

Kinnune Shelly  
Form 4  
March 13, 2013

**FORM 4**

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

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

## OMB APPROVAL

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(Print or Type Responses)

1. Name and Address of Reporting Person \*  
Kinnune Shelly

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)  
9900 W. 109TH STREET, SUITE  
100

3. Date of Earliest Transaction  
(Month/Day/Year)  
03/11/2013

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

(Street)  
OVERLAND PARK, KS 66210

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

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

(City) (State) (Zip)

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

| 1. Title of<br>Security<br>(Instr. 3) | 2. Transaction Date<br>(Month/Day/Year) | 2A. Deemed<br>Execution Date, if<br>any<br>(Month/Day/Year) | 3.<br>Transaction<br>Code<br>(Instr. 8) | 4. Securities<br>Acquired (A) or<br>Disposed of (D)<br>(Instr. 3, 4 and 5) | 5. Amount of<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s)<br>(Instr. 3 and 4) | 6. Ownership<br>Form: Direct<br>(D) or<br>Indirect (I)<br>(Instr. 4) | 7. Nature of<br>Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|---------------------------------------|-----------------------------------------|-------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-------------------------------------------------------------------|
|                                       |                                         |                                                             |                                         | (A)<br>or<br>(D)                                                           |                                                                                                                    |                                                                      |                                                                   |
|                                       |                                         |                                                             |                                         | Code V Amount (D) Price                                                    |                                                                                                                    |                                                                      |                                                                   |
| Common<br>Stock                       |                                         |                                                             |                                         |                                                                            | 33 <sup>(1)</sup>                                                                                                  | I                                                                    | Company<br>401 (k)<br>Plan                                        |

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

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information contained in this form are not  
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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)**

## Edgar Filing: Kinnune Shelly - Form 4

| 1. Title of<br>Derivative<br>Security<br>(Instr. 3) | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution Date, if<br>any<br>(Month/Day/Year) | 4.<br>Transaction<br>Code<br>(Instr. 8) | 5. Number<br>of Derivative<br>Securities<br>Acquired<br>(A) or<br>Disposed of<br>(D)<br>(Instr. 3, 4,<br>and 5) | 6. Date Exercisable and<br>Expiration Date<br>(Month/Day/Year) |            | 7. Title and Amount<br>Underlying Securities<br>(Instr. 3 and 4) |                                        |                         |
|-----------------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------|-------------------------------------------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|------------|------------------------------------------------------------------|----------------------------------------|-------------------------|
|                                                     |                                                                       |                                         |                                                             | Code                                    | V                                                                                                               | (A)                                                            | (D)        | Title                                                            | Amount<br>or<br>Number<br>of<br>Shares |                         |
| Restricted<br>Stock Unit                            | \$ 0                                                                  |                                         |                                                             |                                         |                                                                                                                 |                                                                | 05/07/2015 | 05/07/2015                                                       | Common<br>Stock                        | 1,432                   |
| Restricted<br>Stock Unit                            | \$ 0                                                                  | 03/11/2013                              |                                                             | A <sup>(2)</sup>                        |                                                                                                                 | 1,948                                                          | 03/11/2016 | 03/11/2016                                                       | Common<br>Stock                        | 1,948                   |
| Stock Option<br>(Right to<br>Buy)                   | \$ 76.81                                                              |                                         |                                                             |                                         |                                                                                                                 |                                                                | 05/07/2013 | 05/07/2019                                                       | Common<br>Stock                        | 3,321                   |
| Stock Option<br>(Right to<br>Buy)                   | \$ 76.99                                                              | 03/11/2013                              |                                                             | A <sup>(3)</sup>                        |                                                                                                                 | 4,839                                                          | 03/11/2014 | 03/11/2020                                                       | Common<br>Stock                        | 4,839                   |
| Performance<br>Stock Unit                           | \$ 0                                                                  |                                         |                                                             |                                         |                                                                                                                 |                                                                | 05/07/2015 | 05/07/2015                                                       | Common<br>Stock                        | 981                     |
| Performance<br>Stock Unit <sup>(5)</sup>            | \$ 0 <sup>(4)</sup>                                                   | 03/11/2013                              |                                                             | A <sup>(4)</sup>                        |                                                                                                                 | 1,447                                                          | 03/11/2016 | 03/11/2016                                                       | Common<br>Stock                        | 1,447<br><sup>(6)</sup> |

## Reporting Owners

| Reporting Owner Name / Address                                                 | Relationships                                   |
|--------------------------------------------------------------------------------|-------------------------------------------------|
|                                                                                | Director      10% Owner      Officer      Other |
| Kinnune Shelly<br>9900 W. 109TH STREET<br>SUITE 100<br>OVERLAND PARK, KS 66210 | Vice<br>President                               |

## Signatures

Robert E. Marsh      03/13/2013

<sup>\*\*</sup>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).

(1) The information in this report is based on a 401(k) plan statement dated as of 03-08-2013.

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- (2) Restricted Stock Units granted: 3 year cliff vest on 3-11-2016, provided performance threshold satisfied.
- (3) Stock options granted: vesting 25% after year one and then 25% per year thereafter.
- (4) 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, the PSUs will vest based on achievement of total shareholder return ("TSR") performance goals for each tranche. Once vested, payout for PSUs can range from 0% to 150% based on the Company's TSR percentile compared to the TSR of the

- (5) 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.
- (6) The grant amount of 1,447 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 2,170.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

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