

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) August 30, 2021

**BED BATH & BEYOND INC.**

(Exact name of registrant as specified in its charter)

New York  
(State or other jurisdiction of incorporation)

0-20214  
(Commission File Number)

11-2250488  
(I.R.S. Employer Identification No.)

650 Liberty Avenue, Union, New Jersey 07083  
(Address of principal executive offices) (Zip Code)

(908) 688-0888  
(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 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))

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

<u>Title of each class</u>	<u>Trading Symbol</u>	<u>Name of each exchange on which registered</u>
Common stock, \$.01 par value	BBBY	The Nasdaq Stock Market LLC (Nasdaq Global Select Market)

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.**

Effective as of the close of business on August 30, 2021, Cindy Davis ceased to serve as Chief Brand Officer of Bed Bath & Beyond Inc. (the “Company”) and President of Decorist. In connection with her separation from the Company, Ms. Davis will be eligible for separation payments and benefits provided upon a termination of employment without “cause” pursuant to her employment agreement and outstanding time- and performance-based restricted stock unit award agreements. Following her separation, Ms. Davis will continue to be subject to certain restrictive covenants, including non-competition and non-solicitation covenants. Effective August 31, 2021, Rafeh Masood, the Company’s current Chief Digital Officer, will also serve as the Company’s interim Chief Brand Officer.

A copy of the Company’s press release announcing Ms. Davis’ departure described above is attached hereto as Exhibit 99.1 and is incorporated herein by reference.

**Item 9.01 Financial Statements and Exhibits**

(d) Exhibits:

<b>Exhibit No.</b>	<b>Description</b>
<a href="#">99.1</a>	<a href="#">Press Release issued by Bed Bath &amp; Beyond Inc. on August 30, 2021.</a>
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

**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.

**BED BATH & BEYOND INC.**

(Registrant)

Date: August 30, 2021

By: /s/ Gustavo Arnal

Gustavo Arnal

Chief Financial Officer and Treasurer

(Principal Financial and Accounting Officer)

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## BED BATH & BEYOND ANNOUNCES LEADERSHIP TRANSITION

*Rafeh Masood adds interim Chief Brand Officer to his existing role as Chief Digital Officer*

UNION, N.J., Aug. 30, 2021 – Bed Bath & Beyond Inc. (NASDAQ: BBBY) today announced that Cindy Davis has stepped down from her positions as Executive Vice President, Chief Brand Officer, and President of Decorist effective August 30, 2021. The Company also announced the appointment of Rafeh Masood, Executive Vice President and Chief Digital Officer, as Chief Digital Officer & interim Chief Brand Officer, to lead the combined brand, marketing and digital teams effective immediately.

“Rafeh’s demonstrated success and leadership in the realms of digital transformation and customer engagement make him the right person to take on these additional responsibilities,” commented Mark Tritton, Bed Bath & Beyond’s President and CEO. “As we support a customer base that has moved towards digital, we look forward to Rafeh’s leadership, contribution, and a smooth transition.”

“On behalf of the entire company, we want to thank Cindy for her contributions to Bed Bath & Beyond. We appreciate her hard work during her tenure of our early transformation, and we wish her nothing but the best in her future endeavors,” concluded Mr. Tritton.

Since joining Bed Bath & Beyond in 2020, Mr. Masood has worked to establish an omni-always shopping experience for customers, including overseeing the end-to-end customer journey from e-commerce merchandising and user experience optimization, to customer contact management and support. Previously, he served as Senior Vice President at BJ’s Wholesale Club. Additionally, he is an Adjunct Faculty member at Carnegie Mellon University.

### **About Bed Bath & Beyond**

Bed Bath & Beyond Inc. and subsidiaries (the “Company”) is an omnichannel retailer that makes it easy for our customers to feel at home. The Company sells a wide assortment of merchandise in the Home, Baby, Beauty and Wellness markets. Additionally, the Company is a partner in a joint venture which operates retail stores in Mexico under the name Bed Bath & Beyond.

The Company operates websites at [bedbathandbeyond.com](http://bedbathandbeyond.com), [bedbathandbeyond.ca](http://bedbathandbeyond.ca), [buybuybaby.com](http://buybuybaby.com), [buybuybaby.ca](http://buybuybaby.ca), [harmondiscout.com](http://harmondiscout.com), [facevalues.com](http://facevalues.com), and [decorist.com](http://decorist.com).

### **CONTACTS:**

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