

SAIA INC  
Form 8-K  
April 27, 2012

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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):

April 27, 2012

Saia, Inc.

\_\_\_\_\_  
(Exact name of registrant as specified in its charter)

Delaware

0-49983

48-1229851

\_\_\_\_\_  
(State or other jurisdiction  
of incorporation)

\_\_\_\_\_  
(Commission  
File Number)

\_\_\_\_\_  
(I.R.S. Employer  
Identification No.)

11465 Johns Creek Parkway, Suite 400, Johns  
Creek, Georgia

30097

\_\_\_\_\_  
(Address of principal executive offices)

\_\_\_\_\_  
(Zip Code)

Registrant's telephone number, including area code:

770-232-5067

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))



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**Item 8.01 Other Events.**

On April 27, 2012, Saia, Inc. announced to its employees that the Company is implementing a salary and wage increase for its employees of approximately three percent effective July 1, 2012. Based on the continued improvement in the Company's operating results, management is taking this step to attract and retain employees needed for the Company to continue to deliver best-in-class service to customers. The Company is committed to a market-based wage program. The impact of this salary and wage increase is expected to be approximately \$13 million on an annual basis. The Company anticipates the impact of this salary and wage increase to be partially offset by further productivity and efficiency gains.

As previously disclosed in the Company's proxy statement for the 2012 annual meeting of stockholders, the Company is implementing an annual incentive plan for its officers and other salaried employees in conjunction with the wage increase, effective July 1, 2012. The plan is based on salaries earned for the partial year commencing on July 1, 2012 and is based on full-year earnings performance of the Company.

**Forward-Looking Statements**

The Securities and Exchange Commission encourages companies to disclose forward-looking information so that investors can better understand the future prospects of a company and make informed investment decisions. The statement regarding the impact of the wage increase is a forward-looking statement within the meaning of the Securities Litigation Reform Act of 1995. Investors should not place undue reliance on forward-looking statements, and the Company undertakes no obligation to publicly update or revise any forward-looking statements. All forward-looking statements reflect the present expectation of future events of our management as of the date of this Current Report on Form 8-K and are subject to a number of important factors, risks, uncertainties and assumptions that could cause actual results to differ materially from those described in any forward-looking statements. These factors and risks are described in Item 1A. "Risk Factors" of the Company's Annual Report on Form 10-K for the year ended December 31, 2011, as updated by Part II, Item 1A. "Risk Factors" of subsequently-filed Quarterly Reports on Form 10-Q.

As a result of these and other factors, no assurance can be given as to our future results and achievements.

Accordingly, a forward-looking statement is neither a prediction nor a guarantee of future events or circumstances and those future events or circumstances may not occur.

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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.

Saia, Inc.

*April 27, 2012*

By: *Stephanie R. Maschmeier*

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*Name: Stephanie R. Maschmeier*

*Title: Controller and Principal Accounting Officer*