

Spectrum Brands Holdings, Inc.  
Form 4  
December 05, 2016

# 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 \*  
Rouve Andreas

(Last) (First) (Middle)

C/O SPECTRUM BRANDS HOLDINGS, INC., 3001 DEMING WAY

(Street)

MIDDLETON, WI 53562

(City) (State) (Zip)

2. Issuer Name and Ticker or Trading Symbol  
Spectrum Brands Holdings, Inc. [SPB]

3. Date of Earliest Transaction (Month/Day/Year)  
12/01/2016

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

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

Director  10% Owner  
 Officer (give title below)  Other (specify below)  
CEO & President

6. Individual or Joint/Group Filing (Check Applicable Line)

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 Indirect Beneficial Ownership (Instr. 4) |   |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|--|---|---|
|                                 |                                      |  |                                | (A) or (D)  | Price   |  |   |   |
| Common Stock                    | 12/01/2016                           |  | M                              | 10,339  | A (1)   | 94,142   | D   |   |
| Common Stock                    | 12/01/2016                           |  | F                              | 5,036 (2)   | D   | \$ 114.39  | 89,106  | D |
| Common Stock                    | 12/01/2016                           |  | M                              | 5,393   | A (3)   | 94,499   | D   |   |
| Common Stock                    | 12/01/2016                           |  | F                              | 2,627 (2)   | D   | \$ 114.39  | 91,872  | D |
|                                 | 12/01/2016                           |  | M                              | 1,026   | A (4)   | 92,898   | D   |   |

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|              |            |   |                       |   |                         |         |   |
|--------------|------------|---|-----------------------|---|-------------------------|---------|---|
| Common Stock |            |   |                       |   |                         |         |   |
| Common Stock | 12/01/2016 | F | 500 <sup>(5)</sup>    | D | \$ 114.39               | 92,398  | D |
| Common Stock | 12/01/2016 | M | 535                   | A | <u>(6)</u>              | 92,933  | D |
| Common Stock | 12/01/2016 | F | 261 <sup>(5)</sup>    | D | \$ 114.39               | 92,672  | D |
| Common Stock | 12/01/2016 | M | 10,893                | A | <u>(7)</u>              | 103,565 | D |
| Common Stock | 12/01/2016 | F | 5,305 <sup>(8)</sup>  | D | \$ 114.39               | 98,260  | D |
| Common Stock | 12/01/2016 | M | 5,447                 | A | <u>(9)</u>              | 103,707 | D |
| Common Stock | 12/01/2016 | F | 2,653 <sup>(8)</sup>  | D | \$ 114.39               | 101,054 | D |
| Common Stock | 12/01/2016 | M | 15,323                | A | <u>(10)</u> <u>(11)</u> | 116,377 | D |
| Common Stock | 12/01/2016 | F | 7,463 <sup>(12)</sup> | D | \$ 114.39               | 108,914 | D |

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 of Underlying Securities (Instr. 3 and 4) |   |                            |
|--|---|--------------------------------------|--|--------------------------------|---|--|---|---|----------------------------|
|  |   |                                      |  | Code                           | V (A) (D)   | Date Exercisable   | Expiration Date   | Title                                       | Amount or Number of Shares |
| Performance Rights <sup>(13)</sup>         | <sup>(1)</sup> <sup>(3)</sup> <sup>(4)</sup> <u>(6)</u> | 12/01/2016                           |  | M                              |   | 17,293   | <u>(1)</u> <u>(3)</u> <u>(4)</u> <u>(6)</u>                   | <u>(1)</u> <u>(3)</u> <u>(4)</u> <u>(6)</u> | Common Stock 17,293        |
| Performance Rights <sup>(13)</sup>         | <u>(7)</u> <u>(9)</u>                                   | 12/01/2016                           |  | M                              |   | 16,340   | <u>(7)</u> <u>(9)</u>   | <u>(7)</u> <u>(9)</u>                       | Common Stock 16,340        |

|                                    |             |            |   |        |                 |                 |              |        |
|------------------------------------|-------------|------------|---|--------|-----------------|-----------------|--------------|--------|
| Performance Rights <sup>(13)</sup> | <u>(10)</u> | 12/01/2016 | M | 15,323 | <u>(10)(11)</u> | <u>(10)(11)</u> | Common Stock | 15,323 |
|------------------------------------|-------------|------------|---|--------|-----------------|-----------------|--------------|--------|

## Reporting Owners

| Reporting Owner Name / Address  | Relationships |           |                 |       |
|---|---------------|-----------|-----------------|-------|
|   | Director      | 10% Owner | Officer         | Other |
| Rouve Andreas<br>C/O SPECTRUM BRANDS HOLDINGS, INC.<br>3001 DEMING WAY<br>MIDDLETON, WI 53562 | X             |           | CEO & President |       |

