

COMPASS MINERALS INTERNATIONAL INC  
 Form 4  
 March 12, 2015

**FORM 4**

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

OMB APPROVAL

OMB Number: 3235-0287  
 Expires: January 31, 2015  
 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 \*  
 Berger Steven N.

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

5. Relationship of Reporting Person(s) to Issuer  
 (Check all applicable)  
 \_\_\_ Director \_\_\_ 10% Owner  
X Officer (give title below) \_\_\_ Other (specify below)  
 Senior Vice President

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

3. Date of Earliest Transaction (Month/Day/Year)  
 03/10/2015

OVERLAND PARK, KS 66210  
 (City) (State) (Zip)

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

**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) Code V Amount (D) Price                                |   |  |                                   |
| Common Stock                    |                                      |  |                                |   | 13  | D  |                                   |
| Common Stock                    |                                      |  |                                |   | 88 <sup>(1)</sup>   | I  | Company 401(k) Plan               |

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)

Edgar Filing: COMPASS MINERALS INTERNATIONAL INC - Form 4

**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 Securities (Instr. 3 and 4) | Amount or Number of Shares |       |
|--|--|--------------------------------------|--|--------------------------------|---|--|---|----------------------------|-------|
|  |  |                                      |  | Code                           | V (A) (D)   | Date Exercisable   | Expiration Date   | Title                      |       |
| Restricted Stock Unit                      | \$ 0   |                                      |  |                                |   | 03/11/2016   | 03/11/2016  | Common Stock               | 3,490 |
| Restricted Stock Unit                      | \$ 0   |                                      |  |                                |   | 03/10/2017   | 03/10/2017  | Common Stock               | 826   |
| Restricted Stock Unit                      | \$ 0   | 03/10/2015                           |  | A <sup>(2)</sup>               | 1,009   | 03/10/2018   | 03/10/2018  | Common Stock               | 1,009 |
| Stock Option (Right to Buy)                | \$ 76.99   |                                      |  |                                |   | 03/11/2014   | 03/11/2020  | Common Stock               | 4,164 |
| Stock Option (Right to Buy)                | \$ 87.18   |                                      |  |                                |   | 03/10/2015   | 03/10/2021  | Common Stock               | 4,430 |
| Stock Option (Right to Buy)                | \$ 91.75   | 03/10/2015                           |  | A <sup>(3)</sup>               | 6,130   | 03/10/2016   | 03/10/2022  | Common Stock               | 6,130 |
| Performance Stock Unit                     | \$ 0   |                                      |  |                                |   | 03/11/2016   | 03/11/2016  | Common Stock               | 1,111 |
| Performance Stock Unit                     | \$ 0   |                                      |  |                                |   | 03/10/2017   | 03/10/2017  | Common Stock               | 1,361 |
| Performance Stock Unit(rTSR)               | \$ 0   | 03/10/2015                           |  | A <sup>(4)</sup>               | 833   | 03/10/2018   | 03/10/2018  | Common Stock               | 833   |
| Performance Stock Unit(ROIC)               | \$ 0   | 03/10/2015                           |  | A <sup>(5)</sup>               | 1,009   | 03/10/2018   | 03/10/2018  | Common Stock               | 1,009 |

## Reporting Owners

Reporting Owner Name / Address

Relationships

Director 10% Owner Officer Other

Reporting Owners

2

Berger Steven N.  
C/O COMPASS MINERALS INTERNATIONAL, INC.  
9900 WEST 109TH STREET, SUITE 100  
OVERLAND PARK, KS 66210

Senior Vice President

## Signatures

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

03/12/2015

\_\_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 03-09-15.
- (2) Restricted Stock Units granted: 3 year cliff vest on 3-10-2018, provided performance threshold satisfied.
- (3) Stock Options granted: vesting 25% after year one and then 25% per year thereafter.

On the third anniversary of the grant date, these PSUs cliff vest and shares of Company common stock are granted based on achievement of relative total shareholder return ("rTSR") performance goals over a three-year period beginning in 2015 and ending in 2017. Payout for

- (4) vested PSUs range from 0% to 150% based on the Company's rTSR percentile compared to the rTSR of the companies comprising a market index. The number of shares in this grant are subject to adjustment, up or down, based upon attainment above or below the targeted percentile rank.

On the third anniversary of the grant date, these PSUs cliff vest and shares of Company common stock are granted based on an average of three annual calculations of achievement of return on invested capital ("ROIC") performance goals over a three-year period beginning in

- (5) 2015 and ending in 2017. Payout for vested PSUs range from 0% to 200% based on the Company's ROIC performance. The number of shares in this grant are subject to adjustment, up or down, based upon attainment above or below the targeted ROIC.

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.