FARMERS & MERCHANTS BANCORP INC
Form 8-K
November 30, 2007

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) November 27, 2007

Farmers & Merchants Bancorp, Inc.
(Exact Name of Registrant as Specified in its Charter)

Ohio	000-14492	34-1469491
(State or Other Jurisdiction of Incorporation)	(Commission File Number)	(IRS Employer Identification No.)

307-11 N. Defiance, Archbold, Ohio	43502
(Address of Principal Executive Offices)	(Zip Code)

Registrant's Telephone Number, including Area Code (419) 446-2501

N/A
(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)

[ ] 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.

On November 27, 2007, the following executive officers entered into Change in Control Agreements (the "Agreements") with the Company: Paul S. Siebenmorgen,

the Company's President and Chief Executive Officer; Barbara J. Britenriker, the Company's Executive Vice President and Chief Financial Officer; Edward A. Leininger, the Company's Executive Vice President and Chief Operating Officer; Rex D. Rice, Executive Vice President and Senior Commercial Loan Officer of the Company's wholly-owned commercial bank subsidiary, The Farmers & Merchants State Bank; and James Burkhart, the Company's Senior Vice President of Operations and Information Technology. In general, the Agreements: (i) prohibit a reduction in each of the respective officer's compensation for the two-year period following a Change of Control of the Company; and (ii) provide both for the payment of One Year of Compensation and a twelve month continuation of certain benefit arrangements in the event the respective officer is terminated or resigns under certain circumstances prior to or following a Change in Control. The terms "Change in Control" and "One Year of Compensation" are each defined under the Agreements. The foregoing description does not purport to be complete and is qualified in its entirety by reference to the Agreements, form copies of which are provided herewith as Exhibits 10.1 through 10.5.

With respect to Ms. Britenriker and Messrs. Siebenmorgen, Leininger and Rice, the Agreements supersede the change in control agreements that were executed by and between The Farmers & Merchants State Bank and each of the respective officers on February 18, 2005. The Company filed a Form 8-K with the Commission regarding these prior arrangements on February 22, 2005. The Agreement between the Company and Mr. Burkhart supersedes a prior agreement executed between Mr. Burkhart and The Farmers & Merchants State Bank on June 27, 2005, a Form 8-K with respect to which was filed with the Commission on July 20, 2005.

ITEM 9.01. FINANCIAL STATEMENTS AND EXHIBITS

The following are provided as exhibits to this Current Report on Form 8-K:

Number	Exhibit
10.1	Change in Control Agreement executed by and between the Company and Paul S. Siebenmorgen on November 27, 2007
10.2	Change in Control Agreement executed by and between the Company and Barbara J. Britenriker on November 27, 2007
10.3	Change in Control Agreement executed by and between the Company and Edward A. Leininger on November 27, 2007
10.4	Change in Control Agreement executed by and between the Company and Rex D. Rice on November 27, 2007
10.5	Change in Control Agreement executed by and between the Company and James Burkhart on November 27, 2007

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 authorized.

FARMERS & MERCHANTS BANCORP, INC.
(Registrant)

Dated: November 30, 2007

By /s/ Paul S. Siebenmorgen

Paul S. Siebenmorgen
President & Chief Executive Officer

By /s/ Barbara J. Britenriker

Barbara J. Britenriker
Executive Vice President &
Chief Financial Officer

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EXHIBIT INDEX

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