## Signatures

/s/ Nathan E. Fagre,  
attorney-in-fact

12/05/2016

        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 remaining 50% of the performance rights granted on December 15, 2014 under the Spectrum Brands Holdings, Inc. 2015 Equity Incentive Plan vested on December 1, 2016, and such performance rights, representing the 2015 EIP Service Award portion of Mr. Rouve's 2015 EIP Award granted on December 15, 2014, settled for 10,339 shares of the Issuer's common stock.
- (2) Represents shares of the Issuer's common stock withheld to satisfy Mr. Rouve's tax withholding obligation upon the vesting and settling of performance rights of the 2015 EIP Service Award portion of Mr. Rouve's 2015 EIP Award.
- (3) The remaining 50% of the performance rights granted on April 1, 2015 under the Spectrum Brands Holdings, Inc. 2015 Equity Incentive Plan vested on December 1, 2016, and such performance rights, representing the 2015 EIP Service Award portion of Mr. Rouve's 2015 EIP Award granted on April 1, 2015, settled for 5,393 shares of the Issuer's common stock.
- (4) Mr. Rouve also received 1,026 additional shares, representing the 2015 EIP Additional Award portion of Mr. Rouve's 2015 EIP Award granted on December 15, 2014, as the Issuer exceeded by a certain percentage the 2015 consolidated cash flow target for the 2015 EIP Performance Award for the fiscal year ended September 30, 2015, and the Issuer's consolidated cash flow results for the fiscal year ended September 30, 2016 were greater than the comparable results for 2015.
- (5) Represents shares of the Issuer's common stock withheld to satisfy Mr. Rouve's tax withholding obligation upon the vesting and settling of performance rights of the 2015 EIP Additional Award portion of Mr. Rouve's 2015 EIP Award.
- (6) Mr. Rouve also received 535 additional shares, representing the 2015 EIP Additional Award portion of Mr. Rouve's 2015 EIP Award granted on April 1, 2015, as the Issuer exceeded by a certain percentage the 2015 consolidated cash flow target for the 2015 EIP Performance Award for the fiscal year ended September 30, 2015, and the Issuer's consolidated cash flow results for the fiscal year ended September 30, 2016 were greater than the comparable results for 2015.
- (7) Represents shares of the Issuer's common stock issued upon the vesting of performance rights granted on February 2, 2015 under the Spectrum Brands Holdings, Inc. S2B Plan. 50% of the performance rights vested on December 1, 2016 (the "S2B Performance Vesting Date"), and such performance rights representing the S2B Performance Award portion of Mr. Rouve's S2B Award granted on February 2, 2015, settled for 10,893 shares of the Issuer's common stock. An additional 10,895 shares will vest on December 1, 2017, the first anniversary of the S2B Performance Vesting Date (such date, the "S2B Service Vesting Date"), if Mr. Rouve remains employed by the Issuer on such first anniversary (such amount, the "S2B Service Award").
- (8) Represents shares of the Issuer's common stock withheld to satisfy Mr. Rouve's tax withholding obligation upon the vesting and settling of performance rights of the S2B Performance Award portion of Mr. Rouve's S2B Award.
- (9) Represents shares of the Issuer's common stock issued upon the vesting of performance rights granted on April 1, 2015 under the Spectrum Brands Holdings, Inc. S2B Plan. 50% of the performance rights vested on the S2B Performance Vesting Date, and such performance rights representing the S2B Performance Award portion of Mr. Rouve's S2B Award granted on April 1, 2015, settled for

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5,447 shares of the Issuer's common stock. An additional 5,448 shares will vest on the S2B Service Vesting Date if Mr. Rouve remains employed by the Issuer on such first anniversary.

Performance rights granted on December 15, 2015 under the Spectrum Brands Holdings, Inc. 2016 Equity Incentive Plan (the "2016 EIP Award") were earned as of December 1, 2016, and 50% of such performance rights, representing the 2016 EIP Performance Award portion of Mr. Rouve's 2016 EIP Award, settled for 15,323 shares of the Issuer's common stock.

In addition, 15,324 shares, representing the 2016 EIP Service Award portion of Mr. Rouve's 2016 EIP Award, will vest on December 1, 2017 if Mr. Rouve remains employed by the Issuer on such first anniversary. Mr. Rouve also shall be eligible to receive up to 10,726 additional shares, representing the 2016 EIP Additional Award portion of Mr. Rouve's 2016 EIP Award, based on the Issuer exceeding

- (11) by a certain percentage the 2016 adjusted EBITDA and 2016 consolidated free cash flow targets for the fiscal year ended September 30, 2016. The 2016 EIP Additional Award will vest on December 1, 2017 if Mr. Rouve remains employed by the Issuer as of such date and if the Issuer's 2017 adjusted EBITDA and consolidated free cash flow results are equal to or greater than the comparable results for 2016.

- (12) Represents shares of the Issuer's common stock withheld to satisfy Mr. Rouve's tax withholding obligation upon the vesting and settling of performance rights of the 2016 EIP Performance Award portion of Mr. Rouve's 2016 EIP Award.

- (13) Each performance right represents a contingent right to receive one share of the Issuer's common stock.

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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