

KIRKLAND'S, INC  
Form 8-K  
April 04, 2012

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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):

March 30, 2012

Kirkland's, Inc.

(Exact name of registrant as specified in its charter)

Tennessee

(State or other jurisdiction  
of incorporation)

000-49885

(Commission  
File Number)

621287151

(I.R.S. Employer  
Identification No.)

2501 McGavock Pike, Suite 1000, Nashville,  
Tennessee

(Address of principal executive offices)

37214

(Zip Code)

Registrant's telephone number, including area code:

615-872-4800

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:

- 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 Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

(e) On March 30, 2012 the Compensation Committee of our Board of Directors approved, effective as of March 11, 2012, the fiscal 2012 base salary for our executive officers, and the following table sets forth the fiscal 2012 base salaries for our Named Executive Officers:

Named Executive Officer - Base Salary

Robert E. Alderson - \$545,000

W. Michael Madden - \$345,000

Michelle R. Graul - \$300,000

Also on March 5, 2012, the Compensation Committee of our Board of Directors awarded a discretionary bonus with respect to our management team. The Compensation Committee approved the following bonuses for fiscal 2011 for the executive officers named below:

Named Executive Officer - Fiscal 2011 Bonus

Robert E. Alderson - \$131,250

W. Michael Madden - \$62,813

Michelle R. Graul - \$43,500

Our executive officers did not receive any payments under our non-equity incentive cash bonus program with respect to fiscal 2011.

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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.

Kirkland's, Inc.

*April 4, 2012*

By: */s/ W. Michael Madden*

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*Name: W. Michael Madden*

*Title: Senior Vice President and Chief Financial Officer*