

HERITAGE COMMERCE CORP  
Form 8-K  
November 01, 2011

**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): **October 27, 2011**

**HERITAGE COMMERCE CORP**

(Exact name of registrant as specified in its charter)

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

**000-23877**  
(Commission File Number)

**77-0469558**  
(IRS Employer Identification No.)

**150 Almaden Boulevard, San Jose, CA**  
(Address of principal executive offices)

**95113**  
(Zip Code)

Registrant's telephone number, including area code: **(408) 947-6900**

**Not Applicable**

(Former name or former address, if changed since last report.)

## Edgar Filing: HERITAGE COMMERCE CORP - Form 8-K

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):

- 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))
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**Item 5.02 Departure of Directors or Principal Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On October 27, 2011, the Board of Directors upon recommendation of its Compensation Committee approved increases in the salaries of the Registrant's executive officers as follows:

Name	Prior Salary	New Salary
Walter T. Kaczmarek Chief Executive Officer and President	\$ 333,770	\$ 360,400
Margaret A. Incandela Executive Vice President and Chief Credit Officer	\$ 240,000	\$ 250,800
Dan T. Kawamoto Executive Vice President and Chief Administrative Officer	\$ 240,000	\$ 247,200
Lawrence D. McGovern Executive Vice President and Chief Financial Officer	\$ 232,000	\$ 242,400
Raymond Parker Executive Vice President/Banking Division	\$ 250,300	\$ 257,800

The salary increases become effective on November 1, 2011.

**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 thereunto duly authorized.

HERITAGE COMMERCE CORP

DATED: October 27, 2011

By: /s/ Walter T. Kaczmarek  
Walter T. Kaczmarek  
Chief Executive Officer and President