

MOSAIC CO  
Form 8-K  
May 18, 2005

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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): May 12, 2005**

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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)

**20-0891589**  
(IRS Employer  
  
Identification No.)

**3033 Campus Drive**

**55441**

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Suite E490

Plymouth, Minnesota 55441  
(Address of principal executive offices)

(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))
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**Item 1.01. Entry into a Material Definitive Agreement.**

On May 12, 2005, the Board of Directors of The Mosaic Company (the Company ) approved (i) an executive financial planning program pursuant to which the Company's executive officers, the Vice President and Treasurer and the Vice President Tax ( Covered Executives ) are eligible for reimbursement of up to \$20,000 over a three year period for the costs of financial planning, and (ii) an executive physical exam program pursuant to which approximately seventy employees, including Covered Executives, are entitled to reimbursement for the costs of physicals every three years (in the case of participants under age 50), every two years (in the case of participants between the ages of 50 and 59) and annually (in the case of executives age 60 and older).

**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: May 18, 2005

By:           /s/ Richard L. Mack          

Name: Richard L. Mack  
Title: Senior Vice President, General  
Counsel and Corporate Secretary