

---

---

**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**

**June 15, 2019**

Date of Report (Date of earliest event reported)

**Bonanza Creek Energy, Inc.**

(Exact name of registrant as specified in its charter)

**Delaware**

(State or other jurisdiction of  
incorporation or organization)

**001-35371**

(Commission File No.)

**61-1630631**

(I.R.S. employer identification number)

**410 17th Street, Suite 1400  
Denver, Colorado 80202**

(Address of principal executive offices, including zip code)

**(720) 440-6100**

(Registrant's telephone number, including area code)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligations 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))

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

<u>Title of each class</u>	<u>Trading Symbol</u>	<u>Name of exchange on which registered</u>
Common Stock, par value \$0.01 per share	BCEI	New York Stock Exchange

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 June 15, 2019, the Compensation Committee of the Board of Directors of Bonanza Creek Energy, Inc. (the “Company”), upon the recommendation of the Company’s President and Chief Executive Officer, determined to make certain revisions to the compensation of the Company’s Vice President and Chief Accounting Officer, Sandra K. Garbiso. On June 20, 2019, the Company and Ms. Garbiso entered into a letter agreement regarding the compensation changes (the “Letter Agreement”) which increased Ms. Garbiso’s annual base salary from \$235,000 to \$280,000, increased her annual target bonus under the Company’s Short Term Incentive Plan from 50% to 75% of her base salary (to be prorated for 2019) and increased her annual vacation time from four weeks to five weeks. The changes to Ms. Garbiso’s compensation are effective as of June 17, 2019.

The foregoing summary does not purport to be complete and is qualified in its entirety by reference to the Letter Agreement which is filed herewith as Exhibit 10.1 and incorporated by reference herein.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits

<b>Exhibit Number</b>	<b>Description</b>
10.1	<a href="#">Letter Agreement dated June 20, 2017 between Bonanza Creek Energy, Inc. and Sandra Garbiso</a>

**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.

Bonanza Creek Energy, Inc.

Dated: June 20, 2019

By: /s/ Cyrus D. Marter IV

Name: Cyrus D. Marter IV

Title: Executive Vice President, General Counsel and Secretary



410 17th Street, Suite 1400  
Denver, CO 80202  
(720) 440-6100 phone  
(720) 305-0804 fax

June 20, 2019

Hand Delivered

Ms. Sandra K. Garbiso  
Vice President and Chief Accounting Officer  
Bonanza Creek Energy, Inc.  
410 17<sup>th</sup> Street, Suite 1400  
Denver, CO 80202

Re: Compensation Changes

Dear Sandi:

Thank you for your continued service to Bonanza Creek Energy, Inc. (the “Company”). The Company is pleased to confirm the following positive changes to your compensation for your continued role as Vice President and Chief Accounting Officer:

- Effective June 17, 2019, an increase in your annual salary from \$235,000 to \$280,000, to be paid on a bi-weekly basis, subject to all withholdings, taxes, and deductions;
- An increase in your annual Short Term Incentive Plan (“STIP”) target bonus from 50% to 75% of your base salary, with such target to be prorated for purposes of the 2019 STIP, based on the June 17 date when your base salary and target bonus percentage were revised; and
- An increase in your annual available vacation time from four weeks to five weeks.

The Board may modify compensation and benefits from time to time in its sole discretion as it deems necessary.

The terms and conditions of employment set forth in this Employment Letter remain subject to your previously executed Employee Restrictive Covenants, Proprietary Information and Inventions Agreement. You will continue to be expected to abide by the Company’s rules and regulations, as such may be modified by the Company from time to time.

Nothing in this letter is intended or should be construed as a contract of employment or agreement to any specified term of employment. Your employment with the Company is and remains at-will. You may terminate your employment with the Company at any time and for any reason whatsoever simply by notifying the Company. Likewise, the Company may terminate your employment at any time and for any reason whatsoever, with or without cause or advance notice.

If you have any questions or need additional information, please feel free to contact me. If you accept the terms of employment outlined in this letter, please execute where indicated below and return a copy of the executed letter to me.

---

/s/ Eric T. Greager  
Eric T. Greager  
President & Chief Executive Officer

Acknowledged and Agreed:

June 20, 2019  
Dated

/s/ Sandra K. Garbiso  
Sandra K. Garbiso

---