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## Section 1: 8-K (8-K - ORGANIZATIONAL CHANGES)

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

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**FORM 8-K**

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**CURRENT REPORT**

Pursuant to Section 13 or 15(d) of the  
Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): October 30, 2018

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**THE MOSAIC COMPANY**

(Exact name of registrant as specified in its charter)

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**Delaware**  
(State or other jurisdiction  
of incorporation)

**001-32327**  
(Commission  
File Number)

**20-1026454**  
(IRS Employer  
Identification No.)

**3033 Campus Drive  
Suite E490  
Plymouth, Minnesota**  
(Address of principal executive offices)

**55441**  
(Zip Code)

**Registrant's telephone number, including area code: (800) 918-8270**

**Not applicable**  
(Former Name or Former Address, if Changed Since Last Report)

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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 (see General Instruction A.2. below):

- 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 or Rule 12b-2 of

the Securities Exchange Act of 1934.

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.

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

On October 30, 2018, as part of an internal reorganization, the Board of Directors (the "Board") of The Mosaic Company ("Mosaic"), effective as of January 1, 2019, appointed Walter F. Precourt III to the position of Senior Vice President - Strategy and Growth and removed Mr. Precourt from his current position as Senior Vice President - Phosphates. In his new position, Mr. Precourt will have responsibilities which include leading Mosaic's Business Development and Market and Strategic Analysis teams. Based on the responsibilities associated with Mr. Precourt's new role, the Compensation Committee of the Board, effective upon the date of Mr. Precourt's election as Mosaic's Senior Vice President - Strategy and Growth, increased his annual base salary from \$500,000 to \$525,000.

Mosaic also announced the election of (i) Bruce M. Bodine, currently Mosaic's Senior Vice President - Potash, as Senior Vice President - Phosphates; and (ii) Karen A. Swager, currently the Vice President - Minerals in Mosaic's Phosphates Business Unit, as Senior Vice President - Potash, effective as of January 1, 2019. At that time, Mr. Precourt will cease to be Mosaic's Senior Vice President - Phosphates and Mr. Bodine will cease to be Mosaic's Senior Vice President - Potash.

**Item 7.01. Regulation FD Disclosure.**

The following information is being "furnished" in accordance with General Instruction B.2. of Form 8-K and shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor shall it be deemed to be incorporated by reference in any filing under the Securities Act of 1933, as amended (the "Securities Act"), or the Exchange Act, except as expressly set forth by specific reference in such filing:

Press release of The Mosaic Company, dated November 1, 2018, furnished herewith as Exhibit 99.1.

**Item 9.01. Financial Statements and Exhibits.**

(d) Exhibits.

Exhibit No.	Description
99.1	<a href="#">Press release of The Mosaic Company, dated November 1, 2018</a>

**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.

**THE MOSAIC COMPANY**

Date: November 1, 2018

By: /s/ Mark J. Isaacson  
Name: Mark J. Isaacson  
Title: Senior Vice President, General Counsel  
and Corporate Secretary

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**Section 2: EX-99.1 (EXHIBIT 99.1 - PRESS RELEASE (NOVEMBER 1, 2018))**



**The Mosaic Company**  
3033 Campus Drive, Suite E490  
Plymouth, MN 55441  
[www.mosaicco.com](http://www.mosaicco.com)

**FOR IMMEDIATE RELEASE**

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## **MOSAIC ANNOUNCES SENIOR LEADERSHIP CHANGES**

PLYMOUTH, MN, November 1, 2018 - The Mosaic Company (NYSE: MOS) today announced several changes to its Senior Leadership Team, all effective January 1, 2019:

**Walt Precourt**, currently Senior Vice President - Phosphates, will become Senior Vice President - Strategy and Growth. This new group will include Mosaic's Business Development and Market and Strategic Analysis teams.

Mr. Precourt joined Mosaic in 2009 to lead the company's Environment, Health and Safety efforts. He subsequently served as Senior Vice President - Potash. In his new role, Mr. Precourt will work from the company's Tampa headquarters office. He will remain a member of the company's Senior Leadership Team.

**Bruce Bodine**, currently Senior Vice President - Potash, will become Senior Vice President - Phosphates. Mr. Bodine joined a Mosaic predecessor in 1999 and has served in a variety of roles in the potash and phosphates business units. He will be based in the company's offices in FishHawk, Florida, and will remain a member of the Senior Leadership Team.

**Karen Swager**, currently Vice President - Minerals in the Phosphates Business Unit, will become Senior Vice President - Potash. Since joining a Mosaic predecessor in 1994, Ms. Swager has served as the general manager of individual mines and processing facilities and as head of processing and minerals. She will be based in the company's Regina, Saskatchewan, Canada offices and she will join the Senior Leadership team.

"These changes represent an important step forward in Mosaic's evolving strategy," said President and CEO Joc O'Rourke. "While our potash, phosphates and Mosaic Fertilizantes businesses will remain the central engine that drives Mosaic, innovation and new avenues of growth are also important to our future success."

"I am confident that Walt, Bruce and Karen-all proven leaders-will help Mosaic achieve its remarkable potential in the years ahead."

### **About The Mosaic Company**

The Mosaic Company is one of the world's leading producers and marketers of concentrated phosphate and potash crop nutrients. Mosaic is a single-source provider of phosphate and potash fertilizers and feed ingredients for the global agriculture industry. More information on the Company is available at [www.mosaicco.com](http://www.mosaicco.com).

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