

STARTEK INC  
Form 8-K  
August 08, 2005

**U.S. 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): **August 1, 2005**  
**STARTEK, INC.**

**(Exact name of Registrant as specified in its charter)**

**DELAWARE**

**1-12793**

**84-1370538**

**(State or other jurisdiction of  
incorporation or organization)**

**(Commission File Number)**

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

**100 Garfield Street, Denver, Colorado 80206**

**(Address of principal executive offices; zip code)**

**(303) 399-2400**

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

**(Former name, former address and former fiscal year, 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))**

- o **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  
Material  
Definitive  
Agreement**

On August 1, 2005, StarTek, Inc. and Rodd E. Granger entered into an offer letter in connection with the appointment of Mr. Granger as Executive Vice President and Chief Financial Officer of StarTek, Inc. The letter provides for an annual salary of \$220,000 per year, subject to future increases based upon performance and goal achievements. Mr. Granger is eligible to participate in the StarTek Leadership Incentive Plan, wherein he may receive a bonus of up to 50% of his actual base earnings effective as of August 1, 2005. The portion of the aforementioned 50% bonus that Mr. Granger receives is dependent on the level of achievement toward corporate-wide financial targets, as described in the StarTek Leadership Incentive Plan. Mr. Granger was also awarded 65,000 shares of StarTek, Inc. common stock at a strike price of \$16.52, the price of StarTek, Inc.'s common stock as of the close of the stock market on Friday July 29, 2005. These options will vest ratably over a 5 year period.

If Mr. Granger's employment at StarTek, Inc. terminates for any reason other than cause, he will receive twelve months of severance. For the purposes of this agreement, cause shall require a reasonable good faith determination by StarTek, Inc. and is defined as (1) an act or acts constituting a felony; (2) an act or acts constituting dishonesty or disloyalty with respect to StarTek; (3) an act or acts constituting fraud; and/or (4) an act or acts that materially adversely affect StarTek's business or reputation.

Mr. Granger previously signed a standard Form of Indemnification Agreement with StarTek, Inc. upon his initial appointment to Interim CFO in May of 2005. This Indemnification Agreement is hereby incorporated by reference to Exhibit 10.49 to our Form 10-K for the year ended December 31, 2004.

**ITEM 5.02. Departure of  
Directors or  
Principal  
Officers;  
Election of  
Directors;  
Appointment  
of Principal  
Officers**

On August 1, 2005, StarTek, Inc. appointed Rodd E. Granger as Executive Vice President and Chief Financial Officer, effective immediately. Mr. Granger, 40, has been a Vice President of StarTek since July 2004, and previously served as Interim Chief Financial Officer from October 1, 2004, to January 3, 2005 and from March 1, 2005 to August 1, 2005. From 1997 to July 2003, he held several officer level positions at TeleTech Holdings, Inc., most recently as Vice President - Global Pricing Strategies. Prior to joining TeleTech, Mr. Granger worked in finance at US West Communications and was an audit manager with KPMG Peat Marwick.

**ITEM 9.01. Exhibits**

| Exhibit No. | Description  |
|-------------|--|
| 10.23       | Offer Letter for Rodd E. Granger, effective as of August 1, 2005 |

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***SIGNATURES***

Pursuant to the requirements of the Securities and Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

STARTEK, INC.

Date: August 4, 2005

By: /s/ Steven D. Butler  
Steven D. Butler  
President and Chief Executive Officer

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**Exhibit Index**

| Exhibit No. | Description  |
|-------------|--|
| 10.23       | Offer Letter for Rodd E. Granger, effective as of August 1, 2005 |