

JOHNSON CONTROLS INC

Form 8-K

November 30, 2004

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**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**

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Date of Report  
(Date of earliest  
event reported): September 22, 2004  
**JOHNSON CONTROLS, INC.**

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(Exact name of registrant as specified in its charter)

Wisconsin

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1-5097

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39-0380010

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(State or other  
jurisdiction of  
incorporation)

(Commission File  
Number)

(IRS Employer  
Identification No.)

5757 N. Green Bay Avenue, P.O. Box 591  
Milwaukee, Wisconsin 53201-0591

(Address of principal executive offices, including zip code)

(414) 524-1200

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(Registrant's telephone number, including area code)

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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:

- 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 a Material Definitive Agreement.

SIGNATURES

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Item 1.01 Entry into a Material Definitive Agreement.

At the September 22, 2004 meeting of the Compensation Committee of the Board of Directors of Johnson Controls, Inc., the Compensation Committee approved awards for executive officers and others under the Executive Incentive Compensation Plan (EICP) for 2005.

The EICP award is based on year over year improvement in pre-tax earnings and specific pre-tax return on equity benchmarks.

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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.

JOHNSON CONTROLS, INC.

Date: November 30, 2004

By: /s/ Stephen A. Roell  
Stephen A. Roell  
Executive Vice President and Chief  
Financial Officer

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