

HEIDRICK & STRUGGLES INTERNATIONAL INC  
 Form 4  
 March 09, 2017

**FORM 4**

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

OMB APPROVAL

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**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 \*  
 Beard, Stephen W.

2. Issuer Name and Ticker or Trading Symbol  
 HEIDRICK & STRUGGLES INTERNATIONAL INC [HSII]

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)

3. Date of Earliest Transaction (Month/Day/Year)  
 03/07/2017

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)  
 EVP, CAO, GC & Secretary

HEIDRICK & STRUGGLES INTERNATIONAL, INC., 233 S. WACKER DRIVE, SUITE 4900

(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

CHICAGO, IL 60606

(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) |        |                 | 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 or Price |   |  |   |  |
| Common Stock <sup>(1)</sup>     | 03/07/2017                           | 03/07/2017   | A                              |   | 2,969  | A               | 2   | 55,909   | D   |  |
| Common Stock <sup>(1)</sup>     | 03/07/2017                           | 03/07/2017   | F                              |   | 924    | D               | \$ 24.45  | 54,985   | D   |  |
| Common Stock <sup>(1)</sup>     | 03/07/2017                           | 03/07/2017   | A                              |   | 10,197 | A               | 2   | 65,182   | D   |  |
| Common Stock <sup>(1)</sup>     | 03/07/2017                           | 03/07/2017   | F                              |   | 3,172  | D               | \$ 24.45  | 62,010   | D   |  |

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

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(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 Underlying Securities (Instr. 3 and 4) | Amount or Number of Shares |
|--|--|--------------------------------------|--|--------------------------------|---|--|--|----------------------------|
|  |  |                                      |  | Code V (A) (D)                 |   | Date Exercisable Expiration Date                         | Title  |                            |
| 2014 Restricted Stock Units                | (2)  | 03/07/2017                           | 03/07/2017   | M                              | 2,969   | (3) (3)  | Common Stock   | (4)                        |
| 2014 Performance Stock Units               | (2)  | 03/07/2017                           | 03/07/2017   | A                              | 1,291 (5)   | (3) (3)  | Common Stock   | (4)                        |
| 2014 Performance Stock Units (6)           | (2)  | 03/07/2017                           | 03/07/2017   | M                              | 10,197  | (3) (3)  | Common Stock   | (4)                        |

## Reporting Owners

| Reporting Owner Name / Address  | Relationships |           |                          |       |
|---|---------------|-----------|--------------------------|-------|
|   | Director      | 10% Owner | Officer                  | Other |
| Beard, Stephen W.<br>HEIDRICK & STRUGGLES INTERNATIONAL, INC.<br>233 S. WACKER DRIVE, SUITE 4900<br>CHICAGO, IL 60606 |               |           | EVP, CAO, GC & Secretary |       |

## Signatures

/s/ Stephen W. Beard,  
Attorney-In-Fact

03/09/2017

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) Reflects shares acquired from the 2014 RSU and PSU vesting reported on Table II.
- (2) The number of RSUs or PSUs awarded to the Reporting Person was determined by dividing the total dollar value of compensation granted to the Reporting Person by the closing price of HSII common stock on the grant date of March 7, 2014.
- (3) RSUs are service-based and will vest in three equal installments on the first, second and third anniversaries of the date of grant. PSUs are target-based equity grants that generally vest three years from the grant date if certain performance goals are achieved.
- (4) Granted under the Company's Global Share Plan. Each RSU or PSU represents a right to receive one share of the Issuer's Common Stock upon vesting.  
  
Represents an increase in the target number of PSUs granted to the Reporting Person under the 2014 PSU grant because the Issuer
- (5) exceeded the operating income performance measure for the period 2014-2016 which increased the number of shares vesting on the PSU grant.
- (6) Represents the vesting of PSUs granted on March 7, 2014 in the amount of 8,906 which were subject to the achievement of certain performance measures and issued based on a graduated scale ranging from 0 to 200 percent of the initial target amount.

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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