

Symmetry Medical Inc.  
Form 8-K  
May 08, 2007

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**

**Washington, D.C. 20549**

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**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): **May 3, 2007**

**SYMMETRY MEDICAL INC.**

(Exact name of Registrant as specified in its charter)

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

**333-116038**  
(Commission File Number)

**35-1996126**  
(IRS Employer  
Identification No.)

**220 West Market Street, Warsaw, Indiana 46580**

(Address of Principal executive offices, including Zip Code)

**(574) 268-2252**

(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 (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 1.01. Entry into a Material Definitive Agreement.**

On May 3, 2007, upon recommendation from the Compensation Committee, the Board of Directors (the Board) of Symmetry Medical Inc. (the Company) authorized the granting of 75,000 shares of restricted common stock to certain key employees of the Company pursuant to the Company's Amended and Restated 2004 Equity Incentive Plan (referenced as Exhibit 10.12 from the Company's Annual Report on Form 10-K).

A form of restricted stock agreement is attached hereto as Exhibit 10.1.

**Item 2.02. Results of Operations and Financial Condition.**

On May 3, 2007, Symmetry Medical Inc. issued a press release containing earnings information from its first quarter of 2007. A copy of the press release is being furnished as Exhibit 99.1.

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

(e)

On May 3, 2007, upon recommendation from the Compensation Committee, the Board authorized the granting of 62,000 shares of restricted common stock, pursuant to the Company's Amended and Restated 2004 Equity Incentive Plan (referenced as Exhibit 10.12 from the Company's Annual Report on Form 10-K), to the Executive Officers of the Company set forth below:

| <b>Name and Position</b>   | <b>Restricted Shares Granted</b> |
|--|----------------------------------|
| Brian Moore, CEO & President   | 30,000                           |
| Fred Hite, Senior VP & CFO   | 12,000                           |
| D. Darin Martin, Senior VP Reg. Affairs, Compliance Officer                | 5,000                            |
| Richard J. Senior, Senior VP & General Manager, Europe                     | 5,000                            |
| Michael W. Curtis, Corporate Senior VP & General Manager, Medical Products | 10,000                           |

A form of restricted stock agreement is attached hereto as Exhibit 10.1.

**Item 9.01. Financial Statements and Exhibits.**

(d) Exhibits

10.1 Form of Restricted Stock Agreement

99.1 Symmetry Medical Reports First Quarter 2007 Results Press Release issued by Symmetry Medical Inc. dated May 3, 2007.

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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.

**Symmetry Medical Inc.**

Date: May 8, 2007

/s/ Fred L. Hite

Name: Fred L. Hite

Title: Chief Financial Officer

**EXHIBIT INDEX**

| <b>Exhibit<br/>No.</b> | <b>Description</b>   |
|------------------------|--|
| 10.1                   | Form of Restricted Stock Agreement   |
| 99.1                   | Symmetry Medical Reports First Quarter 2007 Results Press Release issued by Symmetry Medical Inc. dated May 3, 2007. |

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