

MATTEL INC /DE/  
Form 8-K  
June 15, 2018

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

**FORM 8-K**

**Current Report**

**Pursuant to Section 13 or 15(d)**

**of The Securities Exchange Act of 1934**

**Date of Report (Date of Earliest Event Reported): June 11, 2018**

**MATTEL, INC.**

**(Exact name of registrant as specified in its charter)**

**Delaware**  
**(State or other jurisdiction**

**of incorporation)**

**333 Continental Boulevard, El Segundo, California**  
**(Address of principal executive offices)**

**001-05647**  
**(Commission**

**File No.)**

**(310) 252-2000**

**95-1567322**  
**(I.R.S. Employer**

**Identification No.)**

**90245-5012**  
**(Zip Code)**

**Registrant's telephone number, including area code**

N/A

**(Former name or former address, if changed since last report)**

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

## Section 5 Corporate Governance and Management

### **Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

Following engagement and dialogue with our stockholders, on June 11, 2018, the Compensation Committee of the Board of Directors of Mattel, Inc. (the Company) approved a change in the allocation of the 2018 long-term incentive ( LTI ) grant values to Executive Vice Presidents and above to increase from one-third to 50% the portion granted in the form of Performance Units tied to Company performance metrics (granted under the 2018-2020 Long-Term Incentive Program), and to reduce the remaining portion granted in the form of stock options and restricted stock units from two-thirds to 50%. No changes were made to the 2018 LTI grant values.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: June 15, 2018

**MATTEL, INC.**

By: /s/ Robert Normile

Name: Robert Normile

Title: Executive Vice President, Chief Legal Officer, and Secretary