

ESTEE LAUDER COMPANIES INC  
 Form 4  
 September 08, 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 \*  
 Freda Fabrizio

2. Issuer Name and Ticker or Trading Symbol  
 ESTEE LAUDER COMPANIES INC [EL]

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)

3. Date of Earliest Transaction (Month/Day/Year)  
 09/06/2016

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

THE ESTEE LAUDER COMPANIES INC., 767 FIFTH AVENUE

(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

NEW YORK, NY 10153

(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) (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) |   |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|--|-----------------------------------|---|
|                                 |                                      |  |                                | Code V  | Amount  | (A) or (D)   | Price                             |   |
| Class A Common Stock            | 09/06/2016                           |  | A <sup>(1)</sup>               | 42,459 <sup>(1)</sup>   | A   | \$ 0   | 115,633                           | D |
| Class A Common Stock            | 09/06/2016                           |  | F <sup>(2)</sup>               | 23,701  | D   | \$ 89.4  | 91,932                            | D |

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

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SEC 1474 (9-02)

displays a currently valid OMB control number.

**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 |     | 6. Date Exercisable and Expiration Date (Month/Day/Year) |                 | 7. Title and Amount of Underlying Securities (Instr. 3 and 4) |         |
|--|--|--------------------------------------|--|--------------------------------|------------------------------------|-----|--|-----------------|---|---------|
|  |  |                                      |  |                                | (A)                                | (D) | Date Exercisable   | Expiration Date |   |         |
| Option (Right to Buy)                      | \$ 89.47   | 09/06/2016                           |  | A                              | 151,163                            |     | (3)  | 09/06/2026      | Class A Common Stock  | 151,163 |
| Restricted Stock Units (Share Payout)      | \$ 0 <sup>(4)</sup>                                    | 09/06/2016                           |  | A                              | 41,071                             |     | (5)  | (5)             | Class A Common Stock  | 41,071  |

## Reporting Owners

| Reporting Owner Name / Address  | Relationships |           |                   |       |
|---|---------------|-----------|-------------------|-------|
|   | Director      | 10% Owner | Officer           | Other |
| Freda Fabrizio<br>THE ESTEE LAUDER COMPANIES INC.<br>767 FIFTH AVENUE<br>NEW YORK, NY 10153 | X             |           | President and CEO |       |

## Signatures

Fabrizio Freda, by Maureen Sladek,  
attorney-in-fact  
Date: 09/08/2016  
\*\*Signature of Reporting Person

## 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 payout of Performance Share Units ("PSUs") granted to Reporting Person on September 4, 2013.
  - (2) Represents the withholding of shares for tax purposes in connection with the payout of the PSUs.
  - (3) Stock options granted pursuant to Fiscal 2002 Share Incentive Plan in respect of 50,387 shares exercisable from and after January 1, 2018; 50,388 shares exercisable from and after January 1, 2019; and 50,388 shares exercisable from and after January 1, 2020.
  - (4) Not applicable. Restricted Stock Units ("RSUs") vest and are paid out in shares of Class A Common Stock on a one-to-one basis on the applicable vesting date.

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- Assuming continued employment, the RSUs granted on September 6, 2016 will vest and be paid out as follows: 13,690 on October 31, 2017; 13,690 on October 31, 2018; and 13,691 on October 31, 2019. Assuming continued employment, the RSUs held by the Reporting
- (5) Person will vest and be paid out as follows: 42,347 on October 31, 2016; 32,552 on June 30, 2017; 42,108 on October 31, 2017; 28,443 on October 31, 2018; and 13,691 on October 31, 2019. Upon payout, shares will be withheld to cover minimum statutory tax obligations. RSUs are accompanied by dividend equivalent rights that will be payable in cash at the time of payout of the related shares.

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.