

COMPASS MINERALS INTERNATIONAL INC

Form 4

March 12, 2013

**FORM 4**

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

OMB APPROVAL

OMB Number: 3235-0287  
Expires: January 31, 2005  
Estimated average burden hours per response... 0.5

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 \*  
GOADBY DAVID J

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)  
03/10/2013

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)  
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 Ownership (Instr. 4)
				(A) or (D)	Price		
Common Stock	03/10/2013		M	1,974	A \$ 0	30,140	D
Common Stock	03/11/2013		S	1,974	D \$ 76.73 (1)	28,166	D
Common Stock	03/10/2013		M	507	A \$ 0	28,673	D
Common Stock	03/11/2013		S	507	D \$ 76.6 (2)	28,166	D

Edgar Filing: COMPASS MINERALS INTERNATIONAL INC - Form 4

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

**Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.**

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	03/10/2013		M	1,974	03/10/2013 03/10/2013	Common Stock	1,974
Restricted Stock Unit	\$ 0					03/10/2014 03/10/2014	Common Stock	1,974
Restricted Stock Unit	\$ 0					03/12/2015 03/12/2015	Common Stock	2,000
Restricted Stock Unit	\$ 0	03/11/2013		A <sup>(4)</sup>	1,844	03/11/2016 03/11/2016	Common Stock	1,844
Stock Option (Right to Buy)	\$ 33.44					03/12/2008 03/12/2014	Common Stock	9,000
Stock Option (Right to Buy)	\$ 55.12					03/10/2009 03/10/2015	Common Stock	8,000
Stock Option (Right to Buy)	\$ 58.99					03/10/2010 03/10/2016	Common Stock	8,000
Stock Option (Right to Buy)	\$ 78.51					03/10/2011 03/10/2017	Common Stock	5,000
Stock Option (Right to Buy)	\$ 86.47					03/10/2012 03/10/2018	Common Stock	3,000
Stock Option (Right to Buy)	\$ 71.69					03/12/2013 03/12/2019	Common Stock	4,000

Stock Option (Right to Buy)	\$ 76.99	03/11/2013	A <sup>(5)</sup>	4,581	03/11/2014	03/11/2020	Common Stock	4,
Performance Share Unit	\$ 0	03/10/2013	M	507 <sup>(6)</sup>	03/10/2013	03/10/2013	Common Stock	50
Performance Share Unit	\$ 0				03/10/2014	03/10/2014	Common Stock	1,
Performance Stock Unit	\$ 0				03/12/2015	03/12/2015	Common Stock	1,
Performance Stock Unit <sup>(8)</sup>	\$ 0	03/11/2013	A <sup>(8)</sup>	1,370	03/11/2016	03/11/2016	Common Stock	1,

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
GOADBY DAVID J C/O COMPASS MINERALS INTERNATIONAL INC 9900 WEST 109TH STREET, SUITE 100 OVERLAND PARK, KS 66210			Vice President	

## Signatures

/s/ Robert E. Marsh as  
Attorney-in-Fact

03/12/2013

     \*\*Signature of Reporting Person

     Date

## Explanation of Responses:

\* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

- The 1,974 shares were traded in blocks ranging in price from \$76.19 to \$77.02. \$76.73 is the weighted average price. Information
- (1) regarding the number of shares sold at each separate price is available upon request by the SEC staff, the issuer, or any security holder of the issuer.
  - (2) The 507 shares were traded in blocks ranging in price from \$76.41 to \$76.88. \$76.60 is the weighted average price. Information regarding the number of shares sold at each separate price is available upon request by the SEC staff, the issuer, or any security holder of the issuer.
  - (3) All Restricted Stock Units have a conversion price of \$0.00.
  - (4) Restricted Stock Units granted: 3 year cliff vest on 3-11-2016, provided performance threshold satisfied.
  - (5) Stock options granted: vesting 25% after year one and then 25% per year thereafter.
  - (6) Two shares forfeited based on performance threshold under award agreement.
  - (7) All Performance Stock Units have a conversion price of \$0.00.

Performance Stock Units are divided into three approximately equal tranches, each having a performance period of one year. On the third anniversary of the grant date, PSUs vest based on achievement of total shareholder return ("TSR") performance goals for each tranche. Payout for vested PSUs ranges from 0% to 150% based on the Company's TSR percentile compared to the TSR of the companies

- (8) 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.

Edgar Filing: COMPASS MINERALS INTERNATIONAL INC - Form 4

- (9) The grant amount of 1,370 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 2,055.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.