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AMERADA HESS CORP
Form 8-K
February 04, 2005

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 8-K
CURRENT REPORT
Pursuant to Section 13 and 15(d) of
the Securities Exchange Act of 1934

February 2, 2005
Date of Report (Date of earliest event reported)

AMERADA HESS CORPORATION
(Exact Name of Registrant as Specified in Its Charter)

| | | |
|--------------------------|--------------------------|--------------------------------------|
| Delaware | 1-1204 | 13-4921002 |
| (State of Incorporation) | (Commission File Number) | (IRS Employer Identification No.) |

1185 Avenue of the Americas
New York, New York 10036
(Address of Principal Executive Office)

(212) 997-8500
(Registrant's Telephone Number, Including Area Code)

(Not Applicable)
(Former Name or Former Address,
If Changed Since Last Report)

Item 1.01. Entry into a Material Definitive Agreement

On February 2, 2005 the Compensation and Management Development Committee ("the Committee") of Amerada Hess Corporation ("the Company") approved target bonuses for the five most highly compensated executive officers of the Company for 2005. One third of the bonus is payable based upon attainment of a specified level of a corporate performance measure, one-third based upon the attainment of specified metrics for business unit performance, and one-third is discretionary based on individual performance. Payouts may range from 0% to 150% of each component of the target bonus, based on the percentage attainment of the corporate and business unit performance measures and, with respect to the individual performance component, the committee's determination of an appropriate amount.

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

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Date: February 4, 2005

AMERADA HESS CORPORATION

By: /s/ J. Barclay Collins II

Name: J. Barclay Collins II
Title: Executive Vice President
and General Counsel