# 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):

October 31, 2006

## MKS Instruments, Inc.

(Exact name of registrant as specified in its charter)

| Massachusetts   | 000-23621   | 04-2277512  |
|---|---|---|
| (State or other jurisdiction of incorporation)  | (Commission<br>File Number)                                       | (I.R.S. Employer Identification No.)                    |
| 90 Industrial Way, Wilmington, Massachusetts  |   | 01887   |
| (Address of principal executive offices)  |   | (Zip Code)  |
| Registrant's telephone number, including area code  | <b>:</b> :  | 978-284-4000  |
|   | Not Applicable  |   |
| Former name o   | or former address, if changed since las                           | st report   |
|   |   |   |
| Check the appropriate box below if the Form 8-K filing is intended provisions:  | d to simultaneously satisfy the filing o                          | obligation of the registrant under any of the following |
| [ ] Written communications pursuant to Rule 425 under the Secur [ ] Soliciting material pursuant to Rule 14a-12 under the Exchang [ ] Pre-commencement communications pursuant to Rule 14d-2(t ] Pre-commencement communications pursuant to Rule 13e-4(c | ge Act (17 CFR 240.14a-12)<br>o) under the Exchange Act (17 CFR 2 | · //  |

#### **Top of the Form**

#### Item 1.01 Entry into a Material Definitive Agreement.

On October 25, 2006, the Registrant amended the compensation for the Registrant's Non-Employee Director, effective as of January 1, 2007. A summary of the 2007 compensation is attached to the Current Report on Form 8-K as Exhibit 99.1.

On October 25, 2006, the Registrant amended Leo Berlinghieri's compensation, effective as of January 1, 2007. Mr. Berlinghieri's annual salary was increased to \$485,000, additionally his percentage target bonus under the MKS Management Incentive Bonus Plan was increased from 75% to 100%.

#### **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.

MKS Instruments, Inc.

October 31, 2006 By: Ronald C. Weigner

Name: Ronald C. Weigner

Title: VP & CFO

#### Exhibit Index

| Exhibit No. | Description   |
|-------------|---|
| 99.1        | Summary of Compensatory Arrangements with Non-Empoyee Directors |

#### **Summary of Compensatory Arrangements with Non-Employee Directors**

#### **Cash Compensation**

Directors who are not employees of the Company are paid cash compensation as follows:

| Type of Fee     | Role  | Amount         | For each          |
|-----------------|---|----------------|-------------------|
| Annual retainer | Non-Executive<br>Chairman                                   | \$75,000       | year of service   |
| Attendance      | Non-Executive<br>Chairman                                   | \$2,000        | board meeting     |
| Annual retainer | Board member  | \$32,000       | year of service   |
| Attendance      | Board member  | \$_2,000       | board meeting     |
| Attendance      | Audit Committee Chair                                       | \$_1,500       | committee meeting |
| Annual retainer | Audit Committee Chair                                       | \$12,000       | year of service   |
| Attendance      | Other Audit Committee members                               | \$1,500        | committee meeting |
| Attendance      | Compensation<br>Committee Chair                             | \$1,500        | committee meeting |
| Annual retainer | Compensation<br>Committee Chair                             | \$10,000       | year of service   |
| Attendance      | Other Compensation Committee members                        | \$1,500        | committee meeting |
| Attendance      | Nominating and<br>Corporate Governance<br>Committee Chair   | <u>\$1,500</u> | committee meeting |
| Annual retainer | Nominating and<br>Corporate Governance<br>Committee Chair   | \$6,000        | year of service   |
| Attendance      | Other Nominating and Corporate Governance Committee members | <u>\$1,500</u> | committee meeting |

Directors of MKS are reimbursed for expenses incurred in connection with their attendance at board meetings and committee meetings.

#### **Stock Compensation**

Non-employee directors participate in the Company's 2004 Stock Incentive Plan. Under this plan, non-employee directors receive restricted stock units of the Company's common stock as follows:

|               |                                   | Number of<br>Restricted Stock |  |  |
|---------------|-----------------------------------|-------------------------------|--|--|
| Type of Award | Date of Award                     | Units                         | Vesting Schedule   |  |
| Initial Award | Date of initial election to board | 6,666                         | vests in 12 equal<br>quarterly<br>installments over a<br>three-year period |  |
| Annual*       | Date of each Annual<br>Meeting of | 4,000                         | Fully vests on the day prior to the  |  |

| Shareholders | first annual meeting of shareholders following the date of grant (or if no such meeting is held within 13 months after the date of grant, on |
|--------------|--|
|              | date of grant, on<br>the 13 month<br>anniversary of the  |

date of grant)

<sup>\*</sup> A Non-Employee Director is eligible to receive annual awards if the director has been in office for at least six months prior to the date of the respective annual meeting of shareholders.