

VMWARE, INC.  
Form 8-K  
January 24, 2008

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**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): January 17, 2008

**VMWARE, INC.**

*(Exact name of registrant as specified in its charter)*

**Delaware**  
(State or Other Jurisdiction of Incorporation)

**001-33622**  
(Commission File Number)

**94-3292913**  
(IRS Employer Identification Number)

**3401 Hillview Avenue, Palo Alto, CA**  
(Address of Principal Executive Offices)

**94304**  
(Zip code)

**Registrant's telephone number, including area code: (650) 427-5000**

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):

.. 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))

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“ 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.**

(e) Compensation arrangements of certain officers

In July 2007, VMware, Inc. granted a restricted stock unit award to Diane Greene, its President and Chief Executive Officer and a member of its Board of Directors. The restricted stock units were scheduled to vest in 2009 if performance goals to be established by the Compensation and Corporate Governance Committee and customary employment conditions are met. On January 17, 2008, the Committee established a performance goal for vesting of the award. The goal is based on VMware's financial performance during calendar year 2008. The restricted stock unit award will vest in its entirety in 2009 when performance is certified by the Committee.

**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: January 24, 2008

VMWARE, INC.

By: /s/ Rashmi Garde  
Rashmi Garde  
Vice President and General Counsel