

TEAM INC  
Form 4  
October 18, 2011

**FORM 4**

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

OMB APPROVAL

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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

**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 \*  
**HAWK PHILIP J**

(Last) (First) (Middle)  
  
200 HERMANN DR  
  
(Street)

ALVIN, TX 77511

(City) (State) (Zip)

2. Issuer Name and Ticker or Trading Symbol  
**TEAM INC [TISI]**

3. Date of Earliest Transaction  
(Month/Day/Year)  
**10/14/2011**

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**

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) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|--|-----------------------------------|
|                                 |                                      |  | Code                           | V   | Amount or Price   |  |                                   |
| Common Stock <sup>(1)</sup>     | 10/14/2011                           |  | M                              |   | 5,035 A \$ 0  | 396,864  | D                                 |
| Common Stock <sup>(1)</sup>     | 10/15/2011                           |  | M                              |   | 5,599 A \$ 0  | 402,463  | D                                 |
| Common Stock <sup>(1)</sup>     | 10/15/2011                           |  | M                              |   | 4,578 A \$ 0  | 407,041  | D                                 |
| Common Stock                    | 10/17/2011                           |  | S                              |   | 20,000 D \$ 24.8  | 387,041  | 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) |                         |
|--|--|--------------------------------------|--|--------------------------------|---|--------|-----|--|-----------------|---|-------------------------|
|  |  |                                      |  |                                | V   | (A)    | (D) | Date Exercisable   | Expiration Date | Title   | Amount Number of Shares |
| Restricted Stock Units                     | (3)  | 10/14/2011                           |  | A                              |   | 23,848 |     | (4)  | 10/14/2021      | Common Stock  | 23,848                  |
| Restricted Stock Units                     | (3)  | 10/14/2011                           |  | M                              |   | 5,035  |     | (5)  | 10/15/2018      | Common Stock  | 5,035                   |
| Restricted Stock Units                     | (6)  | 10/14/2011                           |  | F                              |   | 1,811  |     | (6)  | 10/15/2018      | Common Stock  | 1,811                   |
| Restricted Stock Units                     | (3)  | 10/15/2011                           |  | M                              |   | 5,599  |     | (7)  | 10/14/2019      | Common Stock  | 5,599                   |
| Restricted Stock Units                     | (6)  | 10/15/2011                           |  | F                              |   | 2,014  |     | (6)  | 10/14/2019      | Common Stock  | 2,014                   |
| Restricted Stock Units                     | (3)  | 10/15/2011                           |  | M                              |   | 4,578  |     | (8)  | 10/15/2020      | Common Stock  | 4,578                   |
| Restricted Stock Units                     | (6)  | 10/15/2011                           |  | F                              |   | 1,647  |     | (6)  | 10/15/2020      | Common Stock  | 1,647                   |
| Nq Stock Options                           | \$ 30.33   |                                      |  |                                |   |        |     | (9)  | 10/15/2017      | Common Stock  | 120,000                 |
| Nq Stock Options                           | \$ 15.27   |                                      |  |                                |   |        |     | (9)  | 10/17/2016      | Common Stock  | 120,000                 |
| Nq Stock Options                           | \$ 13.28   |                                      |  |                                |   |        |     | (9)  | 01/17/2016      | Common Stock  | 100,000                 |
| Nq Stock Options                           | \$ 9.63  |                                      |  |                                |   |        |     | (9)  | 08/17/2015      | Common Stock  | 46,000                  |

|                   |         |     |            |              |      |
|-------------------|---------|-----|------------|--------------|------|
| Nq Stock Options  | \$ 9.23 | (9) | 08/12/2015 | Common Stock | 40,0 |
| Iso Stock Options | \$ 9.43 | (9) | 05/13/2015 | Common Stock | 4,0  |
| Iso Stock Options | \$ 9.57 | (9) | 05/12/2015 | Common Stock | 10,0 |
| Iso Stock Options | \$ 9.69 | (9) | 05/11/2015 | Common Stock | 10,0 |

## Reporting Owners

| Reporting Owner Name / Address                     | Relationships |           |         |       |
|--|---------------|-----------|---------|-------|
|  | Director      | 10% Owner | Officer | Other |
| HAWK PHILIP J<br>200 HERMANN DR<br>ALVIN, TX 77511 | X             |           | CEO     |       |

## Signatures

/s/ Philip J.  
Hawk

10/18/2011

\*\*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) Represents vesting of restricted Stock Units and conversion to Team Common Stock.

This transaction was executed in multiple trades at prices ranging from \$24.75 to \$24.945. The price reported above reflects the weighted average sale price. The reporting person hereby undertakes to provide upon request to the SEC staff, the issuer or a security holder of the issuer full information regarding the number of shares and prices at which the transaction was effected.

(3) Stock Units convert on a 1-for-1 basis into shares of Team Common Stock.

(4) Upon achievement of the annual performance goal established by the Compensation Committee, the Performance-Based Stock Units vest in 25% installments on 10/15/2012, 10/15/2013, 10/15/2014 and 10/15/2015, unless earlier terminated in accordance with the Plan. Stock units will automatically be converted into shares of common stock upon achievement of the performance goal in accordance with the respective time vesting schedule.

(5) Upon achievement of the annual performance goal established by the Compensation Committee, the Performance-Based Stock Units vest in 25% installments on 10/14/2009, 10/14/2010, 10/14/2011 and 10/15/2012, unless earlier terminated in accordance with the Plan. Stock units will automatically be converted into shares of common stock upon achievement of the performance goal in accordance with the respective time vesting schedule.

(6) Represents the portion of Stock Units withheld for income taxes prior to settlement in Common Stock.

(7) Upon achievement of the annual performance goal established by the Compensation Committee, the Performance-Based Stock Units vest in 25% installments on 10/15/2010, 10/15/2011, 10/15/2012 and 10/15/2013, unless earlier terminated in accordance with the Plan. Stock units will automatically be converted into shares of common stock upon achievement of the performance goal in accordance with the respective time vesting schedule.

(8) Upon achievement of the annual performance goal established by the Compensation Committee, the Performance-Based Stock Units vest in 25% installments on 10/15/2011, 10/15/2012, 10/15/2013 and 10/15/2014, unless earlier terminated in accordance with the Plan. Stock units will automatically be converted into shares of common stock upon achievement of the performance goal in accordance with the

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respective time vesting schedule.

(9) Options are fully vested.

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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