

AMERICAN TOWER CORP /MA/  
Form 8-K  
February 12, 2008

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**WASHINGTON, D.C. 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 6, 2008**

**AMERICAN TOWER CORPORATION**

(Exact Name of Registrant as Specified in Charter)

**Delaware**  
(State or Other Jurisdiction of  
Incorporation)

**001-14195**  
(Commission File Number)

**65-0723837**  
(IRS Employer Identification No.)

**116 Huntington Avenue**

**Boston, Massachusetts 02116**

(Address of Principal Executive Offices) (Zip Code)

**(617) 375-7500**

(Registrant's telephone number, including area code)

**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)

Edgar Filing: AMERICAN TOWER CORP /MA/ - Form 8-K

- .. 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.**

(e) On February 6, 2008, the Compensation Committee of the Board of Directors of American Tower Corporation (the Company) approved base salaries and cash bonus incentive targets for the year ended December 31, 2008 for the Company's executive officers. The information in the table below sets forth these determinations with respect to the Company's chief executive officer, chief financial officer and the three other most highly compensated executive officers who were serving as executive officers on December 31, 2007.

Name	2008 Base Salary	2008 Target Cash Bonus Potential (% of Base Salary / \$)
James D. Taiclet, Jr., Chairman of the Board, President and Chief Executive Officer	\$ 876,750	75% / \$657,563
Bradley E. Singer, Chief Financial Officer and Treasurer	\$ 630,000	60% / \$378,000
Steven J. Moskowitz, Executive Vice President and President, U.S. Tower Division	\$ 530,000	60% / \$318,000
William H. Hess, Executive Vice President, International Operations	\$ 450,000	60% / \$270,000
Edmund DiSanto, Executive Vice President, Chief Administrative Officer and General Counsel	\$ 380,000	60% / \$228,000

In determining annual cash bonus incentives for the Company's executive officers, the Compensation Committee considers the achievements of each executive officer relative to his individual goals and objectives for the year, as well as the Company's achievement of its goals and objectives for the year. The Compensation Committee bases its decisions on a number of factors, including the Company's financial performance, including total revenue and Adjusted EBITDA, the achievement of certain strategic goals and each executive's contribution to the Company's overall performance. If the Company exceeds its goals and/or the executive exceeds his goals, the annual cash bonus incentive could be subject to increase at the discretion of the Compensation Committee. Additional information regarding compensation of the executive officers listed above will be included in the Company's 2008 Proxy Statement when filed with the Securities and Exchange Commission.

**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.

AMERICAN TOWER CORPORATION

**(Registrant)**

**Date: February 12, 2008**

**By:**

**/s/ BRADLEY E. SINGER  
Bradley E. Singer**

**Chief Financial Officer and Treasurer**