

COMPASS MINERALS INTERNATIONAL INC

Form 4

March 12, 2014

**FORM 4**

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

OMB APPROVAL

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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940

(Print or Type Responses)

1. Name and Address of Reporting Person \*  
Leunig Jack C.

2. Issuer Name and Ticker or Trading Symbol  
COMPASS MINERALS INTERNATIONAL INC [CMP]

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)

3. Date of Earliest Transaction (Month/Day/Year)  
03/10/2014

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)  
Senior Vice President

C/O COMPASS MINERALS INTERNATIONAL, INC., 9900 WEST 109TH STREET, SUITE 100  
(Street)

4. If Amendment, Date Original Filed(Month/Day/Year)

6. Individual or Joint/Group Filing(Check Applicable Line)  
 Form filed by One Reporting Person  
 Form filed by More than One Reporting Person

OVERLAND PARK, KS 66210

(City) (State) (Zip)

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)	4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price
Common Stock	03/10/2014		M		1,099	A	\$ 0
							3,184
Common Stock	03/11/2014		F		394	D	\$ 86.26
							(1)
Common Stock	03/10/2014		M		224	A	\$ 0
							3,014
Common Stock	03/11/2014		F		72	D	\$ 2,942
							86.26

(2)

Common Stock 620 (3) I Company 401(k) Plan

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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SEC 1474 (9-02)

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned**  
(e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)	6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Underlying Security (Instr. 3 and 4)	8. Amount or Number of Shares
				Code	V (A) (D)	Date Exercisable	Expiration Date	Title	
Restricted Stock Unit	\$ 0	03/10/2014		M	1,099	03/10/2014	03/10/2014	Common Stock	1.
Restricted Stock Unit	\$ 0					03/12/2015	03/12/2015	Common Stock	1.
Restricted Stock Unit	\$ 0					03/11/2016	03/11/2016	Common Stock	1.
Restricted Stock Unit	\$ 0	03/10/2014		A <sup>(5)</sup>	860	03/10/2017	03/10/2017	Common Stock	8
Stock Option (Right to Buy)	\$ 52.84					10/13/2009	10/13/2015	Common Stock	1.
Stock Option (Right to Buy)	\$ 58.99					03/10/2010	03/10/2016	Common Stock	2.
Stock Option (Right to Buy)	\$ 78.51					03/10/2011	03/10/2017	Common Stock	3.
Stock Option (Right to Buy)	\$ 86.47					03/10/2012	03/10/2018	Common Stock	2.
	\$ 71.69					03/12/2013	03/12/2019		3.



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- (6) Stock options granted: vesting 25% after year one and then 25% per year thereafter.
- (7) The third tranche of PSUs granted in 2011 attributable to the 2013 performance period earned 0% of the award target which resulted in a decrease of 522 shares from the original grant for Mr. Leunig.
- (8) All Performance Stock Units have a conversion price of \$0.00.  
On the third anniversary of the grant date, PSUs vest based on achievement of total shareholder return ("TSR") performance goals over a three-year period beginning in 2014 and ending in 2016. Payout for vested PSUs ranges from 0% to 150% based on the Company's TSR percentile compared to the TSR of the companies comprising a market index. TSR is measured generally as the increase or decrease in the market value of Company common stock including the reinvestment of dividends. If a participant terminates employment prior to the third anniversary of the grant date, the PSUs will be forfeited except in the case of death or disability. Dividend equivalents are paid on PSUs earned in a year, subject to restrictions. PSUs have no voting rights.
- (10) The grant amount of 1,418 PSUs assumes 100% vesting. Since payout for PSUs can range from 0% to 150%, the maximum number of shares that could vest and be distributed is 2,127.

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