

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): December 1, 2020

Communications Systems, Inc.

(Exact name of Registrant as Specified in its Charter)

Minnesota

(State Or Other Jurisdiction Of Incorporation)

001-31588

(Commission File Number)

41-0957999

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

10900 Red Circle Drive

Minnetonka, MN

(Address of Principal Executive Offices)

55343

(Zip Code)

952-996-1674

Registrant's Telephone Number, Including Area Code

Securities Registered Pursuant to Section 12(b) of the Act

Title of Each Class	Trading Symbol	Name of each exchange on which registered
Common Stock, par value, \$.05 per share	JCS	Nasdaq

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
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (17 CFR §230.405) or Rule 12b-2 of the Securities Exchange Act of 1934 (17 CFR §240.12b-2).

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.

Appointment of New Chief Executive Officer and Election of New Director

On December 1, 2020, Communications Systems, Inc. ("CSI" or the "Company") announced that its Board of Directors had appointed Anita Kumar as its Chief Executive Officer and elected her as a member of the Board of Directors effective immediately. Ms. Kumar succeeds Roger H. D. Lacey as CEO. Mr. Lacey will continue to serve as Executive Chairman of the Company's Board of Directors.

Ms. Kumar, who is 53 years old, joined CSI's subsidiary Transition Networks, Inc in 2011 and served in a number of roles of increasing responsibility in engineering and management until she was promoted to General Manager of Transition Networks in 2019, where she led its business operations and oversaw the Electronics & Software assets of CSI. Prior to joining CSI, Ms. Kumar held positions in product management and software engineering at global organizations such as ADC, Nortel Networks, Lucent Technologies, AT&T and Ericsson-Raynet. Ms. Kumar has a Ph.D. from Ohio University in high energy particle physics and a B.S. from University of Mumbai.

As Chief Executive Officer, Ms. Kumar will receive an annual salary of \$280,000 and beginning in 2021, will have an opportunity to earn an annual incentive bonus of up to 55% of her salary upon the achievement of criteria established by the Company's Board of Directors and its Compensation Committee. In addition to participating in Company-wide plans providing health, dental and life insurance on the same basis as all of our other U.S.-based employees, as a senior executive, Ms. Kumar will receive other compensation in various forms, primarily the following: (i) Long Term Incentive Awards ("LTI Awards") that provide the opportunity to earn a payout in Company stock or cash after the end of three-year performance periods, to the extent earned by actual performance compared to performance goals; and (ii) an annual car allowance of \$7,750.

Item 9.01 Financial Statements and Exhibits

(d) Exhibits

The following exhibit is filed with this Form 8-K.

Exhibit Number	Exhibit Name
99.1	Press Release dated December 1, 2020 announcing the appointment of Anita Kumar as Chief Executive Officer

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, thereunto duly authorized.

COMMUNICATIONS SYSTEMS, INC.

By: /s/ Mark D. Fandrich
Mark D. Fandrich, Chief Financial Officer

Date: December 1, 2020



Communications Systems, Inc. Appoints Anita Kumar as Chief Executive Officer

Minnetonka, MN – December 1, 2020 --- Communications Systems, Inc. (NASDAQ: JCS) (“CSI” or the “Company”), an IoT intelligent edge products and services company, today announced that it has appointed Anita Kumar as its Chief Executive Officer, effective immediately. Ms. Kumar will also join CSI’s Board of Directors bringing the total number of members to six. As the new CEO, she succeeds Roger Lacey who will continue to serve as Executive Chairman of CSI’s Board of Directors.

Ms. Kumar joined CSI in 2011 and was promoted to General Manager of Transition Networks in 2019, where she led business operations and oversaw the Electronics & Software assets of CSI. Prior to joining CSI, she held positions in product management and software engineering at global organizations such as ADC, Nortel Networks, Lucent Technologies, AT&T and Ericsson-Raynet. Ms. Kumar has a Ph.D. from Ohio University in high energy particle physics and a B.S. from University of Mumbai.

Ms. Kumar noted, “I am honored to accept the role of CEO and excited to lead our Company into the next stage of corporate growth and expansion. Over the last several years we have gone through a significant transformation, made meaningful investments in the development of state-of-the-art solutions, aligned our resources towards high growth markets and focused our efforts on recurring and higher margin revenue sources. We are now well positioned to become a leading provider of secure, Never Down® solutions at the intelligent edge of networks. Our customers are looking to realize business benefits from data captured at the network edge and our goal is to provide them actionable insight through intuitive solutions and managed service offerings. I am confident that with our amazing, dedicated and talented team and our well-thought-out business strategy we will be able to capitalize on substantial new opportunities to expand our client base and grow our revenue.”

Ms. Kumar added, “I am looking forward to working closely with our outstanding leadership team, our Executive Chairman, Roger, and our board of directors to steer CSI toward new growth avenues and create long-term value for our shareholders.”

Mr. Lacey said, “We are delighted with the appointment of Anita and believe that she brings the right experience and skills needed to accelerate our scale and growth. As a member of our team for almost a decade, she has shown tremendous leadership capabilities and has a track record of producing exceptional results. As the Company’s Executive Chairman, I look forward in working closely with Anita and our board to leverage all of our combined knowledge and relationships towards a smooth transition, and at the same time ensure the continued success of the great business we have built over the years.”

About Communications Systems

Communications Systems, Inc., an IoT intelligent edge products and services company, provides network infrastructure and services for global deployments of enterprise and industrial networks. CSI operates under its Electronics & Software and Services & Support operating segments.

Electronics & Software segment provides smart, flexible solutions at network edge, by giving customers the ability to easily provision and proactively manage their networks with actionable insights about their edge devices and connected end points, thereby minimizing the administrative burden of the operator.

Services & Support segment provides fully managed services for all aspects of design, deployment, support and maintenance of customer networks.

With partners and customers in over 50 countries, CSI has built a reputation as a reliable global innovator focusing on quality and customer service. CSI For more information visit: commsysinc.com.

Forward Looking Statement

This press release includes certain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding future financial performance, future growth and future acquisitions. These statements are based on Communications Systems' current expectations or beliefs and are subject to uncertainty and changes in circumstances. Actual results may vary materially from those expressed or implied by the statements here due to changes in economic, business, competitive or regulatory factors, and other risks and uncertainties affecting the operation of Communications Systems' business. These risks, uncertainties and contingencies are presented in the Company's Annual Report on Form 10-K and, from time to time, in the Company's other filings with the Securities and Exchange Commission. The information set forth herein should be read in light of such risks. Further, investors should keep in mind that the Company's financial results in any particular period may not be indicative of future results. Communications Systems is under no obligation to, and expressly disclaims any obligation to, update or alter its forward-looking statements, whether as a result of new information, future events, changes in assumptions or otherwise.

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