

# SECURITIES AND EXCHANGE COMMISSION

## FORM 8-K

Current report filing

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### FILER

#### **ADVENT SOFTWARE INC /DE/**

CIK: **1002225** | IRS No.: **942901952** | State of Incorporation: **DE** | Fiscal Year End: **1231**  
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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**

Washington, DC 20549

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**FORM 8-K**

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

**January 20, 2009**

Date of Report (date of earliest event reported)

**ADVENT SOFTWARE, INC.**

(Exact name of Registrant as specified in its charter)

**State of Delaware**

(State or other jurisdiction of  
incorporation or organization)

**0-26994**

(Commission File Number)

**94-2901952**

(I.R.S. Employer  
Identification Number)

**600 Townsend Street**

**San Francisco, California 94103**

(Address of principal executive offices)

**(415) 543-7696**

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

On January 20, 2009, the Company's Compensation Committee approved a form of 2009 Executive Short-Term Incentive Plan (the "Plan") which applies to the Principal Executive and Financial Officer, and executive-level members of the Registrant's Executive Management Team (the "Executives"). A description of the Plan is filed as Exhibit 10.1 to this report.

**ITEM 9.01 Financial Statements and Exhibits**

(d) Exhibits

The following exhibit is furnished as part of this Current Report on Form 8-K.

<u>Exhibit No.</u>	<u>Exhibit Description</u>
10.1	Description of 2009 Executive Short-Term Incentive Plan.

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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, thereunto duly authorized.

**ADVENT SOFTWARE, INC.**

By: /s/ James S. Cox  
James S. Cox  
*Vice President and Corporate Controller*  
*(Principal Accounting Officer)*

Dated: January 26, 2009

**EXHIBIT INDEX**

<b>Exhibit No.</b>	<b>Exhibit Description</b>
10.1	Description of 2009 Executive Short-Term Incentive Plan.

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### Summary of Plan Terms for 2009 Executive Short-Term Incentive Plan

The Advent Software 2009 Executive Short-Term Incentive Plan (the “Plan”) is designed to motivate and reward the Executive Team for short-term achievement of annual contract value, revenue and income from operations milestones during the 2009 fiscal year. A summary of the terms follows:

- The Plan is applicable to the Chief Executive and Financial Officer and executive-level members of Advent’s Executive Management Team (the “Executives”)
  - The individual plans establish various target amounts, performance measures and goals of the cash bonuses awarded under the Plan for each Executive.
  - Current target amounts range from a total per individual of \$97,000 to \$275,000.
  - Plan targets are based on annual contract value, recognized revenue, income from operations (excluding stock-based compensation, amortization and restructuring expenses) and individual executive performance relative to goals.
  - The Plan is an annual plan and is effective for fiscal year 2009. Any bonuses earned will be paid in the first quarter of 2010.
  - The Plan may be renewed at the election of the Company for future periods.
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