Executive Severance Plan (the Plan ), which will be effective as of March 15, 2012. The Plan is attached as Exhibit 10.16 and is incorporated by reference herein. The HMSC Executive Severance Plan Schedule A Participants, a listing that identifies executive positions of responsibility within the corporation eligible to participate in the Plan, is attached as Exhibit 10.16(a) and is incorporated by reference herein.

As documented in the Plan, persons having an individual agreement with HMSC regarding severance or change in control will not be eligible to participate in the Plan until such time as their prior agreement is no longer in force.

**Item 9.01: Financial Statements and Exhibits**

- (d) Exhibits. Management contracts and compensatory plans are indicated by an asterisk (\*).
  - 10.16\* HMSC Executive Severance Plan.
  - 10.16(a)\* HMSC Executive Severance Plan Schedule A Participants.

**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.

HORACE MANN EDUCATORS CORPORATION

By: /s/ Bret A. Conklin  
Name: Bret A. Conklin  
Title: Senior Vice President & Controller  
(Principal Accounting Officer)

Date: March 13, 2012