

PEHLKE RICHARD W  
Form 4  
March 13, 2018

**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 \*  
PEHLKE RICHARD 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)  
  
 Director  10% Owner  
 Officer (give title below)  Other (specify below)  
Chief Financial Officer

(Last) (First) (Middle)  
  
HEIDRICK & STRUGGLES  
INTERNATIONAL, INC., 233 S.  
WACKER DRIVE, SUITE 4900  
  
(Street)

3. Date of Earliest Transaction  
(Month/Day/Year)  
03/09/2018

CHICAGO, IL 60606  
  
(City) (State) (Zip)

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

**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 <sup>(1)</sup>	03/09/2018	03/09/2018	A	2,820	A (2) 64,311	D	
Common Stock <sup>(1)</sup>	03/09/2018	03/09/2018	F	827	D \$ 30.45 63,484	D	
Common Stock <sup>(1)</sup>	03/09/2018	03/09/2018	A	4,214	A (2) 67,698	D	
Common Stock <sup>(1)</sup>	03/09/2018	03/09/2018	F	1,235	D \$ 30.45 66,463	D	
	03/09/2018	03/09/2018	A	2,743	A (2) 69,206	D	

Common Stock <sup>(1)</sup>								
Common Stock <sup>(1)</sup>	03/09/2018	03/09/2018	F	804	D	\$ 30.45	68,402	D
Common Stock <sup>(1)</sup>	03/09/2018	03/09/2018	A	7,419	A	(2)	75,821	D
Common Stock <sup>(1)</sup>	03/09/2018	03/09/2018	F	2,174	D	\$ 30.45	73,647	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)	8. Amount or Number of Shares
2015 Restricted Stock Units	(2)	03/09/2018	03/09/2018	M	2,820	(3) (3)	Common Stock	(4)
2016 Restricted Stock Units	(2)	03/09/2018	03/09/2018	M	4,214	(3) (3)	Common Stock	(4)
2017 Restricted Stock Units	(2)	03/09/2018	03/09/2018	M	2,743	(3) (3)	Common Stock	(4)
2015 Performance Stock Units	(2)	03/09/2018	03/09/2018	M	7,419	(3) (3)	Common Stock	(4)

## Reporting Owners

Reporting Owner Name / Address

Relationships

Reporting Owners

Director 10% Owner Officer

Other

PEHLKE RICHARD W  
HEIDRICK & STRUGGLES INTERNATIONAL, INC.  
233 S. WACKER DRIVE, SUITE 4900  
CHICAGO, IL 60606

Chief Financial Officer

## Signatures

/s/ Kamau A. Coar,  
Attorney-In-Fact

03/13/2018

\_\_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 2015-2017 RSU/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 on March 9, 2018.
- (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.

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.