

Radford Lawrence P  
Form 4  
June 19, 2018

**FORM 4**

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

OMB APPROVAL

OMB Number: 3235-0287  
Expires: January 31, 2015  
Estimated average burden hours per response... 0.5

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 \*  
Radford Lawrence P

(Last) (First) (Middle)  
6500 MINERAL DR., SUITE 200  
(Street)

COEUR D'ALENE, ID 84815

(City) (State) (Zip)

2. Issuer Name and Ticker or Trading Symbol  
HECLA MINING CO/DE/ [HL]

3. Date of Earliest Transaction (Month/Day/Year)  
06/19/2018

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)  
Sr. Vice President & COO

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 Indirect Ownership (Instr. 4)
			Code	V	Amount or Price		
Common Stock	06/19/2018		A		117,493 (1) \$ 3.83	D	
Common Stock	06/19/2018		J		20,350 (3) \$ 3.83	I	By 401(k)

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

**Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.**

SEC 1474  
(9-02)

Edgar Filing: Radford Lawrence P - Form 4

**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 Security (Instr. 3 and 4)
Performance Rights	\$ 0	06/19/2018		A	78,329 (4)	01/01/2021 01/01/2021	Common Stock 78,329 (5)

**Reporting Owners**

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Radford Lawrence P 6500 MINERAL DR., SUITE 200 COEUR D'ALENE, ID 84815			Sr. Vice President & COO	

**Signatures**

Tami D. Whitman, Attorney-in-Fact for Lawrence P. Radford  
 Signature: \_\_\_\_\_ Date: 06/19/2018

**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) Award of restricted stock units that vest as follows: 39,164 shares on June 21, 2019; 39,164 shares on June 21, 2020; and 39,165 shares on June 21, 2021.
- (2) Total number of unvested restricted stock units held by Mr. Radford.
- (3) Held as 1.675.743 units in Mr. Radford's 401(k) account under Hecla Mining Company's Capital Accumulation Plan, and estimated to be 20,350 shares.  
 Mr. Radford was awarded performance rights representing the contingent right to receive between \$150,000 and \$600,000 worth of Hecla Mining Company common stock based on Hecla Mining Company's Total Shareholder return performance over the 3-year period (January 1, 2018 to December 31, 2020) relative to our peers. Examples of the potential grant of shares to Mr. Radford under this plan are as follows: 100th percentile rank among peers = maximum award at 200% of target (\$600,000 in stock); 60th percentile rank among peers = target award at grant value (\$300,000 in stock); and 50th percentile rank among peers = threshold award at 50% of target (\$150,000 in stock).
- (4) The number shown in Column 5 of Table II assumes a target payout (i.e., \$300,000 worth of common stock), with the common stock valued at the closing price on the day of the award (\$3.83). The actual number of shares received (if any) by Mr. Radford will depend on the Total Shareholder Return performance over the 3-year period and will be determined following the termination of that period.
- (5) Total number of performance units held by Mr. Radford.
- (6) Total number of performance units held by Mr. Radford.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

## Edgar Filing: Radford Lawrence P - Form 4

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.