

HEARTLAND FINANCIAL USA INC  
Form 4  
January 19, 2017

**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 \*  
McKeag Bryan

2. Issuer Name and Ticker or Trading Symbol  
HEARTLAND FINANCIAL USA INC [HTLF]

5. Relationship of Reporting Person(s) to Issuer  
(Check all applicable)

(Last) (First) (Middle)  
1398 CENTRAL AVE.  
(Street)

3. Date of Earliest Transaction (Month/Day/Year)  
01/18/2017

\_\_\_\_ Director \_\_\_\_\_ 10% Owner  
 Officer (give title below) \_\_\_\_\_ Other (specify below)  
Chief Financial Officer

DUBUQUE, IA 52001

4. If Amendment, Date Original Filed(Month/Day/Year)

6. Individual or Joint/Group Filing(Check Applicable Line)  
 Form filed by One Reporting Person  
 Form filed by More than One Reporting Person

(City) (State) (Zip)

**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 (A) or (D) Price			
Common Stock					5,454	I	Trust <sup>(1)</sup>
Common Stock					3	D	
Common Stock	01/18/2017		M	1,000 A \$ 46.4	1,003	D	
Common Stock	01/18/2017		M	1,678 A \$ 46.4	2,681	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)	8. Amount or Number of Shares
2013 Time-Based Restricted Stock	(2)					(3) (3)	Common Stock	1,000
2013 Time-Based Restricted Stock	(2)	01/18/2017		F	1,000	(3) (3)	Common Stock	0
2014 Performance Based Restricted Stock	(2)					(4) (4)	Common Stock	1,678
2014 Performance Based Restricted Stock	(2)	01/18/2017		F	1,678	(4) (4)	Common Stock	0
2014 Time-Based Restricted Stock	(2)					(5) (5)	Common Stock	1,875
2015 Performance Based Restricted Stock	(2)					(6) (6)	Common Stock	1,313

2015 Time-Based Restricted Stock	<u>(2)</u>	<u>(7)</u>	<u>(7)</u>	Common Stock	1,875
2016 Performance Based Restricted Stock (1-year performance)	<u>(2)</u>	<u>(8)</u>	<u>(8)</u>	Common Stock	1,767 <u>(9)</u>
2016 Performance Based Restricted Stock (3-year performance)	<u>(2)</u>	<u>(10)</u>	<u>(10)</u>	Common Stock	842
2016 Time-Based Restricted Stock	<u>(2)</u>	<u>(11)</u>	<u>(11)</u>	Common Stock	1,587
2017 Time-Based Restricted Stock	<u>(2)</u>	<u>(12)</u>	<u>(12)</u>	Common Stock	1,620

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
McKeag Bryan 1398 CENTRAL AVE. DUBUQUE, IA 52001			Chief Financial Officer	

## Signatures

/s/ Bryan  
McKeag

01/19/2017

\*\*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) These shares are held by Bryan R and Linda M McKeag Living Trust dated 02-18-2009
- (2) Each restricted stock unit represents a contingent right to receive one share of Issuer's common stock.
- (3) These restricted stock units will vest on 1/18/2017 per employment agreement terms.

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- (4) These restricted stock units vest on 1-18-2017 if certain performance measures are achieved by the Issuer.
- (5) Of these restricted stock units, 1/3 vest on 3-11-2017, 1/3 vest on 3-11-2018, and 1/3 vest on 3-11-2019.
- (6) These restricted stock units vest on 1-18-2018 if certain performance measures are achieved by the Issuer.
- (7) Of these restricted stock units, 1/3 vest on 1-20-2018, 1/3 vest on 1-20-2019, and 1/3 vest on 1-20-2020.
- (8) These restricted stock units vest on 1-19-2019 if certain performance measures are achieved by the Issuer.
- (9) Reflects the addition of 84 shares earned in 2016 based on exceeding target performance metrics.
- (10) These restricted stock units vest in 2019 if certain performance measures are achieved by the Issuer.
- (11) Of these restricted stock units, 1/3 vest on 1-19-2017, 1/3 vest on 1-19-2018, and 1/3 vest on 1-19-2019.
- (12) Of these restricted stock units, 1/3 vest in 01-2018, 1/3 vest in 01-2019 and 1/3 vest in 01-2020.

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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