

TREX CO INC  
Form 8-K  
February 01, 2008

**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): February 1, 2008**

**TREX COMPANY, INC.**

(Exact name of registrant as specified in its charter)

**Delaware**  
(State or other jurisdiction

of incorporation)

**001-14649**  
(Commission File Number)

**54-1910453**  
(IRS Employer

Identification No.)

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160 Exeter Drive

Winchester, Virginia  
(Address of principal executive offices)

22603-8605  
(Zip Code)

Registrant's telephone number, including area code: (540) 542-6300

Not Applicable

(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**

(b) On February 1, 2008, Harold F. Monahan, Executive Vice President, Materials and Engineering, advised Trex Company, Inc. that he was retiring from the Company effective March 10, 2008.

(e) On February 1, 2008, the Company entered into a Consulting Agreement with Mr. Monahan (the Agreement). Pursuant to the Agreement, Mr. Monahan will provide consulting services to the Company between March 11, 2008 and December 31, 2008 relating to manufacturing, engineering, and raw materials. Pursuant to the Agreement, the Company will pay Mr. Monahan \$10,000 per month, for 5 days of service each month. If Mr. Monahan works for less than 5 days in any calendar month, he will be obligated to make up such day(s) in the following month(s), and if he works for more than 5 days (plus any days carried over from prior months) in any calendar month, he will be compensated at the rate of \$2,000 per day. The Agreement provides that (i) either party may terminate the Agreement upon 30 days written notice to the other party, (ii) the Company may terminate the Agreement immediately with cause, and (iii) the Agreement will terminate upon the death or disability of Mr. Monahan.

The foregoing description of the Consulting Agreement is qualified in its entirety by reference to the Agreement, a copy of which is filed as Exhibit 10.01 to this report and incorporated herein by reference.

**Item 9.01 Financial Statements and Exhibits.**

(d) Trex Company, Inc. herewith files the following exhibits:

| <b>Exhibit Number</b> | <b>Description of Exhibit</b>  |
|-----------------------|--|
| 10.1                  | Consulting Agreement, dated February 1, 2008, by and between Trex Company, Inc. and Harold F. Monahan. |

**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.

TREX COMPANY, INC.

Date: February 1, 2008

/s/ Ronald W. Kaplan  
Ronald W. Kaplan  
President and Chief Executive Officer  
(Duly Authorized Officer)

**Index to Exhibits**

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