

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

November 18, 2024

Date of Report (Date of earliest event reported)



(Exact name of registrant as specified in its charter)

Delaware

(State or other jurisdiction of incorporation)

001-38312

(Commission File Number)

77-0142404

(I.R.S. Employer Identification Number)

675 Creekside Way  
Campbell, CA 95008

(Address of principal executive offices including zip code)

(408) 727-1885

(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:

- 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))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol	Name of each exchange on which registered
COMMON STOCK, PAR VALUE \$0.001 PER SHARE	EGHT	Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

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

On November 18, 2024, the Board of Directors (the “Board”) of 8x8, Inc. (the “Company”) appointed John Pagliuca to the Board. Mr. Pagliuca’s initial term will expire at the 2025 Annual Meeting of Stockholders (the “2025 Annual Meeting”), concurrently with the terms of the other members of the Board.

In connection with his appointment to the Board, Mr. Pagliuca will be granted two awards of restricted stock units (“RSUs”), in accordance with the Company’s non-employee director compensation policy. Under that policy, Mr. Pagliuca, as a new non-employee director of the Board, shall be entitled to: (a) an annual board service retainer of \$100,000 paid on a pro-rated basis to reflect the length of Mr. Pagliuca’s term of service until the 2025 Annual Meeting; (b) an initial RSU award with a value of \$100,000, vesting in two equal installments on the first and second anniversaries of the date of grant, subject to his continued service on the Board; and (c) an award of RSUs equal in value to \$135,000 (on a pro-rated basis, based on the length of the remaining term of service, in the event the director is appointed on a date other than the annual meeting), vesting in full on the date of the 2025 Annual Meeting, subject to his continued service on the Board. In addition, the Company intends to enter into its standard form indemnification agreement with Mr. Pagliuca.

Mr. Pagliuca does not have any direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K.

The press release announcing this appointment is attached as Exhibit 99.1 and incorporated herein by reference.

**Item 9.01. Financial Statements and Exhibits**

*(d) Exhibits.*

<b>Exhibit</b>	<b>Description</b>
<a href="#">99.1</a>	<a href="#">Press release dated as of November 18, 2024, of 8x8, Inc.</a>
104	Cover Page Interactive Data File, formatted in Inline XBRL.

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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.

Date: November 18, 2024

**8x8, Inc.**

By: /s/ LAURENCE DENNY

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Laurence Denny  
*Chief Legal Officer*



## 8x8, Inc. Appoints John Pagliuca to Board of Directors

CAMPBELL, Calif.-- November 18, 2024 -- 8x8, Inc. (NASDAQ: EGHT), a leading business communications, CX and Communications Platform as a Service provider, today announced the appointment of John Pagliuca, President and Chief Executive Officer at N-able (NYSE:NABL) to the Company's Board of Directors, effective November 18, 2024.

Pagliuca has over 20 years of leadership experience in the software and Software as a Service (SaaS) space. Pagliuca currently serves as the chief executive officer of N-able, with previous experience as the executive vice president of SolarWinds and president of Solar Winds MSP. He joined SolarWinds through the acquisition of LOGICNow, where he served as chief financial officer. Before joining LOGICNow, Pagliuca was the vice president of finance and operations of GFI Software and before that, the vice president of finance for Airvana, a leading mobile data software company, where he played key roles in taking Airvana public in 2007 and pushing them over \$500 million in revenue prior to the company's acquisition by a private equity firm in 2010.

"We are thrilled to welcome John Pagliuca to the Board of Directors," said Samuel Wilson, Chief Executive Officer at 8x8, Inc. "As a team, we look forward to the expertise John brings to the table, such as his proven track record driving revenue and business growth, and we know he is going to be an invaluable addition to our board."

With Pagliuca's appointment, 8x8's board of directors now has eight members. The members of the 8x8 Board of Directors can be found on the Company's website at <https://www.8x8.com/about-us/management>.

### About 8x8 Inc.

8x8, Inc. (NASDAQ: EGHT) is all about customer experience (CX) powered by business communications. 8x8 helps organizations eliminate silos and unlock the potential of every interaction by providing one platform and one data model for business communications, contact center, and communication APIs. By connecting customer interaction data across every agent, employee, and touch point, enhanced by the power of AI and supported by a strong technology ecosystem, 8x8 enables organizations to elevate CX, maximize operational efficiencies, and drive growth. For additional information, visit [www.8x8.com](http://www.8x8.com), or follow 8x8 on LinkedIn, X, and Facebook.

8x8® is a trademark of 8x8, Inc.

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