

COMMERCE BANCSHARES INC /MO/

Form 8-K/A

March 05, 2008

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

**Form 8-K/A  
CURRENT REPORT  
PURSUANT TO SECTION 13 OR 15(d) OF THE  
SECURITIES EXCHANGE ACT OF 1934  
Date of Report (Date of earliest event reported): February 1, 2008**

**Commerce Bancshares, Inc.  
(Exact name of registrant as specified in its charter)**

Missouri

0-2989

43-0889454

**(State of Incorporation)**

**(Commission File Number)**

**(IRS Employer Identification No.)**

1000 Walnut,  
Kansas City, MO

64106

**(Address of principal executive  
offices)**

**(Zip Code)**

(816) 234-2000

**(Registrant's telephone number, including area code)**

**(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:

- 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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This filing amends Item 5.02 of the Form 8-K previously filed February 5, 2008. Item 5.02 is amended in its entirety to read as follows:

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers**

On February 1, 2008 the Company's Board of Directors approved the recommendations of the Compensation and Human Resources Committee with respect to the base salary for 2008 (effective April 1, 2008) and the payment of cash bonuses to the Company's CEO and its other named executive officers. The cash bonuses include performance-based compensation in accordance with the Company's Executive Incentive Compensation Plan. They also include discretionary bonuses outside of the EICP that are not intended to qualify as performance-based. The Board also approved the Committee's recommendations for the grant to those individuals of stock appreciation rights and restricted stock awards under the Company's 2005 Equity Incentive Plan.

Executive Officer	Title	2008	2007	2007	Total	Stock	Restricted
		Salary	Performance- Based Bonus	Discretionary Bonus	2007 Cash Bonus	Appreciation Rights	Stock Awards
		\$	\$	\$	\$	#	#
David W. Kemper	Chairman, President & CEO	848,500	298,708	217,792	516,500	97,750	4,104
Jonathan M. Kemper	Vice Chairman	437,500	111,170	81,330	192,500	41,400	1,486
Seth M. Leadbeater	Vice Chairman	345,000	80,992	59,008	140,000	20,700	1,070
Charles G. Kim	Executive Vice President	345,000	76,545	65,455	142,000	19,550	994
Kevin G. Barth	Executive Vice President	345,000	76,545	65,455	142,000	19,550	994
A. Bayard Clark	Executive Vice President & CFO	265,500	51,860	38,140	90,000	16,100	720

**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.

**COMMERCE BANCSHARES, INC.**

By: /s/ Jeffery D. Aberdeen  
Jeffery D. Aberdeen  
Controller  
(Chief Accounting Officer)

Date: March 5, 2008