



**Item 5.02. Compensatory Arrangements of Certain Officers**

On February 1, 2009, Raven Industries, Inc. (the Company ) entered into a new Employment Agreement with Daniel A. Rykhus, the Executive Vice President of the Company. Mr. Rykhus' agreement reflected his increased responsibilities and equalized his benefits with other Senior Executives of the Company. Mr. Rykhus now has the Applied Technology (formerly known as Flow Controls) and the Electronic Systems divisions of the company reporting to him along with the Information Technology function.

The primary changes to Mr. Rykhus' agreement were to improve his supplemental health benefit program and his retiree health benefits.

**Item 9.01. Financial Statements and Exhibits**

Exhibit

No. Description

(d) Exhibits

10.1 Employment Agreement dated February 1, 2009 between Raven Industries, Inc. and Daniel A. Rykhus

10.2 Schedule A to Employment Agreements between Raven Industries, Inc. and each of the following Senior Executive Officers: Ronald M. Moquist, Thomas Iacarella and Daniel A. Rykhus

**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 thereunto duly authorized.

**RAVEN INDUSTRIES, INC.**

/s/ Thomas Iacarella  
Thomas Iacarella  
Vice President and CFO, Secretary and  
Treasurer  
(Principal Financial and Accounting  
Officer)

Date: February 2, 2009

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