

GIBALTAR INDUSTRIES, INC.

Form 8-K

September 23, 2009

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, DC 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) September 23, 2009 (September 17, 2009)**

**GIBALTAR INDUSTRIES, INC.**

(Exact name of registrant as specified in its charter)

Delaware

0-22462

16-1445150

(State or other jurisdiction  
of incorporation)

(Commission  
File Number)

(IRS Employer  
Identification No.)

3556 Lake Shore Road

P.O. Box 2028

Buffalo, New York 14219-0228

(Address of principal executive offices) (Zip Code)

Registrant's telephone number, including area code (716) 826-6500

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 com
  - ☐ 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.**

**Award of Performance Units**

On September 17, 2009, the Board of Directors of Gibraltar Industries, Inc. (the "Company"), acting pursuant to the recommendation of the Company's Compensation Committee, made awards of Performance Units under the Company's 2005 Equity Compensation Plan (the "Plan"). Under the form of award of the Performance Units (the "Award"), a recipient (the "Recipient") is granted Performance Units that may be converted into cash if the Company achieves certain targeted levels of performance compared to a group of peer companies. Consistent with the Plan, the maximum number of Performance Units which the Recipient is eligible to receive pursuant to the Award may also include any additional Performance Units credited to Recipient as a result of performance that exceeds median peer group performance, any dividends the Company issues in shares and the anti-dilution provisions of the Plan.

Under the Award the Company's level of performance is evaluated over specified performance periods (each a "Performance Period") and measured against the total shareholder returns experienced by the several members of a peer group of companies the Award specifies (the "TSR"). The TSR applicable to the Award in a particular Performance Period is determined according to a formula set forth in the Award.

This description is qualified in its entirety by reference to the terms and conditions of the form of the Award, a copy of which is attached hereto as Exhibit 10.1 and is incorporated herein by reference.

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**ITEM 9.01 Financial Statements and Exhibits**

(d) Exhibits

10.1 Gibraltar Industries, Inc. 2005 Equity Incentive Plan Form of Award of Performance Units.

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**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the Registrant has duly caused this Report to be signed on its behalf by the undersigned hereunto duly authorized.

Dated: September 23, 2009

GIBRALTAR INDUSTRIES, INC.

/s/ Timothy J. Heasley

Name: Timothy J. Heasley

Title: Senior Vice President,  
Corporate Controller and Secretary

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**EXHIBIT INDEX**

Exhibit

No.

Description

Exhibit 10.1 Gibraltar Industries, Inc. 2005 Equity Incentive Plan Form of Award of Performance Units.