

ENERGIZER HOLDINGS INC  
Form 4  
December 17, 2008

**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 \*  
HATFIELD DAVID P

2. Issuer Name and Ticker or Trading Symbol  
ENERGIZER HOLDINGS INC  
[ENR]

5. Relationship of Reporting Person(s) to Issuer

(Check all applicable)

(Last) (First) (Middle)

3. Date of Earliest Transaction (Month/Day/Year)  
12/15/2008

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)  
EXECUTIVE VP, CMO

ENERGIZER HOLDINGS, INC., 533 MARYVILLE UNIVERSITY DRIVE

(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

ST LOUIS, MO 63141

(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)
				(A) or (D) Code V Amount (D) Price			
Energizer Holdings, Inc. Common Stock					2,962	D	
Energizer Holdings, Inc. Common Stock					2,524	I	By 401(k)

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

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SEC 1474  
(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
Restricted Stock Equivalents 5/19/03	\$ 0	12/15/2008		F		<u>69</u> (1)		<u>(2)</u>	<u>(2)</u>	Energizer Holdings, Inc. Common Stock	69
Restricted Stock Equivalents 5/19/03	\$ 0	12/15/2008		F		<u>36</u> (3)		<u>(2)</u>	<u>(2)</u>	Energizer Holdings, Inc. Common Stock	36
Restricted Stock Equivalents 5/19/03	\$ 0	12/15/2008		F		<u>18</u> (3)		<u>(2)</u>	<u>(2)</u>	Energizer Holdings, Inc. Common Stock	18
Restricted Stock Equivalents 5/19/03	\$ 0	12/15/2008		F		<u>18</u> (4)		<u>(2)</u>	<u>(2)</u>	Energizer Holdings, Inc. Common Stock	18
Restricted Stock Equivalents 5/19/03	\$ 0	12/15/2008		F		<u>69</u> (3)		<u>(2)</u>	<u>(2)</u>	Energizer Holdings, Inc. Common Stock	69
	\$ 46.13							10/19/2005	10/18/2014		15,000

Non-Qualified Stock Option 10/19/04				Energizer Holdings, Inc. Common Stock	
Non-Qualified Stock Option 9/23/02	\$ 30.1		09/23/2005 09/22/2012	Energizer Holdings, Inc. Common Stock	16,667
Phantom Stk Units in Deferred Compensation Plan CM	\$ 0		<u>(5)</u> <u>(5)</u>	Energizer Holdings, Inc. Common Stock	10,460
Phantom Stock Units in Deferred Compensation Plan	\$ 0		<u>(5)</u> <u>(5)</u>	Energizer Holdings, Inc. Common Stock	46,821
Phantom Stock Units in Executive Savings Investment Plan	\$ 0		<u>(5)</u> <u>(5)</u>	Energizer Holdings, Inc. Common Stock	201
Restricted Stock Equivalent 10/10/07	\$ 0		<u>(6)</u> <u>(6)</u>	Energizer Holdings, Inc. Common Stock	14,000
Restricted Stock Equivalent 10/13/08	\$ 0		<u>(7)</u> <u>(7)</u>	Energizer Holdings, Inc. Common Stock	20,000
Restricted Stock Equivalent 10/9/06	\$ 0		<u>(8)</u> <u>(8)</u>	Energizer Holdings, Inc. Common Stock	10,000

## Reporting Owners

Reporting Owner Name / Address

Relationships

Director 10% Owner Officer Other

HATFIELD DAVID P  
ENERGIZER HOLDINGS, INC.  
533 MARYVILLE UNIVERSITY DRIVE  
ST LOUIS, MO 63141

EXECUTIVE VP, CMO

## Signatures

DAVID P.  
HATFIELD

12/17/2008

\_\_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) Withholding taxes associated with vesting of leg of award in 2006, conversion of which was deferred until retirement at election of Reporting Person.

Restricted Stock Equivalents convert into shares of Energizer Common Stock - 1/3 on 5/19/06, 1/3 on 5/19/09 and 1/3 on 5/19/12, unless Reporting Person elects to defer conversion until retirement or other termination, or unless deferral of conversion is mandated by Energizer Holdings, Inc. Equivalents subject to forfeiture if Reporting Person voluntarily terminates employment prior to conversion dates, other than upon retirement after attaining age 55.

- (3) Mandatory withholding associated with vesting of portion of award transferred to ex-spouse.

- (4) Withholding taxes associated with vesting of leg of award in 2008, conversion of which was deferred until retirement at the election of Reporting Person.

- (5) Phantom stock units are payable in cash following termination of the Reporting Person's employment with Energizer Holdings, Inc.

25% of Restricted Stock Equivalents (RSE) granted will vest and convert into shares of ENR Common Stock on 10/10/10. An additional 5% will vest and convert into shares of ENR Common Stock in November, 2010, only if CAGR in earnings per share equals or exceeds 8% for the period between 9/30/07 and 9/30/10; that percentage will be 15% if CAGR for the period equals or exceeds 9%, and 25% if CAGR for the period equals or exceeds 10%. The remaining 50% of RSE granted will vest in its entirety and convert into shares of ENR Common Stock only if CAGR for the period equals or exceeds 15% (with incremental vesting between 11% and 15%). All RSE will also vest and convert upon the Reporting Person's death or permanent disability. In the event of a change in control, some or all of the equivalents will also vest. All equivalents that do not vest will be forfeited.

- (7) 25% of Restricted Stock Equivalents (RSE) granted will vest and convert into shares of ENR common stock on 10/13/2011. An additional 5% will vest and convert into shares of ENR common stock in November, 2011, only if CAGR in EPS equals or exceeds 8% for the period between 9/30/08 and 9/30/11, proportionately increasing in 1/10th of 1% increments up to 75% of the RSEs granted if 15% CAGR for that period is achieved. All RSEs will also vest and convert upon the Reporting Person's death or permanent disability. In the event of a change of control, at least 50% of the RSEs will vest, with additional percentages potentially vesting dependent upon CAGR in EPS prior to the change of control.

- (8) 25% of Restricted Stock Equivalents granted will vest and convert into shares of Energizer Common Stock on 10/9/09, 25% will vest and convert into shares of Energizer Common Stock in November, 2009, only if the Company's compounded annual growth rate (CAGR) for earnings per share exceeds 10% for the preceding 3 year period, and the remaining 50% will vest in entirety and convert into shares of Energizer Common Stock at that time only if CAGR equals or exceeds 15% (with incremental vesting between 11 and 15%). All equivalents will also vest and convert into shares of Energizer Common Stock upon the reporting person's death, involuntary termination (other than for cause) or Change in Control of the Company. All equivalents that do not vest will be forfeited.

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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