

DOMINION RESOURCES INC /VA/
Form 8-K
January 29, 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) January 26, 2009

Dominion Resources, Inc.
(Exact Name of Registrant as Specified in Its Charter)

| | | |
|---|--|--|
| Virginia (State or other jurisdiction of incorporation) | 001-08489 (Commission File Number) | 54-1229715 (IRS Employer Identification No.) |
|---|--|--|

| | |
|---|---------------------|
| 120 Tredegar Street Richmond, Virginia (Address of Principal Executive Offices) | 23219 (Zip Code) |
|---|---------------------|

Registrant's Telephone Number, Including Area Code (804) 819-2000

(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 (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))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

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

2009 Annual Incentive Plan

On January 26, 2009, the Dominion Resources, Inc. (Dominion) Compensation, Governance and Nominating Committee (CGN Committee) approved the 2009 Annual Incentive Plan (the "Plan"). Under the Plan, Dominion's officers are eligible for an annual performance-based cash award. Each officer has a target incentive award under the Plan based on a percentage of base salary. For 2009, the target percentages of base salary for Dominion's named executive officers are as follows: President and Chief Executive Officer – 125%; Executive Vice President and Chief Financial Officer – 95%; President and Chief Executive Officer – Dominion Generation Business Unit – 95%; Chief Executive Officer -- Dominion Energy Business Unit – 90%; and President and Chief Nuclear Officer – Dominion Nuclear – 80%.

The Plan is funded based on the achievement of consolidated operating earnings goals, with potential funding ranging from 0% to 200% of the target funding. For most officers, payout of the amount funded under the Plan is subject to achievement of applicable business unit financial, safety and operating and stewardship goals. For those Dominion officers whose compensation may be subject to the deduction limits imposed under Internal Revenue Code Section 162(m), payout of incentives under the Plan will be based solely on the achievement of the funding goals in order to preserve the deduction of any payouts they receive under the Plan. The CGN Committee has discretion to lower actual payouts for the named executive officers as deemed appropriate based on achievement of applicable business unit financial, safety and operating and stewardship goals established for other officers and employees, as described below.

For all officers, 5% of any funded payout is subject to the achievement of safety goals. For all officers other than the Chief Executive Officer and Chief Financial Officer, another 30% of a funded payout is subject to the achievement of that officer's business unit financial goal. Certain officers including the President and Chief Nuclear Officer have an additional 25% of their payout subject to operating and stewardship goals unique to their business and/or responsibilities.

The Plan includes a provision granting the CGN Committee discretion to require repayment of payouts made to any participant who engages in fraudulent or intentional misconduct that directly causes the need for a restatement of Dominion's financial statements or who engages in fraudulent or intentional misconduct related to or materially affecting the company's business operations.

2009 Long-Term Incentive Program

On January 26, 2009, the CGN Committee approved the 2009 Long-Term Incentive Program (the "Program") for its officers, including its named executive officers. The Program is being awarded pursuant to Dominion's 2005 Incentive Compensation Plan and consists of two components of equal value: a restricted stock grant and a cash-based performance grant. The restricted stock is subject to a three-year cliff vesting period, while payout of the performance grant will be based on the achievement of three performance metrics: total shareholder return relative to the company's peer group (weighted 50%), return on invested capital (weighted 40%) and book value per share (weighted 10%). Payout on the performance grant will be made by March 15, 2011, with the amount of the award to vary depending on the level of achievement of the performance metrics. The Program includes a provision granting the CGN Committee discretion to require repayment of cash-based performance payouts made to any officer who engages in fraudulent or intentional misconduct that directly causes the need for a restatement of Dominion's financial statements or who engages in fraudulent or intentional misconduct related to or materially affecting the company's

business operations.

The description of the Program is a summary only and is qualified by reference to the 2009 Performance Grant Plan and form of 2009 Restricted Stock Award Agreement, which are filed as Exhibits 10.1 and 10.2, respectively.

2007 Performance Grants

On January 26, 2009, the CGN Committee approved and authorized the payment of cash performance grant awards pursuant to the terms of the 2007 Long-Term Compensation Program (2007 LTIP) for its officers, including its named executive officers. The performance grants were awarded on April 3, 2007 and were denominated as a target award with actual payout ranging from 0-200% of the target based on the achievement of two evenly weighted performance metrics during a two-year performance period that ended December 31, 2008; total shareholder return relative to the company's 2007 peer group and return on invested capital. A form of the 2007 Performance Grant Agreement is filed as Exhibit 10.2 to Dominion's 8-K filed on April 5, 2007. The CGN Committee certified the level of achievement of the performance metrics and, in determining the amount of the actual performance grant payouts, exercised its negative discretion in lowering payout levels permitted for the named executive officers under the terms of their agreements by 12% so that such payments were consistent with the payout levels for other officers.

Item 9.01 Financial Statements and Exhibits.

Exhibit

- 10.1 2009 Long-Term Compensation Program – 2009 Performance Grant Plan
 - 10.2 2009 Long-Term Compensation Program – Form of 2009 Restricted Stock Award Agreement
-

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.

DOMINION
RESOURCES, INC.
Registrant

/s/Carter M. Reid
Carter M. Reid
Vice President –
Governance and
Corporate Secretary

Date: January 29, 2009
