



Edgar Filing: APPLEBEE'S INTERNATIONAL INC - Form 8-K

- [ ] 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 December 23, 2004, the Executive Compensation Committee of Applebee's International, Inc. (the "Company") approved the criteria pursuant to which cash bonuses will be paid to the Chief Executive Officer and the next four most highly compensated executive officers of the Company for fiscal 2005 under the Company's 2001 Senior Executive Bonus Plan and 1999 Management and Executive Incentive Plan. These criteria are also used to establish bonuses for officers and other employees of the company. The Committee has not approved individual bonus eligibility amounts or percentages. The officers are eligible to receive bonuses if certain qualitative and quantitative individual and Company performance criteria are achieved during fiscal 2005. These criteria include earnings per share and other operating targets, which the Company does not publish because doing so would disclose confidential business information.

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 hereunto duly authorized.

Date: December 30, 2004

APPLEBEE'S INTERNATIONAL, INC.

By: /s/ Steven K. Lumpkin

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Steven K. Lumpkin  
Executive Vice President and  
Chief Financial Officer