

RAYMOND JAMES FINANCIAL INC  
Form 8-K  
January 04, 2006

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

**FORM 8-K**

**CURRENT REPORT  
Pursuant to Section 13 and 15(d) of the  
Securities Exchange Act of 1934**

**January 4, 2006**

Date of report (date of earliest event reported)

**Raymond James Financial, Inc.**  
(Exact Name of Registrant as Specified in Its Charter)

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

**1-9109**  
(Commission File Number)

**59-1517485**  
(IRS Employer Identification No.)

**880 Carillon Parkway St. Petersburg, FL 33702**  
(Address of Principal Executive Offices) (Zip Code)

**(727) 567-1000**  
(Registrant's Telephone Number, Including Area Code)

**Not Applicable**  
(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))
  - Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
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**Item 1.01 Entry into a Material Definitive Agreement.**

The Corporate Governance, Nominating and Compensation Committee, in accordance with the Senior Management Compensation Plan approved by the Company's shareholders in 2005, has approved the following fiscal 2006 bonus formulas for the executive officers named below.

| <b>Executive Officer</b>  | <b>Bonus Formula</b>   |
|---|--|
| Thomas A. James<br>Chairman and Chief<br>Executive Officer -<br>Raymond James<br>Financial, Inc. ("RJF")                      | 1.1% of total Company pre-tax profits.   |
| Chet Helck<br>President and Chief<br>Operating Officer -<br>RJF   | 0.83% of total Private Client Group ("PCG")<br>pre-tax profits per PCG Contribution Report*;<br><br>plus, participation in a bonus pool equal to<br>0.75% of the Company's pre-tax profits (the<br>"Company Performance Bonus Pool").                                |
| Richard G. Averitt, III<br>Chairman and Chief<br>Executive Officer -<br>Raymond James<br>Financial Services,<br>Inc. ("RJFS") | 0.83% of pre-tax profits of RJFS per PCG<br>Contribution Report*;<br><br>plus, participation in the Company Performance<br>Bonus Pool.   |
| Richard K. Riess<br>Executive Vice<br>President - RJF   | 3.2% of pre-tax profits of Eagle Asset<br>Management, Inc., plus<br><br>2.25% of pre-tax profits of Heritage Asset<br>Management, Inc. and RJA's Asset Management<br>Services division;<br><br>plus, participation in the Company Performance<br>Bonus Pool.         |
| Van C. Sayler<br>Senior Vice President,<br>Fixed Income -<br>Raymond James &<br>Associates, Inc. ("RJA")                      | A portion of the pre-tax profits of RJA's Fixed<br>Income department equal to:<br><br>6.0% on the first \$16 million of such profits,<br>plus,<br>3.75% on such profits exceeding \$16 million;<br><br>plus, participation in the Company Performance<br>Bonus Pool. |
| Jeffrey E. Trocin   | A portion of the pre-tax profits of RJA's Equity<br>Capital Markets, including international   |

|   |   |
|---|---|
| Executive Vice President,<br>Equity Capital Markets Group - RJA | institutional equity sales equal to:<br><br>6.0% on the first \$16 million of such profits,<br>plus,<br>3.75% on such profits exceeding \$16 million;<br><br>plus, participation in the Company Performance Bonus Pool. |
| Dennis W. Zank<br>President RJA                                 | 2.1% of the pre-tax profits of RJA per PCG contribution report*;<br><br>plus, participation in the Company Performance Bonus Pool.  |

\* The PCG Contribution Report adjusts the Private Client Group financial statement pre-tax profits for items related to the private client group

sales force, primarily a credit for interest income on cash balances arising from private clients, and also includes adjustments to actual

clearing costs, mutual fund revenues and expenses, credit for correspondent clearing, insurance agency and certain asset management

profits, accruals for benefit expenses, profits generated by certain private client support operations and other adjustments. These

adjustments may include or exclude items to measure specific objectives, such as losses from discontinued operations, extraordinary,

unusual or nonrecurring gains and losses, the cumulative effect of accounting changes, acquisitions or divestitures, and foreign exchange

impacts.

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**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.

RAYMOND JAMES FINANCIAL, INC.

Date: January 4, 2006

By: /s/ Thomas A. James  
Thomas A. James  
Chairman and Chief Executive  
Officer

By: /s/ Jeffrey P. Julien  
Jeffrey P. Julien  
Senior Vice President - Finance  
and Chief Financial Officer