

CASCADE NATURAL GAS CORP

Form 8-K

November 08, 2004

# U.S. 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)  
October 8, 2004

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## CASCADE NATURAL GAS CORPORATION

(Exact name of registrant as specified in its charter)

Washington  
(State or other jurisdiction  
of incorporation)

1-7196  
(Commission file number)

91-0599090  
(IRS Employer  
Identification Number)

222 Fairview Avenue North, Seattle, Washington 98109  
(Address of principal executive offices)

(206) 624-3900  
(Registrant's telephone number, including area code)

Not Applicable  
(Former name or former address, if changed since last report)

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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):

- o Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
  
  - o Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
  
  - o 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 Exchange Act (17 CFR 240.13e-4(c))
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**Item 1.01**      **Entry Into a Material Definitive Agreement.**

*Approval of Officer Severance Policy:* On October 8, 2004, the Executive Committee of the Board of Directors adopted the Cascade Natural Gas Corporation Officer Severance Pay Plan. Eligible employees are officers selected by the Board of Directors for participation in the Plan in connection with any force reduction or other designated severance. Severance benefits include payments for outplacement services, medical benefits, and a lump sum payment based on base salary plus an average of bonus payments over the last three years. The Plan is effective as of October 1, 2004 and is attached as an exhibit.

**Item 9.01            Financial Statements and Exhibits.**

(c) Exhibits

*Exhibit No.*

*Description of Exhibit*



10.01 Officer Severance Plan

**SIGNATURE**

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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.

CASCADE NATURAL GAS CORPORATION

Dated: November 8, 2004

By: /s/ J. D. Wessling  
J. D. Wessling  
Chief Financial Officer

**EXHIBIT INDEX**

*Exhibit No.*

*Description of Exhibit*



10.01 Officer Severance Plan